We are losing the feeling of “being together and doing something together”, the feeling of “common interest”. Individual trajectories (my training), individual survival strategies (my job, my income), individual goods (my car, my personal computer) have taken precedence and are considered the fundamental and irreplaceable expression of freedom.

We were taught and forced to believe that the State (basically the promoter and guarantee of the public interest, of the res publica) is in fact not a good thing. The State is made responsible for the main diseases of our economies. All this is about the State as such, not only about the red-tape, centralised or corrupt State. The jeering at the function and role of the State has gone hand in hand with a loss of trust in the political class and with disdain for the regional, national and “supranational” parliamentary institutions.

Since the creation of the European Economic Community (EEC), in 1957, the Christian and social-democratic political forces have put considerable efforts into achieving a common European social policy. They have found allies in a large number of European Commission and European Parliament officials having both extensive relevant knowledge and a strong political-social motivation. Nonetheless, Europe has made no real progress in the past fifteen years.

Europe is nothing but an association of countries which, together, constitute Brussels. It is a general phenomenon: blaming Europe. But each decision at the table is made jointly by all the prime ministers. They nod approvingly, but on their way home, already on the stairs of their aircraft some say: it is not our fault, it is a diktat of Europe. This is voter deception. All the countries, the national governments and their parliaments themselves are responsible.

The history of the 19th and 20th century has been most elucidating: there is no future for a society without justice, without equality, without brotherhood, in brief, without solidarity. Nobody can stop people in their search of humanity. Even if, in the next twenty to twenty-five years, we fail to build again a world on solidarity, there will always be men and women who start again and try again to achieve this goal.

Fritz Neugebauer
President of Eorofedop
Uitvoerend Bestuur - Bureau Exécutif - Vorstand - Executive Committee - Comité Ejecutivo:

Leodolfo Bettencourt
STE - Portugal
www.ste.pt/

Njegos Potecica
SDSS - Serbia
/www.sindikat.org.yu/

Brian Caton
POA - United Kingdom
/www.poauk.org.uk/

Pim Gooijers
ACOM - Netherlands
www.acom-cnvl.nl/

Viviane Goergen
LCGB - Luxembourg
www.lcgblu.lu/

Manfred Wiedner
FCG/PTT - Austria
www.fcg.at/

Rolf Weber
KF - Denmark
www.kfia.dk/

Michel Pillonel
TRANSFAIR - Switzerland
/www.transfair.ch/

Puskepalis Vydas
LDF - Lithuania
www.ldf.lt/

Esther Reyes Diez
SATSE - Spain
www.satse.es/

André Scholtes
SFIE - Luxembourg
www.sfie-eu.org/

Marcela Gatciovà
SLOVES - Slovakia
www.sloves.sk/

Gerrit van der Kamp
ACP - Netherlands
www.acp.nl/

Péter Michalkú
KSZZ - Hungary
www.kszsz.org.hu/

Renata Polverini
UGL (Servizi Pubblici) - Italy
/www.ugl.it/

René Ricot
FNACT/CFTC - France
www.cfbc.fr/

Ion Mihala
FSLIGCSP
Romania

Ylli Balta
FSPTT - Albania

Joseph Vella
UHM - Malta
www.uhm.org.mt/

John Clinton
POA - Ireland
www.poa.ie/

Michel Bovy
ACV/Transcom/CSC-Transcom - Belgium
http://acv-transcom.acv-online.be/
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 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).

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: 60 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.

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:** 160 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.
Trade Council Justice,
Luxemburg, 14.01.2005

Eurofedop held a meeting of its Trade Council Justice on 14.01.2005 in Luxemburg. Delegates from countries of the EU took positions with regard to the problems of Justice in Europe. As European representatives of the personnel in this sector, they welcome the initiatives taken by the Luxemburg presidency in the field of Justice and Home Affairs. The creation of an area of freedom, security and justice also requires the involvement of the personnel. With this aim, they direct this communiqué to the Minister of Justice, Luc Frieden, and the Minister of Labour and Employment, François Biltgen.

The fight against AIDS is another of the Luxemburg priorities. There must be a balance between prevention and treatment. Our delegates from the Prisons sector insist on the need for prevention. The prevention of sharps injuries in prisons and prison hospitals requires actions coordinated at European level. The overpopulation in European prisons is not a passing problem. On the basis of the explanation given by an expert of the CPT of the Council of Europe, Eurofedop draws the following conclusions:

The shift from “a national to a European security culture” cannot be a pretext for ignoring the need for tackling the overpopulation in prisons. As a direct measure, we request that the European Union would investigate the problem and put down the results in writing. The results of such studies should be part of a European model of consultation with the personnel representatives of national representative trade unions. The delegates expressed their astonishment over the still pending problem of awarding “trade union rights” to the personnel of prisons in the UK. They support the campaign that has been set up by the POA (Prison Officers’ Association) of this country and appeal to the committee of social affairs of the European Parliament for urgently asking the Blair Government for more explanation.

