

Draft Programme of Action (01.06.2018) with proposed amendments  
(version 28 September 2018)

X. Introduction	Proposed amendments	Recommendations to CRC 25 October
<p>X1. This programme of action highlights the main priorities for EPSU over the next Congress period and is set out on the basis of three main themes:</p> <p>X1.a Future of public services X1.b Future of work in public services X1.c Future of public service trade unions</p>		
<p>X2. These three elements form the basis of EPSU's contribution to building a Europe where people and the environment are free from exploitation and welfare for all comes first. Our vision of work and society is shaped by our shared values. These highlight the need to protect and promote democracy, peace and civil, economic, social and cultural rights and to uphold the right for everyone to have access to quality public services to guarantee their fundamental rights and well-being.</p>		
<p>X3. The main challenge for EPSU is to defend, promote and strengthen what we know as Social Europe. This is a Europe where sustainable development, high quality public services, full employment, workers' rights, citizen's well-being and a well-funded welfare state take centre stage. This is a Europe whose social model</p>	<p><i>French affiliates (except Fédération CFE-CGC Energies)</i> <b>Add</b> at the end of point X3: “ <b><u>The United Nations' Sustainable Development Goals, 17 goals aiming to put an end to poverty, to protect the planet and to ensure peace and prosperity, are an important benchmark and should be fully integrated into the trade agenda.</u></b></p>	<p><b>Accept</b> (This amendment reintroduces para A.21 of the PoA version 29.05.18)</p>

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<p>continues to set an example at global level but where this social element needs to be fostered through stronger public finances and increased public investment based on progressive taxation, a fairer distribution of income and wealth and stronger and more extensive collective bargaining and trade union rights. This is a Europe that puts its full weight behind realising the targets of the Sustainable Development Goals both in the EU, in Europe and globally and which leads on implementing the Paris Climate Agreement. Our Europe contributes to social justice, solidarity and peace on our continent and in the world. Welfare for all comes first.</p>	<p><i>Fédération CFE-CGC Energies</i>  <b>Delete</b> in X3: “welfare state” and <b>replace with</b> “social state”  X3. The main challenge for EPSU is to defend, promote and strengthen what we know as Social Europe. This is a Europe where sustainable development, high quality public services, full employment, workers’ rights, citizen’s well-being and a well-funded <del>welfare-</del> <b>social state</b> take centre stage. This is a Europe whose social model continues to set an example at global level but where this social element needs to be fostered through stronger public finances and increased public investment based on progressive taxation, a fairer distribution of income and wealth and stronger and more extensive collective bargaining and trade union rights. This is a Europe that puts its full weight behind realising the targets of the Sustainable Development Goals both in the EU, in Europe and globally and which leads on implementing the Paris Climate Agreement. Our Europe contributes to social justice, solidarity and peace on our continent and in the world. Welfare for all comes first.</p> <p><i>Nordic Constituency</i>  <b>Add:</b> “<u>Gender equality</u>” after “workers rights”:  X3. The main challenge for EPSU is to defend, promote and strengthen what we know as Social Europe. This is a Europe where sustainable development, high quality public services, full employment, workers’ rights, <b>gender equality</b>, citizen’s well-being and a well-funded welfare state take centre stage. This is a Europe whose social model continues to set an example at global level but where this social element needs to be fostered through stronger public finances and increased public investment based on progressive taxation, a fairer</p>	<p><b>Reject</b>  The Welfare State is a commonly used term and ‘social state’ is not used in English. Perhaps for the FR text?</p> <p><b>Accept</b></p>

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	<p>distribution of income and wealth and stronger and more extensive collective bargaining and trade union rights. This is a Europe that puts its full weight behind realising the targets of the Sustainable Development Goals both in the EU, in Europe and globally and which leads on implementing the Paris Climate Agreement. Our Europe contributes to social justice, solidarity and peace on our continent and in the world. Welfare for all comes first.</p>	
<p>X4. The tentative moves to a more positive social agenda in the European Union after years of austerity needs to be maintained and built upon by the new Parliament and European Commission. There is a lot of work still to do. The European Pillar of Social Rights provides a starting point and a basis to assess policies at national level but much more needs to be done to strengthen workers' and social rights at European level. This includes rebalancing the economic and social dimension and to ensure that EPSU's core values are properly reflected in budgets, policy and legislation in the European Union and at national level.</p>	<p><i>Nordic Constituency</i>  <b>Delete:</b> "much more needs to be done" and <b>replace with:</b> "it's high time to take action":  X4. The tentative moves to a more positive social agenda in the European Union after years of austerity need to be maintained and built upon by the new Parliament and European Commission. There is a lot of work still to do. The European Pillar of Social Rights provides a starting point and a basis to assess policies at national level but <del>much more needs to be done</del> <b>it's high time to take action</b> to strengthen workers' and social rights at European level. This includes rebalancing the economic and social dimension and to ensure that EPSU's core values are properly reflected in budgets, policy and legislation in the European Union and at national level.</p>	<p><b>Reject:</b> as the amendment suggests that no action is taking place but we could <b>rephrase</b> original:</p> <p>The tentative moves to a more positive social agenda in the European Union after years of austerity needs to be maintained and built upon by the new Parliament and European Commission. There is a lot of work still to do. The European Pillar of Social Rights provides a starting point and a basis to assess policies at national level but much more <b>action is needed</b> <del>needs to be done</del> to strengthen workers' and social rights at European level. This includes rebalancing the economic and social dimension and to ensure that EPSU's core</p>

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		values are properly reflected in budgets, policy and legislation in the European Union and at national level.
<p>X5. These values are under threat from a range of reactionary, xenophobic and nationalist forces whose growth has been fed by national and international policies that are more about markets and profit-making and say nothing about workers' and citizens' rights and well-being. In response, it is all the more important that public service trade unions work together to vigorously restate the need for solidarity and fairness in the face of the damaging effects, both social and economic, of increasing inequalities. Our vision of an alternative Europe, with public services at its core, must be a real alternative to the current system. With its narrow focus on markets and profits, this prioritises privatisation and liberalisation over the public spending and investment needed to deliver high levels of welfare and quality employment.</p>	<p><u>Nordic Constituency</u>  <b>Add</b> after “and well-being.”: “EPSU fights against all forms of anti-democratic, fascist and nationalist movements.”:  X5. These values are under threat from a range of reactionary, xenophobic and nationalist forces whose growth has been fed by national and international policies that are more about markets and profit-making and say nothing about workers' and citizens' rights and well-being. <b><u>EPSU fights against all forms of anti-democratic, fascist and nationalist movements.</u></b> In response, it is all the more important that public service trade unions work together to vigorously restate the need for solidarity and fairness in the face of the damaging effects, both social and economic, of increasing inequalities. Our vision of an alternative Europe, with public services at its core, must be a real alternative to the current system. With its narrow focus on markets and profits, this prioritises privatisation and liberalisation over the public spending and investment needed to deliver high levels of welfare and quality employment.</p>	<p><b><u>Accept</u></b></p>
<p>X6. Political changes are posing new questions for EPSU and its affiliates. While the United Kingdom is leaving the European Union, other countries are closer to joining and some existing member states are looking at measures to create a closer Economic and Monetary Union. At the same time relationships with neighbouring countries also continue to throw up new challenges. The</p>	<p><u>French affiliates (except Fédération CFE-CGC Energies)</u>  <b>Delete:</b> “The European Union, Russia and other European countries play an important role at global level and we expect all to promote our shared values.” <b><u>Replace with:</u></b>  “The European Union, Russia and other European countries play an important role at global level and we shall act to ensure that they respect and promote all the values upheld by EPSU.”</p>	<p><b><u>Accept</u></b></p>

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<p>European Union, Russia and other European countries play an important role at global level and we expect all to promote our shared values. EPSU must continue to respond to these developments with a clear focus on their impact on democracy, peace, public services and workers' and citizens' rights.</p>	<p>X6. Political changes are posing new questions for EPSU and its affiliates. While the United Kingdom is leaving the European Union, other countries are closer to joining and some existing member states are looking at measures to create a closer Economic and Monetary Union. At the same time relationships with neighbouring countries also continue to throw up new challenges. <del>The European Union, Russia and other European countries play an important role at global level and we expect all to promote our shared values.</del> <b><u>The European Union, Russia and other European countries play an important role at global level and we shall act to ensure that they respect and promote all the values upheld by EPSU.</u></b> EPSU must continue to respond to these developments with a clear focus on their impact on democracy, peace, public services and workers' and citizens' rights.</p>	
<p>X7. The legacy and persistence of austerity continues to blight many countries. Millions of people have been affected by cuts to public spending and investment. Women have been disproportionately affected, both as service users and public service workers while young people have seen job opportunities dry up as youth unemployment in some countries soared. For many workers migration has been seen as the only option, often leading to major staffing shortages in public services, particularly health and social care. There is an urgent need for progressive and fair, social and economic policies to deliver a more united Europe and radically reduce inequalities both within and between countries.</p>	<p><i>French affiliates (except Fédération CFE-CGC Energies)</i> <b>Delete</b> : “Women have been disproportionately affected, both as service users and public service workers while young people have seen job opportunities dry up as youth unemployment in some countries soared.” <b>Replace with:</b> “Austerity has adversely impacted equality policies and laws. Women are the first to suffer. Young people have seen job opportunities dry up as youth unemployment in some countries soared.”</p> <p>X7. The legacy and persistence of austerity continues to blight many countries. Millions of people have been affected by cuts to public spending and investment. <del>Women have been disproportionately affected, both as service users and public service workers while young people have seen job opportunities dry up as youth unemployment in some</del></p>	<p><b>Reject</b> Amendment reduces the meaning of the original and does not improve the text.</p>

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	<p><del>countries soared.</del> <b><u>Austerity has adversely impacted equality policies and laws. Women are the first to suffer. Young people have seen job opportunities dry up as youth unemployment in some countries soared.</u></b></p> <p>For many workers migration has been seen as the only option, often leading to major staffing shortages in public services, particularly health and social care. There is an urgent need for progressive and fair, social and economic policies to deliver a more united Europe and radically reduce inequalities both within and between countries.</p> <p><b><u>Add a point X7.BIS:</u></b>  <b><u>X7. BIS Gender equality will not be achieved until women have gained the right to be in charge of their own bodies.</u></b></p>	<p><b><u>Accept</u></b>  However we think this amendment could be added to A.10.d</p>
<p>X8. This programme of action will provide the basis for work developed in EPSU's different committees and working groups, covering health and social services, local and regional government (including firefighters), utilities (including company and European works council policy), central governments and EU administration (including prison services), women and gender equality and young workers.</p>		

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<p>A1. Quality public services are at the heart of fair societies and essential in tackling the social, economic and environmental challenges that face Europe. EPSU and its affiliates have developed a range of policies and actions to defend and support universally accessible and democratically-organised public services that are responsive to citizens' needs. These include economic policies to promote social justice and equality, progressive taxes helping to finance the necessary levels of public spending and investment. Building support for more and better public services involves arguing for public ownership and democratic control and management and against the processes of liberalisation, privatisation and commercialisation that undermine the quality and democratic accountability of those services.</p>	<p><i>French affiliates (except Fédération CFE-CGC Energies)</i>  <b>We request</b> that the English term “tax” is translated in full into French by the terms “<b>impôts et taxes</b>” which are two separate concepts in that language.  <b>Add</b> after term “progressive taxes” “- fair and transparent taxation – allowing the financing of quality public services for the benefit of all citizens”.</p> <p>A1. Quality public services are at the heart of fair societies and essential in tackling the social, economic and environmental challenges that face Europe. EPSU and its affiliates have developed a range of policies and actions to defend and support universally accessible and democratically-organised public services that are responsive to citizens' needs. These include economic policies to promote social justice and equality, progressive taxes - <b>fair and transparent taxation allowing the financing of quality public services for the benefit of all citizens</b> - helping to finance the necessary levels of public spending and investment. Building support for more and better public services involves arguing for public ownership and democratic control and management and against the processes of liberalisation, privatisation and commercialisation that undermine the quality and democratic accountability of those services.</p> <p><i>Nordic Constituency</i>  <b>Delete</b> the word “helping” in the middle of the passage:  A1. Quality public services are at the heart of fair societies and essential in tackling the social, economic and environmental challenges that face Europe. EPSU and its affiliates have developed a range of policies and actions to defend and support universally accessible</p>	<p><b>Accept</b> (French text only)</p> <p><b>Accept</b></p> <p><b>Accept</b></p>

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	and democratically-organised public services that are responsive to citizens' needs. These include economic policies to promote social justice and equality, progressive taxes helping to finance the necessary levels of public spending and investment. Building support for more and better public services involves arguing for public ownership and democratic control and management and against the processes of liberalisation, privatisation and commercialisation that undermine the quality and democratic accountability of those services.	
<b>A2. Fighting for stronger public finances and tax justice</b>		
A3. Public finance, backed up with transparent and democratic processes to ensure the best use of resources, is the most effective way of funding and delivering universal and high-quality public services. These should be accessible, affordable and based on need. Fair, solidarity-based financing should be promoted over cuts to meet arbitrary debt and deficit targets. A progressive tax policy must address both income and wealth inequality, eradicate tax fraud and close down tax havens.		
A4. Action points A4.a support policies to promote strong public finances and public investment A4.b lobby for more effective action to tackle tax fraud and evasion, especially by transnational companies, with disclosure of special tax deals between them and	<i>French affiliates (except Fédération CFE-CGC Energies)</i> <b>Add new point A4.b BIS:</b> "take action to ensure harmonised taxation in Europe and in the EU, thereby avoiding tax dumping".  <b>A4.b BIS take action to ensure harmonised taxation in</b>	<b>Accept</b> but <b>Rephrase</b> as harmonisation could also be achieved on very low levels of tax:  <b>A4.b BIS: take action to</b>



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<p>A4.c national governments, as part of a move to fairer and more progressive taxation and social contribution systems ensure that the benefits of public investment are shared and support more equal societies</p>	<p><b><u>Europe and in the EU, thereby avoiding tax dumping</u></b></p> <p><i>FNV, the Netherlands</i>  <b>Add</b> 2 new action points:  <b><u>A4.d urge for more action around the progressive taxation theme</u></b>  <b><u>A4.e ensure that the strongest shoulders carry the heaviest burden.</u></b></p>	<p><b><u>ensure progress towards common taxation policies based on fair and progressive taxation principles, in Europe and in the EU, thereby avoiding tax dumping”.</u></b></p> <p><b><u>Reject</u></b> Point already included in A4.b  <b><u>Accept</u></b></p>
<p><b>A5. Arguing for an alternative economic policy</b></p>	<p><i>French affiliates (except Fédération CFE-CGC Energies)</i>  <b>Delete</b> the word “policy” and <b>replace with</b> the word “model”:  <b><u>A5. Arguing for an alternative economic policy model</u></b></p>	<p><b><u>Accept</u></b></p>
<p>A6. EPSU calls for a radical change in economic policy to a system that puts people before profit, where proper weight is given to social and environmental issues and public spending is seen not as a burden, but as playing an essential role in driving the economy. This model prioritises progressive measures for a fairer distribution of income and wealth and to prevent financial speculation and ensure the economy is not dominated by financial interests.</p>	<p><i>French affiliates (except Fédération CFE-CGC Energies)</i>  <b>Delete</b> the word “policy” in “economic policy” and <b>replace with</b> the word “model” (<i>adopting the previous text in this sense as both recent and former crises and upheavals in the European and global economy are systemic and not political crises</i>).</p> <p>A6. EPSU calls for a radical change in economic <del>policy</del> <b>model</b> to a system that puts people before profit, where proper weight is given to social and environmental issues and public spending is seen not as a burden, but as playing an essential role in driving the economy. This model prioritises progressive measures for a fairer distribution of income and wealth and to prevent financial speculation and ensure the economy is not dominated by financial interests.</p>	<p><b><u>Accept</u></b></p>