Council of Europe

Eurofedop was present at the 12th session of the Congress of Local and Regional Authorities
Strasbourg, 31 May to 02 June 2005

Apart from the traditional subjects, the Congress mainly focussed on making an evaluation of the “Warsaw Summit” and giving (quite some) attention to the 20th anniversary of the European Charter of Local Self-Government. Maybe the reactions in evaluation of the Summit were at moments a bit too euphoric, but, anyway, everybody agreed that the results were very positive. Of course, a lot of initiatives have been taken there, but now the great work will have to be done and challenges will have to be met. The next few months will show if the Congress will be able to properly guide this process. As concerns the 20th anniversary of the European Charter of Local Self-Government, we are pleased to notice that, today, already 41 of the 46 member states of the Congress have ratified the Charter. Equally pleasant to notice is that there is a follow-up system which works and investigates, in cooperation with the Council of Ministers and the Parliamentary Assembly, if the commitments taken through the Charter are respected.
Das Ziel des Seminars war eine Erörterung über Arbeitsstellen im öffentlichen Sektor, und namentlich über den Weg zu besseren Stellen. Am Seminar haben Menschen aus ganz Europa teilgenommen. Aus seiner Sitzung vom März 2004 hatte der Europäische Rat auf die dringende Notwendigkeit für Europa hingewiesen, zweckdienliche Maßnahmen zu ergreifen, damit in Europa mehr und bessere Arbeitsstellen geschaffen werden. Im Rahmen der europäischen Beschäftigungsstrategie haben sowohl die Europäische Kommission (KOM(2004)239) als auch der Europäische Rat (Frühjahrsitzung) bestätigt, dass mehr und zweckmäßiger in Humanressourcen investiert werden soll. Das alles ruft eine Anzahl Frage hervor: was kann im Bereich der Verwaltung von Humanressourcen unternommen werden, um die Qualität der Arbeitsstellen und die Qualität der Dienstleistung an das Publikum zu verbessern? Was sind die Schwerpunkte im Bereich der Verbesserung der Arbeitsumstände? Was soll die Antwort der Regierungen auf die Schwerpunkte sein, die in der europäischen Beschäftigungsstrategie vorgebracht werden, um im öffentlichen Dienst mehr und bessere Arbeitsstellen zu schaffen?

Diese und zahlreiche andere Fragen haben während des Seminars durch die Ansprachen der Redner und die darauf folgenden Debatten eine Antwort bekommen.
The aim to hold this seminar was to discuss jobs in the public sector and then in particular the way to get better jobs. People from all over Europe had gathered to discuss this theme. The European Council of March 2004 had 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) had confirmed the need for investing more and more effectively in human capital.

All this raises questions, questions such as: what can be done in the field of human resources management to improve the quality of jobs and the quality of services to the public? What are the priorities in the field of the improvement of the working environment? What should be the reply of governments to the priorities set forward in the European Employment Strategy for realising more and better jobs in the public service?

Answers to these and numerous other questions were given in the course of this seminar, through speeches and the discussions following these speeches.

“Optimising human resources in the public sector”

- The public sector is not synonymous with bureaucracy or inefficiency. However, a coherent model of public service provision is not available. New Public Management has many opportunities. Nevertheless, there are three important conditions:
  1. the instruments must be really good;
  2. changes have to be delicately announced and implemented;
  3. changes have to be supported by the personnel.
- The role of the Human Resources Manager and the personnel expert is very important. A good personnel policy and the optimisation of HRM are bas-
- Trade union organisations have to be given co-decision power and the opportunity to take part in HRM, through their participation in works’ councils or other structures of trade union consultation. They want to cooperate actively in removing the negative image of public services. Of primary importance is the establishment of a data bank and networks of European trade union organisations with information about best practices and experiences.
- A supportive platform for reforms in the public sector can only be achieved through the involvement of the civil servants concerned, in an open and honest way, in the process of reforms.
“Quality of work”

- The reduction of production costs, also in the public administration, may not negatively affect the quality of work. The managers concerned must provide for a balance and create a win-win situation for both the employer and the workers.
- The actual involvement of workers and a good communication and information about work itself are indispensable conditions to achieve a good quality of work.
- Workers in the public administration must also take initiatives to engage in conversation with the managers on the good quality of work, so that stress and other health problems may be prevented.
- It is a common responsibility of employers, trade unions and workers to continue to invest in a good quality of work and keep up the conversation with each other so that bad working conditions may be reduced. For this purpose, however, the employer will have to make available the necessary financial means.
- The investment in a HRM policy costs money, but is no money thrown away but a justified development towards a good quality of work by which health problems may be avoided.
- The number of workers assigned to the tasks that have to be fulfilled by the public administration, must be sufficient so that work pressure, stress and bad working conditions may be prevented.

“New Member States”

- Politics must give due attention to the consequences that reforms can have for workers in the public service and take measures to deal with these consequences well in advance.
- The stability of political objectives is required so that the consequences of reforms may be adequately managed and responsibility is taken for these consequences.
- Also with the privatisation of tasks in the public administration, the public authorities and the European Commission are obliged to provide for new jobs in the public administration to those who have been confronted with the loss of their job through privatisation.
- There are differences between the ‘old’ and the ‘new’ countries but also between the ‘new’ countries mutually and this is something the European Union must take account of with the further elaboration of a new Europe.

“Priorities of Social Dialogue”

- Eurofedop is of the opinion that social dialogue is necessary but asks the representatives of the public administration to participate in these consultations with a mandate.
- Eurofedop works through specific trade councils and should organise this working in such a way that an actual participation in social dialogue becomes possible.
- Eurofedop should take initiatives to clearly put on paper its standpoints and make these known to the representatives of the public administration.
- The particular situation of workers in the public administration asks for specific attention but must not lead to decisions being made without the workers and negatively affecting their working conditions, working environment and employment.
- Eurofedop favours a good cooperation with the partners of social dialogue, but this on a valuable and equivalent basis, with respect for Eurofedop’s own opinions.
- Eurofedop should continue to exercise pressure, together with its partners, on the public administration, both at national and European level.
**Recommendations**

- Eurofedop asks the European Commission to establish clear rules in the directive by which high-quality services of general interest can be guaranteed in all affiliated countries.

- Eurofedop asks the European Commission to establish frameworks in the directive by which an effective control on the realisation of high quality services of general interest can be organised.

- No directive without the actual realisation of administrative cooperation between the 25 countries. This is one of the necessary conditions for effective control.

- Eurofedop insists that the directive would clearly establish the conditions under which compensation in the form of state aid to public services is possible.

- Eurofedop suggests to regularly evaluate the functioning of the directive and discuss the results of *this with the social partners.*

- According to Eurofedop, “taking account of” the results of the large consultation means that account will be taken of these results with the publication of further European legislation.

- Eurofedop is aware that the organisation of a well-balanced internal market and the free circulation of services is necessary.

- Eurofedop asks the European Commission to operate calmly towards this goal and, by doing so, take account of the situation as it is in the affiliated countries.

- Eurofedop is of the opinion that a clear description has to be given of what the consequences of the directive will be for workers in the affiliated countries and underlines that the directive must not be put into effect before this knowledge has been reached.

- According to Eurofedop, the directive must not be a reason to cut down on the current level of working conditions with a view to reducing as much as possible the labour costs.

- Eurofedop is deeply concerned about the frameworks that have to be established in order to guarantee the delivery of high-quality services. These frameworks have to be included in the directive.

- Eurofedop demands that a clear (nominal) list of services that fall under the directive would be established. All services that are not mentioned in this list would fall out of the scope of the directive.

- European social dialogue must have co-decision over matters that concern workers of the public service so deeply.
Services Directive

08.12.2005

Critics have attacked the directive for leading to ‘social dumping’, and they have argued that services of general interest like healthcare should be excluded from the scope of the directive. These fears in respect to the Directive were partly blamed for the defeat of the European Constitution in particular in the French referendum on 29 May 2005.

The draft Services Directive was being discussed in the Parliament’s Internal Market Committee. The most disputed issue was whether services of general interest - meaning those considered as essential, such as healthcare, childcare, garbage disposal, traffic systems etc. - should be included in the scope of the directive. MEPs voted not to remove services of general interest from the directive’s scope as such, but introduced limitations to exclude certain services like health care, social security, public services such as transport and water, broadcasting, banking and gambling from the law.

The EP's vote in first reading is scheduled for the February 2006 plenary session. After this first reading the Commission will be able to introduce changes to its initial proposal in line with the amendments proposed by MEPs.

The upcoming Austrian Presidency hopes to come to a political agreement during the first half of 2006. The adoption of the directive requires a qualified majority in Council and co-decision in the European Parliament.

EUROFEDOP was present at the WEU Assembly in Paris
Summer session from 13 June to 15 June 2005

Political Europe is faltering after the “no” from France and the Netherlands to the “text of the Convention”. Considering that the WEU Assembly is the only interparliamentary assembly dealing with the problems of Security and Defence in Europe, this European institution once again showed that it uses every occasion to claim for itself a place on the European platform.

The Trade Council Defence of Eurofedop, which has been following the activities of this European institution as observer already for more than 10 years, has for the first time witnessed that, finally, the “personnel of Defence” are mentioned in an official report of the WEU.

Namely, in the report on “the implementation of the European Security Strategy”, the German Parliament Member Gerd Höfer makes the following statement: “Considering that the more member states’ troops are involved in multinational units in the context of the battlegroups or multinational HQs the more the different national laws governing their rights and obligations raise problems, possibly leading to conflicts of laws and tensions within the units in question”.

This statement, that the Trade Council Defence has already been advancing for years, has now been recognised through this report.

EUROFEDOP made necessary contacts with the rapporteur of this document as well as other parliamentarians from different countries in Paris, with the request that this file may be pursued.

Moreover, EUROFEDOP attended the celebration of 50 years WEU in Strasbourg. A lot of prominent people were present at this celebration, among whom the Secretary General of NATO, Mr De Hoop Scheffer.