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<p>A7. Action points</p> <p>A7.a promote the adoption of economic policies across Europe that recognise the role of public investment and public spending in fairly distributing economic and social well-being rather than focussing on competition, markets and profit</p> <p>A7.b support a shift in economic and budgetary policy in the European Union and beyond where social issues and the role of public services are prioritised. This should also be reflected in the EU budget</p>	<p><i>Fédération CFE-CGC Energies</i></p> <p><b>Add</b> new action point A7.c :  <b><u>A7.c highlight the complementarity of public services, industrial policy and social progress goals.</u></b></p>	<p><b><u>Accept</u></b></p>
<p><b>A8. Getting more and better public services for all</b></p>		
<p>A9. Public finance and investment in quality public services and infrastructure are vital in ensuring they are universally available and affordable for all. This means support for all public services – from energy, waste and water, through health and social services to the many services provided by local, regional and national governments. All these levels of public services <u>s</u> need to be well funded to meet the needs of an ageing society and to respond to new and existing challenges such as supporting migrants, refugees and asylum-seekers.</p>	<p><i>French affiliates (except Fédération CFE-CGC Energies)</i></p> <p><b>Add</b> the word “accessible” between the words “available” and “and affordable”.</p> <p><b><u>In the French version</u></b>, delete the term “<b>distribution</b>” as it is too restrictive.</p> <p>A9. Public finance and investment in quality public services and infrastructure are vital in ensuring they are universally available, <b><u>accessible</u></b> and affordable for all. This means support for all public services – from energy, waste and water, through health and social services to the many services provided by local, regional and national governments. All these levels of public services <u>s</u> need to be well funded to meet the needs of an ageing society and to respond to new and existing challenges such as supporting migrants,</p>	<p><b><u>(check French)</u></b></p> <p><b><u>Accept</u></b></p>

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	<p>refugees and asylum-seekers.</p> <p>.</p> <p><i>Fédération CFE-CGC Energies</i>  <b>Delete:</b> “This means support for all public services – from energy, waste and water,” and <b>replace with</b> “This means support for all public services – from energy (especially transmission and distribution), waste and water supply”</p> <p>A9. Public finance and investment in quality public services and infrastructure are vital in ensuring they are universally available and affordable for all. <del>This means support for all public services – from energy, waste and water,</del> <b>This means support for all public services – from energy (especially transmission and distribution), waste and water supply,</b> through health and social services to the many services provided by local, regional and national governments. All these levels of public services need to be well funded to meet the needs of an ageing society and to respond to new and existing challenges such as supporting migrants, refugees and asylum-seekers</p> <p><i>Nordic Constituency</i>  <b>Add</b> after existing text at the end: “and other victims of discrimination.”:</p> <p>A9. Public finance and investment in quality public services and infrastructure are vital in ensuring they are universally available and affordable for all. This means support for all public services – from energy, waste and water, through health and social services to the many services provided by local, regional and national governments. All these levels of public services need to be well funded to meet the needs of an ageing society and to respond to new and existing challenges such as supporting migrants, refugees and asylum-seekers <b>and other victims of discrimination.</b></p>	<p><b><u>Accept</u></b></p> <p><b><u>Accept</u></b></p>

<b>A. Future of public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>A10. Action points</p> <p>A10.a secure the fundamental right for all to quality public services, including the right to water, energy, health care and education</p> <p>A10.b campaign to ensure adequate funding for public services for migrants, refugees and asylum-seekers</p> <p>A10.c ensure that all public service users have access to quality public services and fight any discrimination whether relating to race, gender, marital status, sexual orientation, age, religion, disability, political opinion, social or economic status, or national or ethnic origin</p>	<p><u>PCS, UK</u> <b>Add</b> “,and affordable public transport”: A10.a secure the fundamental right for all to quality public services, including the right to water, energy, health care and education, <b><u>and affordable public transport</u></b></p> <p><u>Nordic Constituency</u> <b>Add</b> after “sexual orientation”: “gender Identity and sex characteristics,” A10.c ensure that all public service users have access to quality public services and fight any discrimination whether relating to race, gender, marital status, sexual orientation, <b><u>gender identity and sex characteristics</u></b>, age, religion, disability, political opinion, social or economic status, or national or ethnic origin</p> <p><b>Add</b> new action point A10.d (<i>to introduce amendment made to X.7</i>) <b><u>A10.d Ensure that women have the right to be in charge of their own bodies</u></b></p>	<p><b><u>Accept</u></b></p> <p><b><u>Accept</u></b> This gives the same listing as in B26 and makes text coherent</p> <p><b><u>To discuss</u></b> New A10.d to introduce (modified) amendment made by French affiliates (except CFE-CGC) to X.7 <b><u>A10.d Ensure that women have the right to be in charge of their own bodies</u></b></p>
<p><b>A11. Defending democracy and the rule of law and fighting corruption</b></p>		
<p>A12. Democratic control over public service provision and trust in public institutions are essential in</p>		

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guaranteeing the fair and equitable delivery of public services. Public service workers and their trade unions play a vital role in protecting these principles and exposing those whose actions undermine the rule of law.		
<p>A13. Action points</p> <p>A13.a support action by workers and trade unions to fight corruption and anti-democratic practices</p> <p>A13.b fight for laws to protect whistleblowers</p>		
<b>A14. Resisting privatisation and liberalisation to defend quality public services</b>		
<p>A15. Privatisation in its many forms, including public-private partnerships, outsourcing, concessions and processes such as marketisation and commercialisation, has a negative impact on the quality public services. Providing research and campaigning material to prevent privatisation and advocating the return of services to public ownership and democratic control are core areas of work across all levels of government, health and social services as well as energy, waste and water.</p>	<p><i>Nordic Constituency</i>  <b>Delete</b> the word “has” and <b>replace with</b> “may have” in the first sentence:  A15. Privatisation in its many forms, including public-private partnerships, outsourcing, concessions and processes such as marketisation and commercialisation, <b>has may have</b> a negative impact on the quality public services. Providing research and campaigning material to prevent privatisation and advocating the return of services to public ownership and democratic control are core areas of work across all levels of government, health and social services as well as energy, waste and water.</p>	<p><b>Reject</b>  While there may be cases where privatisation does not effect negatively a specific service, privatisation as a phenomenon certainly has had, and is having, a negative impact on the provision of, and access to, quality public services for all.</p>
<p>A16. Action points</p> <p>A16.a expose the negative effects of privatisation and highlight the benefits of public provision and the return of services to public ownership and control</p>	<p><i>PCS, UK</i>  <b>Add</b> new action point:  <b>A16.e mobilise public sector workers to lobby government at all levels - national, regional and local - to resist and defy public sector cuts, and</b></p>	<p><b>Accept</b> but <b>Rephrase</b> to include only new elements  <b>A16.e mobilise public sector workers and social</b></p>