The person who would be expected most to be present at this celebration, but who was absent, was the Secretary General of WEU, Mr Solana !!!
EUPAN is an informal network of Directors-General responsible for Public Administrations in the EU Member States.
The network consists of 4 working groups:
- HUMAN RESOURCES MANAGEMENT GROUP
- INNOVATIVE PUBLIC SERVICES GROUP
- E-GOVERNMENT WORKING GROUP
- BETTER REGULATION WORKING GROUP
you will find current projects, events, introductions, articles, dossiers and informative links on public administration subjects. You will also find introductory information about the projects. Our carefully-selected list of links provides access to many other sources of information. Subscribe to our monthly newsletter and we will keep you informed about EUPAN activities, events and projects.
Website: www.eupan.org

Health First Europe exhibition, “Medical Innovation for Life”
Medical innovation is vital for Europe
Brussels, 21 June 2005

Health First Europe (HFE), the European alliance of patients, healthcare workers, academics and industry, launched a three-day medical technology exhibition at the European Parliament in Brussels. The first ever event of its kind, “Medical Innovation for Life” highlights the importance of encouraging medical innovation in the European Union. This is vital for patients, but also for the economy, employment and, indeed, the overall well-being of society. “Medical Innovation for Life” also serves as a reminder that not all Europeans benefit from equitable access to modern, innovative diagnostic technology and medical treatments. Deeply divergent healthcare systems in the EU means that both patients and clinicians can have very different opportunities to assess and access medical innovation, depending upon the Member State in which they reside. Speaking at the launch reception of “Medical Innovation for Life”, MEP Karl von Wogau called for greater co-operation at European level in matters of health and healthcare provision. Mel Read, Chairperson of Health First Europe and former MEP, stressed that the patient should always be at the centre of national and EU health and R&D policies.

Speaking to an audience of HFE members, health policy experts and members of the European Parliament at the launch reception, HFE Chairperson and former MEP Mel Read emphasized that “Healthcare in Europe is currently a major societal challenge, because of the continuing enlargement of the EU and major demographic shifts. Innovation in medical technology is key to enable patients to live longer, more satisfying and more productive lives without disability. Innovation for health should be encouraged and should be the priority of the new EU programme for research”.
“At the same time, equitable access to medical innovation should be the cornerstone of any ambitious European health policy. We welcome the Commission’s health strategy as a step in the right direction."
Liaison Forum
Tuesday 14 June 2005, Borschette Centre, Brussels

At the invitation of the European Commission, Employment, Social Affairs and Equal Opportunities DG Social Dialogue, Bert Van Caelenberg was present at this forum.
The items on the agenda were:
1. European year of workers’ mobility 2006
   Presentation of the Commission initiative by Mr J. Jamar, DG EMPL
2. Commission Green Paper “Confronting demographic change: a new solidarity between the generations”
   Presentation of the Green Paper COM/2005/94 by DG EMPL representatives
In advance, information was given about the progress made in the field of social dialogue in the sectors.
Information on current files on health and security, employment and demographic developments, was also given by J. Morin.
Bert Van Caelenberg reported on the informal meeting of the public service trade unions EPSU-CESI and Eurofedop with the 25 Directors General of the Civil Service in Dublin.
When a real social dialogue committee for the Public Service will be established, remains a question, also to the European Commission.

Council of Europe Parliamentary Assembly

Session of 20 June to 24 June 2005

The Assembly expects a great deal from the report that Mr Juncker, Prime Minister of Luxemburg, is asked to write in person and the aim of which is to show how the European Union and the Council of Europe are complementary.

In the first place, Eurofedop attended the meetings of the Liaison Committee to the Conference of INGOs.
Here the “Warsaw Summit” was also very positively evaluated.

The fact that the President of the Conference was allowed to take the floor at the Summit, just as the Heads of States and Governments, confirms the importance attached by the Council of Europe to its cooperation with the NGOs.

The logical consequence of this should be that the NGOs now take their responsibility and deliver adequate reports.

In order that this may be possible professionally, in particular the working method of the Liaison Committee will have to profoundly change.
Moreover, one of the priority challenges will be the report that the Conference will transmit to Mr Juncker as its contribution to his report.
Eurofedop wishes to cooperate
1. There is a need for a clear definition of services of general interest and, in particular, of the universal service provision and this as regards all member states.

2. Europe should not only regulate the market but also keep a close watch over basic services that are essential for the population.

3. Measures should be taken to coordinate in a harmonious way the rules relating to competition and the maintenance of services of general interest without putting into question the sovereignty of the member states.

4. Europe should ensure that tasks of the public service can be delivered in optimum conditions of independence, confidentiality, objectivity and justice and with respect for the private life. The financial aspect and accessibility of services of general interest should be clearly defined at European level.

5. Considering the evolution of the postal sector, there is an urgent need for a regulatory organism that exercises appropriate control to fight unfair competition. The new member states should transpose as quickly as possible the European Directive into their National Legislation, so that all postal operators can engage in competition with the same arms.

6. There is an urgent need for an investigation into the development of postal services and parcels in the long term in all affiliated countries; this will not only benefit the consumer but also guarantee employment in the future.

7. In order to guarantee the quality and continuity of services of general interest, their delivery should be entrusted to continuously trained and sworn personnel.

8. The continuity of services of general interest should be compatible with the right to strike of workers.

9. The first victim of restructuring measures are always the workers with the lowest training. Therefore, the governments of the various countries should make available budgets for the retraining or further training of these personnel members.

10. Eurofedop rejects each form of competition on the basis of the loss of the “social acquis”.

Eurofedop is concerned about the future of the postal sector and the threats faced by the consumers but, as we are representatives of the workers from the various countries affiliated to our organisation, we are in the first place concerned about the employment and working conditions of the personnel employed in these postal services. Consequently, the following observations and conclusions were made.
With a view to a constant evaluation of the economic and social effects of the regulation decisions that the regulation authorities of the member states make upon instructions of the European Commission, the member organisations of the Council of Eurofedop demand the creation of a Committee for the Evaluation of the Economic Effects of Regulation in the Telecommunications Sector (CEREST).

As a body added either to the European Commission or to the European Economic and Social Council, either of which shall ensure the financing and functioning,

CEREST shall:
- follow the development of the overall employment in the telecommunications sector in the member states and in Europe,
- compare the investments on the European Union territory with those outside the European Economic Area (EEA),
- follow the working conditions, particularly the phenomenon of moral harassment at work,
- follow the salary conditions in the European Economic Area (EEA).

CEREST shall be composed of:
five experts appointed by the European trade unions in the sector, namely Eurofedop en UNI Europe, five representatives of the European employers’ organisations and five academics selected by Eurofedop and UNI Europe.

CEREST shall receive all the statistical documents the member states publish on the telecommunications economy.

CEREST shall have the power to present to the European Commission and the European Parliament recommendations that are aimed to adjust the competition policy of the regulation authorities to economic (employment, investment) and social (salaries, working conditions) needs.
Introduction:

Eurofedop is a recognised European trade union with more than 40 years experience in the field of personnel-related matters. As a result of the accession of new members from the new member states, even more arguments are given in support of our view that the future of health care workers may not be so bright, if no urgent action is taken by the European Union to do something about these problems. It is precisely because of the diversity of our members that we as organisation have the necessary know-how to deal with these matters. By throwing light, in a constructive manner, on some of the most pressing problems in this field, we will try to give some reflections on the current situation and provide the European policy makers with suggestions for solutions. The problems that are threatening to European health care workers, are of a diverse nature and are in such a way interrelated with each other that they can have an influence on all actors in the sector. Both employers and workers, trade unions, industry, authorities, schools and universities may undergo the consequences of this.

In order to effectively deal with these problems, we need to urgently invest in the sector’s biggest capital: its workers.

1. The health of health care workers
   - Therefore, it is necessary to establish a basis for strategies, programmes and measurement instruments to improve the health of the workers.
   - And practise benchmarking between the various organisations and units.

2. The European working time regulation for European health care workers
   - The time a worker spends on-call or to guarantee the permanence of a service should be regarded as working time.
   - The maximum working time of 48 hours/week over a reference period of 4 months should become the standard.
   - In the case of “opt-out” (worker can agree to deviate from the working time regulation), the limit should be established at 65 hours/week over a reference period of maximum 12 months.

3. Migration of health care workers
   - An ethical code has to be established, either or not with compensation measures for disadvantaged countries.
   - Health care workers who migrate to other countries, should be helped to acquire the same rights and working conditions as the health care workers in the countries they migrate to.
   - Registration systems and databases should be established.

4. Training and skills of health care workers in Europe
   - The level of skills as currently regulated by European directive should be the minimum standard for the Bachelor training within the “Bachelor-Master” structure.
   - More permanent training on the units within the framework of lifelong learning is required instead of super-specialisations.

5. Demographic problems and the early exit of health care workers
   - Europe should invest in better demographic developments.
Final observations

1. Health care is not a political priority!
Neither the individual National Authorities nor the European Commission nor the European Parliament give enough priority to health care. Health care should get a better place in the political mainstream.

2. Monitoring of the problem:
Up to now the public authorities and government have much too often hidden behind the fact that no information, no data were available.
The monitoring of health care professions in Europe should happen very urgently.
In the meantime, the NEXT-Study has provided sufficient data that can be used as basis.

3. Health care as action programme:
We should try to get health care in the first place in the action programme for 2005-2008, if this is still possible, and by all means in Europe’s action programme for 2008-2013.

4. Invest in health care workers.
The future of the sector lies mainly in the hands of the workers in this sector.
Only by the proper investment in health care workers will this sector, which in the meantime has become one of the biggest sectors, be able to further develop itself for the better.
Because health care workers are indeed the biggest capital of the sector.

Open forums 2005. “Health challenges for the future”
Brussels (B), 07-08.11.2005

The EU Health Forum serves as an information and consultation mechanism to ensure that the aims of the Community’s health strategy are made clear to the public and respond to their concerns. It provides an opportunity to representative organisations to make contributions to health policy development, its implementation and the setting of priorities for action.
The programme consisted of (3) parallel sessions.