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<p>A16.b support initiatives to improve the quality and quantity of publicly provided services</p> <p>A16.c strengthen the regulatory frameworks for public services, including through information and transparency rules and social partner representation in regulatory bodies</p> <p>A16.d defend domestic regulation from being undermined by trade and investment agreements</p>	<p><b><u>popularise the movement for adequate funding through progressive taxation of rich individuals and corporations</u></b></p>	<p><b><u>movements to defend and support public services</u></b></p>
<p><b>A17. Getting the best from the digital transformation of public services</b></p>		
	<p><i>Nordic Constituency</i>  <b><u>New first paragraph</u></b> to the chapter on Digitalisation:  <b><u>A18. EPSU welcomes technological developments in the public sector. However, it is important that these developments are conducted in a way that managed so as to benefit public sector workers and user of public services. It is crucial to involve workers in the process of the technological change, in order to improve the services delivered. This requires that employers and politicians facilitate proper training. Workers need new knowledge and skills to benefit from new technology.</u></b></p>	<p><b><u>Accept</u></b> but <b><u>Rephrase first sentence</u></b>, which should be more nuanced:</p> <p>EPSU welcomes technological developments in the public sector <b><u>that improve services and working conditions.</u></b></p>
<p>A18. Digital transformations, whether in the form of artificial intelligence, automatisation or robotisation, raise major questions about the quality of public services. They have considerable potential to increase efficiency and effectiveness and deliver positive benefits for citizens where</p>		

<b>A. Future of public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>they open up new ways of providing better services to more people. However, they also threaten to dehumanise services and make them more remote from users. Trade unions must have a role in the introduction and use of digital processes to help ensure that the benefits are fairly distributed. The same is true of measures to regulate the control of data and the right to privacy, promoting the role of public services in the provision of digital services in the face of their domination by private sector interests.</p>		
<p>A19. Action points</p> <p>A19.a lobby for democratic control over the digitalisation process and fair sharing of its benefits</p> <p>A19.b develop policies to ensure that the potentially positive impacts of digitalisation are fully exploited while protecting against the threat that it might reinforce inequality or impair access to public services</p> <p>A19.c press for effective protection of personal data and the right to privacy</p>	<p><i>French affiliates (except Fédération CFE-CGC Energies)</i></p> <p><b><u>Add</u></b> new action point A19.d</p> <p><b><u>A19.d take action to ensure that digitalisation does not aggravate the digital divide and that it is a choice and not an obligation for users by maintaining a maximum number of physical reception areas</u></b></p> <p><i>PCS, UK</i></p> <p><b><u>Delete</u></b> action point A19.b and <b><u>replace with:</u></b></p> <p><b><u>A19.b campaign for a shorter working week, without loss of incomes to workers, to take advantage of digitalisation - as opposed to job losses</u></b></p>	<p><b><u>Accept</u></b> but <b><u>Rephrase?</u></b></p> <p><b><u>e.g.,</u></b></p> <p><b><u>A19.d take action to ensure that digitalisation does not aggravate the digital divide and that it is a choice and not an obligation for users by maintaining a maximum number of physical reception areas sufficient non digital alternatives</u></b></p> <p><b><u>Reject</u></b> deletion of original A19.b but <b><u>Accept</u></b> amendment as new action point, rephrased:</p> <p><b><u>campaign for a shorter working week, without loss of incomes to workers, to take advantage of digitalisation - as opposed to job losses and</u></b></p>

<b>A. Future of public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<p><i>Nordic Constituency</i>  <b>Add</b> new action point:  <b><u>A19.d Work for digital services to be taxed</u></b></p>	<p><b><u>as an alternative to job losses.</u></b></p> <p><b><u>Accept</u></b></p>
<b>A20. Demanding fair trade and investment agreements</b>		
A21. Trade and investment agreements should not prevent countries from developing quality public services. This means ensuring that public services and the public interest take precedence over investors' rights.		
<p>A22. Action points</p> <p>A22.a call for public services to be excluded from trade agreements</p> <p>A22.b oppose processes, like the multilateral investment court system, that give investors precedence over the rights of workers, consumers and public authorities</p> <p>A22.c monitor negotiations of trade and investment agreements and react where they pose a threat to public services, environmental protection or workers' and consumers' rights</p> <p>A22.d demand transparency and information on trade agreements</p> <p>A22.e demand that trade and investment agreements do not undermine domestic regulation to protect public services and the general interest</p>	<p><i>FNV, the Netherlands</i>  <b>Add</b> in A22.c "and influence" after "monitor":  A22.c monitor <b><u>and influence</u></b> negotiations of trade and investment agreements and react where they pose a threat to public services, environmental protection or workers' and consumers' rights</p> <p><b>Add</b> new action point after A22.c:  <b><u>A22.c BIS demand a seat at the table in the negotiations</u></b></p>	<p><b><u>Accept</u></b>  (although clearly implicit that to react includes trying to influence)</p> <p><b><u>Reject or Rephrase</u></b>  (as we do not want to be part of the negotiation)  <b><u>A22.c BIS demand to be better informed and consulted about the negotiations</u></b></p>



<b>A. Future of public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<b>A23. Tackling climate change and environmental damage</b>		
<p>A24. Public services play a key role in responding to climate change both in the short and long term. Public investment, particularly at the level of local and regional government, is crucial in mitigating the impact of climate change and adapting public services to deal with severe weather events. Climate change means major changes for the energy sector in terms of restructuring and the mix and security of energy supply. EPSU will work to prevent the exploitation of our natural environment.</p>	<p><i>Nordic Constituency</i>  <b>Add</b> after “severe weather events”: “such as forest fires, flooding and effects on the health sector and for frontline emergency workers”:  A24. Public services play a key role in responding to climate change both in the short and long term. Public investment, particularly at the level of local and regional government, is crucial in mitigating the impact of climate change and adapting public services to deal with severe weather events, <b><u>such as forest fires, flooding and effects on the health sector and for frontline emergency workers.</u></b> Climate change means major changes for the energy sector in terms of restructuring and the mix and security of energy supply. EPSU will work to prevent the exploitation of our natural environment.</p>	<p><b><u>Accept</u></b></p>
<p>A25. Action points</p> <p>A25.a press for increased and sustained public investment to tackle climate change</p> <p>A25.b ensure involvement of trade unions in the development of policies to mitigate and adapt to climate change and in relation to energy supply</p> <p>A25.c continue to lobby for effective implementation of the Paris Agreement and deliver the environmental targets set out in the United Nations’ Sustainable Development Goals</p>	<p><i>Nordic Constituency</i>  <b>Delete</b> the last words in A25.b; “and in relation to energy supply”:  A25.b ensure involvement of trade unions in the development of policies to mitigate and adapt to climate change <del>and in relation to energy supply</del></p> <p><i>French affiliates (except Fédération CFE-CGC Energies)</i>  <b>Add new action points A25.d, A25.e and A25.f:</b></p> <p><b><u>A25.d advocate and promote high-level research and development in the energy sector with a view to developing clean, accessible energy</u></b></p> <p><b><u>A25.e take action to remove the energy sector from the</u></b></p>	<p><b><u>Reject</u></b>  Energy supply is a major factor in climate change</p> <p><b><u>Reject</u></b>  Too specific, should be for work programme UTI</p> <p><b><u>Reject</u></b></p>

A. Future of public services	Proposed amendments	Recommendations to CRC 25 October
	<p style="text-align: center;"><b><u>competitive market</u></b></p> <p><b><u>A25.f combat phenomena favouring energy poverty</u></b></p> <p><i>Fédération CFE-CGC Energies</i> <b>Add</b> new action point :</p> <p><b><u>A25.d formalise the social and environmental interest as purpose or primary mission of public services and utility companies</u></b></p> <p><i>Nordic Constituency</i> <b>Add</b> new action point: <b><u>A25.d Work to ensure that collective bargaining agreements and economic instruments, including public procurement and pension funds, are used to direct developments towards increased sustainability and ethical trade and investment.</u></b></p> <p><i>PCS, UK</i> <b>Add</b> new action point: <b><u>A25.d press for large scale investment in integrated, modernised public transport networks, with cheap, affordable fares as a step to free public transport, as a major contribution to tackling pollution, climate change and poverty</u></b></p>	<p>Too specific, should be for work programme UTI</p> <p><b><u>Accept but Rephrase:</u></b> combat phenomena <b><u>fight the causes of energy poverty</u></b></p> <p><b><u>Accept</u></b> (although language – could rephrase?: A25.d formalise <b><u>reaffirm</u></b> the social and environmental interest as purpose or primary mission of public services and utility companies</p> <p><b><u>Accept</u></b></p> <p><b><u>Accept</u></b></p>

<b>A. Future of public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<b>A26. Improving services for migrants and refugees</b>		
<p>A27. The movement of millions of migrant workers and refugees into and across Europe, as a result of conflicts and climate change, has posed major challenges for public institutions and their workers. The European and national response to asylum-seekers has often fallen pitifully short of what should be expected from the wealthiest region in the world. Public services to migrants and asylum-seekers are vital to ensure their safe and effective integration into society and these services need the appropriate funding, staffing and protection against the threat of privatisation. Migrant workers are an essential part of the public service workforce in many European countries without whom those services would not be able to function and their contribution needs to be recognised. Migrant workers contribute towards public services through taxation and refugees should be allowed to work whilst their status is being assessed to allow them to integrate into society.</p>		
<p>A28. Action points</p> <p>A28.a lobby for fairer treatment of migrants and asylum-seekers</p> <p>A28.b work to ensure that services to migrants and asylum-seekers are properly funded, with the appropriate levels of trained staff</p> <p>A28.c organise migrant workers in trade unions and campaign for refugees to be allowed to work</p>	<p><i>Nordic Constituency</i> <b>Add</b> new action point: <b><u>A28.e promote ethical recruitment</u></b></p> <p><i>PCS, UK</i> <b>Add</b> 4 new action points: <b><u>A28.e organise united campaigns by indigenous and migrant workers through the unions to ensure</u></b></p>	<p><b><u>Accept</u></b></p> <p><b><u>Reject</u></b> Content already covered in</p>

<b>A. Future of public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>A28.d call for action to tackle the reasons behind refugee flows relating to climate change, economic stagnation and conflict</p>	<p><b><u>nationally negotiated pay rates and rights for jobs for all workers, including migrant workers</u></b></p> <p><b><u>A28.f raise awareness and campaign for the human rights of child refugees and migrants forced into prostitution on the Canary Islands in Spain including taking action against the perpetrators holding the government and authorities to account, including consideration of legal action</u></b></p> <p><b><u>A28.g continue to make the links between refugees, migration, climate change, conflict and poverty</u></b></p> <p><b><u>A29.h campaign for basic human rights for refugees who are stuck in limbo in places like Calais and Dunkirk in France, including access to shelter, food, water and sanitation which are largely provided by charities and voluntary groups to be provided by the government</u></b></p>	<p>original and in B9.</p> <p><b><u>Reject</u></b> Content is very specific. Possibly rephrase?: <b><u>Lobby, campaign and support legal action to protect human rights of child refugees and migrants forced into prostitution and precarious situations.</u></b></p> <p><b><u>Reject</u></b> Content is already covered in 28.d.</p> <p><b><u>Reject</u></b> Content is already covered.</p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>B1. Quality employment and quality public services should go hand-in-hand. Thanks to strong trade unions and well-established collective bargaining and social dialogue structures, working in the public services has been widely associated with good pay and pension provision, employment security and a range of other positive benefits. Public service trade unions are also at the forefront of promoting gender equality and tackling discrimination.</p>	<p><i>FNV, the Netherlands</i>  <u>Add</u> after “hand-in-hand.”: “Quality work means secure, open ended permanent contracts and no false self-employment or other insecure contracts. If we really want quality public services, we need enough well trained personnel, decent working conditions and no dangerous labour conditions. Precarious employment does not lead to well-equipped personnel and high quality services”</p> <p>B1. Quality employment and quality public services should go hand-in-hand. <b><u>Quality work means secure, open ended permanent contracts and no false self-employment or other insecure contracts. If we really want quality public services, we need enough well trained personnel, decent working conditions and no dangerous labour conditions. Precarious employment does not lead to well-equipped personnel and high quality services.</u></b> Thanks to strong trade unions and well-established collective bargaining and social dialogue structures, working in the public services has been widely associated with good pay and pension provision, employment security and a range of other positive benefits. Public service trade unions are also at the forefront of promoting gender equality and tackling discrimination.</p>	<p><b><u>Accept</u></b></p>
<p>B2. However, pay cuts and pay freezes, increased working time and more insecure working conditions have had a major impact on thousands of public service workers across Europe. Job</p>	<p><i>FNV, the Netherlands</i>  <u>Add</u> after “poor quality internships”: “and false self-employment”</p>	<p><b><u>Accept</u></b></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>cuts, recruitment freezes and blocks on promotion have also reduced employment opportunities in many public services, particularly affecting younger workers. Staff shortages mean that many workers face excessive workloads leading to increased stress and burnout. In many cases secure employment conditions have been undermined with workers facing various forms of precarious employment from fixed-term and zero-hours contracts to poor quality internships. Again it is the young who are often the worst affected.</p>	<p>B2. However, pay cuts and pay freezes, increased working time and more insecure working conditions have had a major impact on thousands of public service workers across Europe. Job cuts, recruitment freezes and blocks on promotion have also reduced employment opportunities in many public services, particularly affecting younger workers. Staff shortages mean that many workers face excessive workloads leading to increased stress and burnout. In many cases secure employment conditions have been undermined with workers facing various forms of precarious employment from fixed-term and zero-hours contracts to poor quality internships <b><u>and false self-employment</u></b>. Again it is the young who are often the worst affected.</p>	
	<p><i>FNV, the Netherlands</i>  <b>Add</b> new action point B2.a:  <b><u>B2.a organize, protect and defend the right for a decent job in public sectors, this guarantees quality public services</u></b></p>	<p><b>Reject</b>  Amendment not very clear, could <b>Rephrase?</b>  <b><u>B2.a Mobilise for the right to a decent job in public services that guarantees quality public services</u></b></p>
<p>B3. EPSU affiliates across Europe are striving to tackle these challenges, rebuild and strengthen collective bargaining and resist moves to attack employment and trade union rights. Stronger</p>		

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
unions and more effective collective bargaining and social dialogue also mean being prepared to address new threats or opportunities as digitalisation creates a new world of work.		
<b>B4. Defending fundamental rights at work</b>		
B5. Public service workers and their trade unions have often faced challenges to, and restrictions on, their rights to organise, negotiate and take strike action, with some groups of public employees and civil servants still denied these basic rights. National governments continue to threaten or push for further constraints, particularly on the right to strike and to carry out trade union work.		
B6. Action point B6.a defend and promote the rights of all public service workers and their unions to organise, negotiate and take industrial action	<i>Fédération CFE-CGC Energies</i> <b>Add</b> new action point B6.b: <b><u>B6.b establish or strengthen workers' participation on boards of directors and supervisory boards of utility companies and more broadly in the public service governing bodies</u></b>	<b>Accept</b> , but <b>delete</b> last part: <b><u>B6.b establish or strengthen workers' participation on boards of directors and supervisory boards of utility companies.</u></b> and more broadly in the public service governing bodies
<b>B7. Strengthening collective bargaining and improving pay and conditions</b>		
B8. The right to collective bargaining in the public services has not always been fully guaranteed and has been further undermined as a result of austerity. Strengthening and extending collective	<i>French affiliates (except Fédération CFE-CGC Energies)</i> <b>Add</b> the terms "collective agreements" and "statutes" in the sentence: "Strengthening and extending collective	<b>Reject</b> Amendment makes the sense