In the first session three presentations by experts presented an overview of social healthcare serv-ices in the context of the draft legislation, and care quality, patient safety and access to health serv-ices. Questions were: Can Europe ensure a safe health care system in the EU and what is the extent to which a greater choice of healthcare providers can improve healthcare across Europe.
With a view to bringing into the debate the position of Eurofedop, taken at its Trade Council Health Services, secretary general Bert Van Caelenberg was present at the Open Forum 2005.
Together with Health First Europe, he gave a press briefing on 8 November, during which the document “Invest in health care workers = invest in the future of the health care sector” was pre-sented.
Under this title an AIM conference was held in Prague. Eurofedop has been having contacts with this organisation since many years, through its European workgroup for the health care sector. Thus we have co-operated for the analysis and determination of points of view on the services directive COM(2004)2 (the Bolkestein directive).

Demographic ageing, medical technological developments as well as the changing expectations of “health consumers” are challenging the financial sustainability of our universal health systems. This subject raises a lot of questions like ‘Is equal access to health care still an option for the future health policy?’ and ‘What tools do health insurers need for ensuring quality and controlling costs?’ These questions and a lot of other questions were addressed at the conference.

One of the opening speeches was held by Milan CABRNOCH, Member of the European Parliament. He had a lot of questions about the European mobility of patients. He feared that the current regulation, if not adjusted, will finally make the system explode. Other elements that were dealt with were the ageing of the population, new technologies, the rise in expectations of the patients and the mobility of the European citizen. An up-to-date agenda which will stay in this way for a while.

The term of solidarity, that can have a different meaning according to a country or a continent, needs to be urgently redefined. The question is if all patients will continue to receive all care. Remarkable is that studies have shown that the whole ageing process will cost one extra per cent of the GNP. But on the other side the GNP will increase by two per cent each year, due to the application of new technologies and medical equipment. Some of that equipment is worth more than its weight in gold. Should health insurers give more attention to first-line care (general practitioners) or to prevention?

The health care sector remains a labour-intensive sector, the personnel have to be involved in the policy of the sector. The mobility in Europe will not be possible without a minimum insurance. The American model has clearly not been adopted. In this model, there is a direct link with the insurance of the employer. This forces people to stay working in certain companies.

Further consideration was given to the rules as they exist for example in the United Kingdom and Germany. Especially the new system in the Netherlands, based on private insurance, was mentioned. Although this system sounded very good in the beginning, for instance it would allow to get rid of waiting lists in six months, there were some doubts about the free choice of care system and the small prints in the contracts.

It was an active congress where questions were asked and answers were looked for, that also concern us health care workers in the public sector. How can you measure quality and how will you define that? To what extent should account be taken of the requests of the citizen? What is the most performing system of solidarity in the light of medical developments?

I will bear in mind that the additional cost due to the demographic evolution may well be acceptable. This on the condition that we will be able to manage new technologies. If there are no politicians who give attention to solidarity, instead of speaking only for the interests of certain groups, the European health insurers will have to still undertake harsh actions.
The objective of the Commission was to listen to suggestions and ideas for European eGovernment Policy towards 2010. The day consisted of four sequential sessions based on the themes “Efficient and Effective eGovernment”, “Inclusive eGovernment”, “High impact services for businesses and citizens” and “Key enablers”.

For Eurofedop, secretary general Bert Van Caelenberg attended. He asked to give special attention to the human and social aspects and moreover underlined that there is a danger of new/further dualism in our society. The gap between to know and not to know, between to have and not to have. Not only at national level but also between the countries, there are still too large differences and, in this context, especially the new member states of the European Union need to be given more attention. Indeed, the e-chain can only be so strong as the weakest link. For businesses such as CISCO, it will matter now to do more with less. Some want to abandon the name of e-government and speak of connected government and the e-civil servant.

http://europa.eu.int/egovernment_research

‘Transforming Public Services’ conference in Manchester
Manchester (UK), 24-25.11.2005

On behalf of the European Commission and the UK Presidency, Bert Van Caelenberg, Secretary General of Eurofedop, is invited to the ‘Transforming Public Services’ conference, which took place on Thursday 24 and Friday 25 November 2005 in Manchester, United Kingdom.

This is the third EU Ministerial eGovernment Conference and one of the key events marking the UK Presidency of the European Council. The event will bring together Ministers and senior officials responsible for eGovernment practitioners, academics and a wide range of partners and suppliers from the private sector.

The aims of the conference are to review progress in eGovernment across Europe and to share learning. The conference will also provide a forum for debating the future direction of public sector eGovernment policy.

EU DECLARATION CHALLENGES COUNTRIES TO USE ICT TO TRANSFORM PUBLIC SERVICES FOR CITIZEN & BUSINESSES

This ministerial conference, that had been announced on the Web, was attended by Bert Van Caelenberg, Secretary General of Eurofedop, who replaced Fritz Neugebauer, President of Eurofedop.

In preparation for this conference, Bert Van Caelenberg had a personal conversation with the EU Commissioner for the Information Society, Viviane Reding.

On this occasion, the Eurofedop position was handed over and explained.

Proposal for conference contents

“Provide” or “make accessible” may sound very nice as a theory; in practice employees and their professional environment are confronted with a series of pragmatic consequences
Elements of which Eurofedop thinks that they should play an important role in social dialogue, with respect to the consequences of the implementation of e-Government, are:

1. e-Government is an instrument and offers many opportunities but can never be just the aim to be achieved.