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>bargaining is the most effective way of protecting and improving the pay and conditions of public service workers, whatever the form of their employment contract or civil service status. This covers a broad range of issues including: training, pensions – particularly for heavy work, working time, health and safety, work intensity and increasing workloads, work organisation and supervision, safe and adequate staffing levels, career development and permanent contracts.</p>	<p>bargaining is the most effective way of protecting and improving the <i>collective agreements, statutes</i>, pay and conditions of public service workers, whatever the form of their employment contract or civil service status.”  <b>Add</b> the term “recognition of qualifications” in the list in the last sentence between “career development” and “permanent contracts”.</p> <p>B8. The right to collective bargaining in the public services has not always been fully guaranteed and has been further undermined as a result of austerity. Strengthening and extending collective bargaining is the most effective way of protecting and improving the <b><u>collective agreements, statutes</u></b>, pay and conditions of public service workers, whatever the form of their employment contract or civil service status. This covers a broad range of issues including: training, pensions – particularly for heavy work, working time, health and safety, work intensity and increasing workloads, work organisation and supervision, safe and adequate staffing levels, career development, <b><u>recognition of qualifications</u></b> and permanent contracts.</p>	<p>of the original unclear</p> <p><b><u>Accept</u></b></p>
<p>B9. Action points</p> <p>B9.a promote, defend and extend the right to collective bargaining in the public services on the basis of the broad rights promoted by ILO Convention 151 (Labour Relations (Public Services))</p> <p>B9.b support affiliates’ strategies to defend and improve pay and working conditions and our working environment and to tackle low pay and precarious work,</p>	<p><i>Nordic Constituency</i></p> <p><b>Add</b> “equal pay” after “improve pay” in B9.b:</p> <p>B9.b support affiliates’ strategies to defend and improve pay, <b><u>equal pay</u></b> and working conditions and our working environment and to tackle low pay and precarious work, including in a cross-border context</p>	<p><b><u>Accept</u></b> but <b><u>rephrase</u></b> for grammatical reasons:</p> <p>B9.b support affiliates’ strategies to defend and improve pay and working conditions and our working environment <b><u>and to tackle unequal pay</u></b>, low pay and</p>



<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>B9.c including in a cross-border context address the need for safe and adequate staffing levels as they affect different sectors – including in relation to health and social services, prison services and the provision of services to asylum-seekers</p> <p>B9.d develop working time policies that address workers’ needs for a positive work-life balance that ensures workers have full control over their free time</p>	<p><i>Nordic Constituency</i>  <b>Delete</b> the examples of sectors; “including in relation to health and social services, prison services and the provision of services to asylum seekers” in B9.c:  B9.c address the need for safe and adequate staffing levels as they affect different sectors <del>including in relation to health and social services, prison services and the provision of services to asylum-seekers</del></p> <p><i>Nordic Constituency</i>  <b>Delete</b> the text after “positive work life balance”; “that ensures workers have full control over their free time” in B9.d:  B9.d develop working time policies that address workers’ needs for a positive work-life balance <del>that ensures workers have full control over their free time</del></p> <p><i>French affiliates (except Fédération CFE-CGC Energies)</i>  <b>Add</b> new action point B9.e:  <b><u>B9.e draw up policies to ensure the safety of workers, to protect their health and to promote the quality of working life.</u></b></p> <p><i>Fédération CFE-CGC Energies</i>  <b>Add</b> new action point B9.e:</p>	<p>precarious work, including in a cross-border context.</p> <p><b>Reject</b>  It is helpful to give examples where safe staffing is being discussed.</p> <p><b>Reject</b>  But could rephrase to clarify?</p> <p>B9.d develop working time policies that address workers’ needs for a positive work-life balance <del>that ensures workers have full control over their free time</del> <b><u>and more control over working time</u></b></p> <p><b>Accept</b>  Ver.di amendment B.20 covers same issues</p> <p><b>Accept</b></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<b><u>B9.e move towards greater union involvement in bargaining regarding work organisation and conditions to enable fair self-fulfilment for workers, as a factor of quality and health at work</u></b>	but edit EN translation if possible
<b>B10. Promoting and extending the European social dialogue</b>		
B11. The sector social dialogue committees in EPSU sectors have made progress on a number of fronts over the past five years, especially in terms of health and safety. The impact of this work still needs to be strengthened through the negotiation of binding agreements and improving the representativeness of both trade union and employer organisations. In the light of the European Commission's refusal to support the implementation of information and consultation agreement in central government as a directive, it will be vital to step up pressure on the European institutions to deliver on their commitment to social dialogue.		
B12. Action points B12.a coordinate policy development across EPSU's social dialogue committees and with the cross-sector social dialogue B12.b aim to negotiate more binding agreements that are relevant at the national level and evaluate their implementation B12.c assess opportunities to build social	<i><u>French affiliates (except Fédération CFE-CGC Energies)</u></i> <b>Delete</b> in B12.b the word "more" in "more binding agreements": B12.b aim to negotiate <del>more</del> binding agreements that are relevant at the national level and evaluate their implementation <i><u>Nordic Constituency</u></i>	<b>Accept</b> Clarifies text.

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>dialogue in other EPSU sectors, particularly in waste and social services</p> <p>B12.d review, evaluate and promote the outcomes of social dialogue</p>	<p><b>Delete</b> in B12.c the example after “other EPSU sectors”; “particularly in waste and social services”:</p> <p>B12.c assess opportunities to build social dialogue in other EPSU sectors, <del>particularly in waste and social services</del></p>	<p><b>Reject</b></p> <p>It is helpful to refer to examples where discussions are taking place.</p>
<b>B13. Defending workers against privatisation and outsourcing</b>		
<p>B14. There is clear evidence that privatisation, outsourcing, sub-contracting and liberalisation negatively affect the jobs, pay, pensions and other employment and working conditions of public service workers, particularly where there is poor coverage by sector agreements in the private sector. Socially responsible procurement provides the possibility to defend the rights of private sector workers who deliver public services.</p>		
<p>B15. Action points</p> <p>B15.a expose the impact of all forms of privatisation on workers’ rights and pay and conditions and support action to protect workers and reverse privatisation and outsourcing</p> <p>B15.b organise and protect workers in private companies delivering public services and other outsourcing companies, defending their pay and conditions and existing rights</p> <p>B15.c promote sector-wide collective agreements to ensure a level playing field</p> <p>B15.d promote and monitor the use of social</p>	<p><i>Fédération CFE-CGC Energies</i></p> <p><b>Add</b> new action point B15.f: establish a duty of vigilance in relation to subcontractors to ensure respect of fundamental rights</p> <p><b><u>B15.f establish a duty of vigilance in relation to subcontractors to ensure respect of fundamental rights</u></b></p>	<p><b><u>Accept</u></b></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>and environmental clauses in public contracts</p> <p>B15.e challenge obligatory tendering and attacks on the in-house provision of public services</p>		
<p><b>B16. Ensuring that workers benefit from digitalisation</b></p>		
<p>B17. Employment conditions and forms of employment in public services are being fundamentally and rapidly changed through digital transformations whether in the form of artificial intelligence, automatisisation or robotisation. There are potentially both positive and negative elements to this change. While ridding work of repetitive tasks could make it more fulfilling, the risks include job losses, 24/7 availability and increased supervision and control. Either way public service workers need the protection of effective collective agreements and rights to information and consultation to ensure that trade unions can influence and control the restructuring taking place. More broadly the changing labour market is throwing up new challenges for workers in the form of false self-employment, zero-hours contracts and highly flexible and unpredictable working time.</p>	<p><u>German-speaking Constituency</u>  <b>Add</b> a final sentence: “Furthermore, the fundamental changes in employment conditions resulting from the digital transformation make appropriate training and further training measures indispensable.”</p> <p>B17. Employment conditions and forms of employment in public services are being fundamentally and rapidly changed through digital transformations whether in the form of artificial intelligence, automatisisation or robotisation. There are potentially both positive and negative elements to this change. While ridding work of repetitive tasks could make it more fulfilling, the risks include job losses, 24/7 availability and increased supervision and control. Either way public service workers need the protection of effective collective agreements and rights to information and consultation to ensure that trade unions can influence and control the restructuring taking place. More broadly the changing labour market is throwing up new challenges for workers in the form of false self-employment, zero-hours contracts and highly flexible and unpredictable</p>	<p><b><u>Accept</u></b></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	working time. <b><u>Furthermore, the fundamental changes in employment conditions resulting from the digital transformation make appropriate training and further training measures indispensable.</u></b>	
<p>B18. Action points</p> <p>B18.a analyse the impact of digitalisation on employment and workers' rights</p> <p>B18.b address the pressures on pay and working conditions, particularly working time and the spread of telework and push for the right to disconnect – the right not to be on permanent call outside working hours</p> <p>B18.c secure binding rights to information and consultation to regulate the changes brought about by digitalisation, through collective agreements or legislation</p> <p>B18.d demand appropriate training and education to ensure that workers affected by digitalisation remain in employment</p> <p>B18.e support initiatives to regulate, through agreements or legislation, new forms of labour market flexibility</p>	<p><i>German-speaking Constituency</i>  <b>Add</b> in B18.d after “training and education”: “ , with a view to optimum preparation of workers for the challenges arising from the digital transformation, and”:</p> <p>B18.d demand appropriate training and education, <b><u>with a view to optimum preparation of workers for the challenges arising from the digital transformation, and</u></b> to ensure that workers affected by digitalisation remain in employment</p>	<b><u>Accept</u></b>
	<p><i>German-speaking Constituency</i>  <b>Add new paragraph B19:</b></p> <p><b><u>B19. Enforcement and further development of occupational health and safety</u></b></p>	<b><u>Accept</u></b>
	<i>German-speaking Constituency</i>	

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<p><b><u>Add new paragraph B20:</u></b></p> <p><b><u>B 20. Enforcement and further development of occupational health and safety is a key task for unions. This refers in particular to questions of prevention, avoidance or reduction of burdens and risks, and restoration or improvement of ability to work and health. In particular, it is important in this respect for workplaces and their surroundings to be designed so as to ensure health and safety at work. Workplaces must be designed to be accessible, to promote the employment of people with disabilities. The EU has adopted important directives on this subject – especially the Framework Directives on occupational safety.</u></b></p>	<b><u>Accept</u></b>
	<p><i>German-speaking Constituency</i></p> <p><b><u>Add new paragraph B21:</u></b></p> <p><b><u>B21. Action points</u></b></p> <p><b><u>B 21.a Continuation of activities for occupational health and safety especially for occupational groups concerned</u></b></p> <p><b><u>B21.b Further development of European legislation and its national transposition especially concerning risks to mental health and the musculoskeletal system</u></b></p> <p><b><u>B 21.c Reinforcement of health and safety inspection at work. Sufficient financial and human resources to enforce effective occupational health and safety</u></b></p>	<b><u>Accept</u></b>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	(renumber following paragraphs !!)	
<b>B19. Getting more and better jobs from tackling climate change</b>		
B20. Climate change has major implications for the jobs and working conditions of public service workers from the many thousands affected by the energy transition to those on the frontline in dealing with the impact of severe weather.		
<p>B21. Action points</p> <p>B21.a assert rights to information and consultation and negotiation to regulate the process of transition, protecting the rights and jobs of public service workers</p> <p>B21.b promote a just transition from reliance on fossil fuels to a zero-carbon sustainable economic model, including measures to protect employment and retain public service workers, providing them with training and skills for new jobs and responsibilities</p>	<p><i>Fédération CFE-CGC Energies</i>  <u>Add</u> new action point B21.c:</p> <p><b><u>B21.c make the detailed analysis of the potential repercussions on paid work, including employment – quantitatively and qualitatively – an essential prerequisite for any proposal for a decision at European level</u></b></p> <p><i>PCS, UK</i>  <u>Add</u> new action point B21.c:</p> <p><b><u>B21.c promote the case for the massive creation of green jobs nationally and internationally, through public sector investment and ownership, including in sustainable energy supplies, social housing to the highest environmental standards, and public</u></b></p>	<p><u>Accept</u></p> <p><u>Accept</u></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<u>transport networks</u>	
<b>B22. Delivering gender equality at work</b>		
<p>B23. Public service trade unions have often taken the lead in fighting for gender equality at work. EPSU has monitored the impact of austerity and its Gender Road Map and Prague Statement set out the main priorities for action. Key to closing the gender pay gap is securing higher wages in low-pay sectors and occupations dominated by women. There is an urgent need to revalue jobs. The quality, quantity and affordability of childcare services must be improved and more progressive work-life balance policies are essential.</p>	<p><i>FNV, the Netherlands</i>  <b>Add</b> in first sentence after “gender equality”: “(gender being more than just women and men)”:</p> <p>B23. Public service trade unions have often taken the lead in fighting for gender equality <b><u>(gender being more than just women and men)</u></b> at work. EPSU has monitored the impact of austerity and its Gender Road Map and Prague Statement set out the main priorities for action. Key to closing the gender pay gap is securing higher wages in low-pay sectors and occupations dominated by women. There is an urgent need to revalue jobs. The quality, quantity and affordability of childcare services must be improved and more progressive work-life balance policies are essential.</p>	<p><b>Reject</b>  Does not add to original and makes text unclear. However, we could <b><u>rephrase original</u></b> to include aim of broadening the meaning of the text:</p> <p>B23. Public service trade unions have often taken the lead in fighting for gender equality <b><u>at work both within and outside the workplace.</u></b> EPSU has monitored the impact of austerity and its Gender Road Map and Prague Statement set out the main priorities for action. Key to closing the gender pay gap is securing higher wages in low-pay sectors and occupations dominated by women. There is an urgent need to revalue jobs. The quality, quantity and affordability of childcare services must be</p>