2. Trade unions must not adopt a defensive or conservative attitude in the discussion about the implementation of e-Government. They must be aware of the chances that there are in this field and see what can be realistically achieved.

3. Nevertheless, we must ask ourselves who will profit from the e-Government that is introduced. Much too often the interest of industry comes first whereas the human and social aspect should be essential.

4. Also the ethical and democratic values that go with the development of e.g. the Internet and the information available there, that can be both undemocratic and not wanted, need to be given attention. In spite of the openness of the new media, there are certain limits in connection with e.g. privacy.

5. Lifelong learning is a requirement for further implementation and it goes without saying that workers must have a say in their training. Moreover, training says something about the worker and a flexible attitude towards e-Government can be expected from him or her.

6. Workers must have at their disposal all means, software and hardware, by which they can do their work in a modern way.

7. Moreover, there is a danger of a new/further dualism in our society. The gap between to know and not to know, between to have and not to have, increases in the information society and the knowledge economy. Not only at national level, but also between the countries, there are still too large differences and, in this context, especially the future member states of the European Union need to be given more attention. Indeed, the ‘e-chain’ can only be as strong as the weakest link.

8. The application of e-Government often leads to the dismissal of personnel. New forms of work often require other, usually more highly skilled workers. Social dialogue is thereby the most suitable platform for an open discussion.

9. e-Government can often create also new health risks. Thus, in recent years, there are more and more complaints of RSI and burn-out. And as far as Telework is concerned, this can lead to invisible exploitation. Therefore, more attention needs to be given to these new health risks.

10. With the increasing contacts, connections and internationalisation, multinational works’ councils would better correspond to the changing organisation.

11. In view of the place of women that is often different in the labour market, their place will also change as a result of the implementation of e-Government. And also in their case, there are both chances and risks.

Ms Reding, whom we have welcomed several times, in her function as Member of the European Parliament, at our Trade Council Ministries in Luxemburg, has not forgotten her social experience in the European Parliament. During her speech at the Conference, it was therefore of the greatest importance for us that she mentioned the role of the “workers”. In order for the eGovernment project to be a success, the contribution of the stakeholders is essential and her explicit reference to the “TRADE UNIONS” is therefore of the greatest importance.

As Commissioner, she also announced that a special communication on the “Knowledge Society” (project 2006-2010) would be published in 2006. In preparation for this, she declared that she would be prepared to have a conversation with Eurofedop. The some what harsh tone of our position was understood by the Commissioner as a normal trade union position that has every interest in going straight to the point.

The Directorate General Employment and Social Affairs as well as social dialogue in this field should be much more involved in all discussions that have direct or indirect consequences for the workers.
Dear colleagues,

This Congress had been prepared by INFEDOP’s World Board on 18/11/2005 in Luxemburg. At the end of this session, a resolution had been adopted that was related to the “open letter to the Executive Committee of the WCL” of four world trade federations.

At the CAP (Commission of the WCL’s Trade Action) session that took place on Monday afternoon 21/11/2005, this open letter was explained. The WCL’s vice-president (responsible for the trade action) tried to reconcile a second note, drawn up by four other trade sectors, with the open letter. A workshop at which Bert Van Caelenberg, secretary general of INFEDOP, was also present, subsequently drew up a new text.

All the International Trade Federations of WCL state their will to consult with the Global Union Federations on forms of cooperation.

The International Trade Federations of WCL note that in the meantime consultations between them and the Global Union Federations have started in a large number of sectors.

These consultations are taking place on the basis of the autonomous powers of the organisations involved, just like also decisions on cooperation, in whatever form, shall be made on the basis of autonomy.

For the International Trade Federations of WCL it is an established fact that consultations between them and the Global Union Federations shall be based on mutual respect for the organisations involved and for their affiliates.

WCL can and will indeed not accept that parts of WCL are excluded as a consequence of changing structures. The WCTA calls unanimously upon the Global Unions Federations to deepen the initiated dialogue with the respective International Trade Federations and to start a constructive dialogue with the organisations that are not yet committed and to promote this dialogue on the basis of respect for the organisations, their history, their principles and values, their criteria for political action. The joint International Trade Federations of WCL will periodically evaluate the progress and report on it to the Confederal Board.

This text was approved on condition that it would form an integral part of the “Resolution for Orientation”. This Resolution for Orientation, with insertion of the position of the WCL’s Trade Action, was approved by the Congress, with 169 votes in favour, 18 against and 10 abstentions. Herewith the road is open to the creation of a new world confederation.

The dissolution of the WCL will happen at a Congress in 2006. A voting by 2/3rd majority will be necessary for this.


The Executive Committee of EUROFEDOP will further discuss this point on 02/02/2006 and set a date for an INFEDOP World Board in 2006.
From 10 to 14 March, ASIAFEDOP and the All China Federation of Trade Unions (ACFTU), in cooperation with INFEDOP, organised a seminar on leadership in the public sector in Beijing, China. Present at the seminar were ASIAFEDOP delegates from the Philippines, Sri Lanka, India, Bangladesh, Hong Kong and Pakistan, two delegates from INFEDOP and delegates from the ACFTU (China), as well as a professor and an associate professor from the China Institute of Industrial Relations, Beijing.

The five-day seminar included four successful training days in which different aspects of leadership in general and its use in the public sector in particular were discussed, and an interesting day trip to Tianjin, one of the biggest industrial and port cities in China. On the second day of the seminar Martijn Hordijk, of INFEDOP, held a presentation on the leadership style of Konrad Adenauer. As important characteristics of Adenauer’s leadership style, he mentioned his ability to combine ideals with pragmatism, and his reliable image.

On day four, Bert van Caelenberg, secretary general of INFEDOP and EUROFEDOP, held a presentation at the request of the Chinese delegation on the activities and structure of EUROFEDOP, the European organisation of INFEDOP. His presentation provided the Asian delegates with some more insight in the working of European social dialogue and the way a European trade union, such as EUROFEDOP works.

The set up of the seminar, combining presentations with work-shops, provided both a good exchange of information, as well as fruitful interaction between the participants from different Asian and European countries.
The representative of Infedop was H. Feiner.
The 58th Annual Conference of the UN Department of Public Information assembled under the motto: “Our Challenge: Voices for Peace, Partnership and Renewal”. The priority themes went from the Millennium Development Goals of the United Nations, which the UN member states had adopted in 2000 and which should halve poverty worldwide by 2015, over global security to the reform of the UN.
As parallel with the DPI/NGO Conference also the presidents of the national parliaments and the preparatory group for the UN World Summit assembled on September 14-16, 2005, the mutual information flows made it possible to directly witness the failure of a sustainable UN reform due to the US veto.
Speakers besides other personalities were: Jean Ping, Chairman of the 59th UN General Assembly session; Jean Eliasson, elected Chairman of the 60th UN General Assembly session; Kofi Annan, UN Secretary General; Juan Somavia, Director General of the International Labour Organisation; Shirin Ebadi, the Iranian winner of the Peace Nobel Prize 2004; and the respective presidents of the national parliaments of France and China, Jean-Louis Debre and Liu Mingzu.
Besides the priority themes the Conference is also an ideal opportunity to lobby for the importance of public services and to develop networks for Infedop
On the basis of our own programme and against the background of the European social agenda for 2005-2010, we wish to once again stand for our vision in the European debate in 2006. Last year 2005 has been a dark point in the European decision-making. Austria and Finland, if they are determined to assume their presidency of the European Union with dedication in 2006, can do nothing else but clear away the debris in a short term. However, 2006 does not have to be a lost year for us, quite on the contrary. One subject of interest in 2006 will be for instance the working time directive 2003/88/EU with the SIMAP and Jaeger judgments as well as the new judgment Abdelkader Dellas C-14/04 of 01/12/05 through which the Jaeger judgment on the ‘time on call for medical doctors’ was confirmed.

2006 will also be a year in which special attention will be given to the Mobility of Workers. The public services are also a concerned party here. The publication of a directive on the portability of supplementary pensions will be an action point in 2006. Healthy ageing is another challenge to view in view of the major demographic changes that are underway throughout Europe. It has to be assured that social and health Services are prepared to meet the needs of the growing number of elderly citizens and make healthy ageing possible.

Therefore, it will be necessary for the Council to discuss how health can be integrated in all policies. The issue of the “Directive on Services” has been a subject of information and many sessions in 2004 and 2005. Eurofedop has defended its standpoint and will continue to defend its standpoint in 2006. The European Parliament will hold crucial discussions on this matter in February 2006. But in spite of the pressure put by European trade unions on Socialist MEPs, the support of the EPP group will be indispensable if essential amendments have to be approved. Therefore, we will rely on EUCDW Parliament Members to deliver us that necessary majority in support of our cause.

It is clear that the two next presidencies of Austria and Finland will have to be committed to completing the negotiations on the Directive on Services, in close cooperation with the Commission and Parliament. We on our part will be gathered as Eurofedop during the Austrian Presidency in Vienna from 18/05/2006 to 22/05/2006. We will especially dedicate ourselves to the above-mentioned subject, but we will also make time available to celebrate Eurofedop’s anniversary, on the place where it was founded 40 years ago. Our year of 2006 will not be a ‘march on the spot’. It will be a year in which we will make ourselves ready for the Eurofedop Congress in 2007.

My best wishes for you all.

Bert Van Caelenberg
Secretary General

Executive Committee
Luxembourg
02.02.2006

T.C. Justice
Luxembourg
10.02.2006

T.C. Locale & Regional Authorities
Luxembourg
17.03.2006

Seminar Vienna (40 years Eurofedop)
Austria
18-20.05.2006

T.C. Post & Telecom
Croacia (Dubrovnic)
02.06.2006

T.C. Health Services
Luxembourg
19.06.2006

T.C. Ministries
Luxembourg
21.09.2006

T.C. Finances
Luxembourg
22.09.2006

T.C. Police
Luxembourg
06.11.2006

T.C. Defence
Luxembourg
07.11.2006

T.C. Post & Telecom
Luxembourg
15.12.2006