<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<p><i>UNISON, UK</i>  <b>Add</b> after “EPSU has”: “exposed, highlighted and”  <b>Add</b> after “to revalue jobs”: “and reduce gender and occupational segregation in the labour market”            B23. Public service trade unions have often taken the lead in fighting for gender equality at work. EPSU has <b>exposed, highlighted and</b> monitored the impact of austerity and its Gender Road Map and Prague Statement set out the main priorities for action. Key to closing the gender pay gap is securing higher wages in low-pay sectors and occupations dominated by women. There is an urgent need to revalue jobs <b>and reduce gender and occupational segregation in the labour market</b>. The quality, quantity and affordability of childcare services must be improved and more progressive work-life balance policies are essential.</p>	<p>improved and more progressive work-life balance policies are essential.</p> <p><b><u>Accept</u></b> <b><u>Accept</u></b></p>
	<p><i>FNV, the Netherlands</i>  <b>Add new paragraph:</b>  <b><u>To increase women’s participation it is vital that governments:</u></b>            - <b><u>Promote more influence of workers on their working hours and working locations;</u></b>            - <b><u>Develop policies that permit an equal sharing of care and work between women and men;</u></b>            - <b><u>Make child care more attractive, i.e. better quality, more affordable, close by;</u></b></p>	<p><b><u>Reject</u></b>            Text does not add to the original</p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<ul style="list-style-type: none"> <li>- <u>Stimulate employers to make jobs more challenging and offer better career opportunities;</u></li> <li>- <u>Stimulate representation of women in all positions and professions, including technical ones;</u></li> <li>- <u>Help to improve the image of companies for potential women employees;</u></li> <li>- <u>Ensure that women and men are judged and rewarded in the same way, so that no unfair salary differences arise. (Short version: Cut the pay gap between men and women);</u></li> <li>- <u>Formulate laws and protocols on sexual harassment and assault;</u></li> <li>- <u>Develop policies to increase the economic independence of women.</u></li> </ul>	
<p>B24. Action points</p> <p>B24.a improve the strength and enforcement of equal pay legislation and other measures to reduce the gender pay and pensions gaps</p> <p>B24.b highlight initiatives to improve pay in sectors and occupations dominated by women.</p> <p>B24.c implement the priorities agreed in the Gender Road Map</p> <p>B24.d turn International Women’s Day and European Equal Pay Day into major events for public service workers</p>	<p><u>UNISON, UK</u>  <b>Add in B24.c</b> after “Gender Road Map”: “and Prague Statement”  B24.c implement the priorities agreed in the Gender Road Map <b><u>and Prague Statement</u></b></p> <p><u>Nordic Constituency</u>  <b>Add</b> new action point:  <b>B24.e <u>work to ensure that the European Commission in the European Semester / Country Specific Recommendations (CSRs) pays attention any aspects in national taxation systems that create obstacles to women’s’ participation in the labour market.</u></b></p>	<p><b><u>Accept</u></b></p> <p><b><u>Accept</u></b></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<b><u>such as the joint taxation of spouses</u></b>	
<b>B25. Fighting discrimination in the workplace</b>	<i><u>UNISON, UK</u></i> <b>Add</b> “and promoting equality” B25. Fighting discrimination <b><u>and promoting equality</u></b> in the workplace	<b><u>Accept</u></b>
B26. Many public service workers face discrimination that affects their pay and working conditions, whether because of their race, gender, marital status, sexual orientation, gender identity and sex characteristics, age, religion, disability, political opinion, social or economic status, or national or ethnic origin. Public service unions have often led the fight to tackle all these forms of discrimination.		
<p>B27. Action points</p> <p>B27.a develop common strategies to fight discrimination in the workplace</p> <p>B27.b use social dialogue and collective bargaining to develop policies that reflect the diversity of public service workers and strengthen protections against discrimination</p>	<p><i><u>FNV, the Netherlands</u></i> <b>Add</b> new action point B27.c: <b><u>B27.c fight discrimination based on sexual orientation or gender identity at the workplace inviting affiliates to work on this issue</u></b></p> <p><i><u>Nordic Constituency</u></i> <b>Add</b> “and violence” after “discrimination” in B27.a: B27.a develop common strategies to fight discrimination <b><u>and violence</u></b> in the workplace</p> <p><b>Add</b> new action point: <b><u>B27.c secure workplaces free from sexual harassment and violence against women</u></b></p>	<p style="text-align: center;"><b><u>Reject</u></b> Already covered in B27.a</p> <p style="text-align: center;"><b><u>Accept</u></b></p> <p style="text-align: center;"><b><u>Accept</u></b></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<p><i>UNISON, UK</i>  <b>Add</b> new action points B27.c and B27.d::  <u><b>B27.c campaign for the use of public procurement contracts as levers to promote equality in public services</b></u>  <u><b>B27.d continue to campaign for the adoption of an ILO Convention on violence and harassment in the world of work and to protect the dignity of women and men in the workplace</b></u></p>	<p><u><b>Accept</b></u></p> <p><u><b>Accept</b></u></p>
	<p><i>PCS, UK</i>  <b>Add New Paragraphs</b> at the end of SECTION B:  <u><b>BXX Building a black workers network</b></u></p> <p><u><b>Bxx Black, Asian and Minority Ethnic (BAME) workers and service users are impacted disproportionately by cuts and austerity. They also face discrimination in the labour market with a double impact on BAME women and BAME young people.</b></u></p> <p><u><b>Bxx Racism and fascism have risen across Europe and the discrimination and disadvantage experienced by BAME communities across Europe has deepened</b></u></p>	<p><u><b>Reject</b></u>  EPSU already initiates and coordinates many actions in support of non-discrimination and equal opportunities for all workers and citizens both horizontally and in the different sectors and networks. We do not consider that establishing a separate and additional network would strengthen this work.</p> <p><u><b>Accept</b></u>  (to include in B.26 before action points in B.27)</p> <p><u><b>Accept</b></u>  (to include in B.26 before action points in B.27)</p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<p><u>including the levels of reported hate crime. Migrant communities are also being scapegoated as the cause of cuts and austerity rather than recognising the positive contribution made by migrant workers to the economy.</u></p> <p><u><b>Bxx</b> For these reasons it is important that we campaign for justice and race equality for those impacted and for safe, inclusive work places and equal access to services.</u></p> <p><u><b>Bxx</b> Action points</u></p> <p><u><b>Bxx.a</b> establish a network of EPSU BAME trade union representatives from amongst affiliates, to identify key concerns, formulate an action plan to address them and to provide advice to EPSU to help inform work to combat race discrimination</u></p> <p><u><b>Bxx.b</b> initiate an electronic network by email to start with which can be developed and built upon in stages</u></p> <p><u><b>1Bxx.c</b> the aim of the network to be to develop a structure to provide mutual support, exchange ideas and give solidarity in the struggles against oppression, marginalisation and discrimination</u></p> <p><u><b>Bxx.d</b> campaign against racism at work and in the</u></p>	<p><u><b>Accept</b></u> (to include in B.26 before action points in B.27)</p> <p><u><b>Reject</b></u></p> <p><u><b>Reject</b></u> (reason given above)</p> <p><u><b>Reject</b></u> (reason given above)</p> <p><u><b>Accept if rephrased</b></u> as action point in B27 <u><b>Encourage mutual support, exchange ideas and give solidarity in the struggles against oppression, marginalisation and discrimination</b></u></p> <p><u><b>Accept</b></u></p>

<b>B. Future of work in public services</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
	<b>wider society</b>	(to add to action points in B27)

<b>C. Future of public service trade unions</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
C1. Strong unions stand up for our values and our vision in our workplaces, in our sectors, in communities and our countries and in the European and global institutions and policy arenas. We promote the interests of our members and workers. The voice of public service trade unions is vital in national trade union centres and the European Trade Union Confederation (ETUC). Trade unions are more effective in negotiating and campaigning where they can count on an active membership, high union density or broad support from workers.		
C2. EPSU affiliates across Europe recruit hundreds of thousands of new members every year but the challenge is to ensure that these numbers more than make up for the members who leave, to reverse the decline in union density experienced across many countries and to build an active membership. This also has to reflect the predominance of women workers in the public services and the need to ensure that they are properly represented in trade union bodies.		
C3. Action point C3.a Widely promote the principles and objectives of public service trade unions		
<b>C4. Boosting recruitment and organising</b>		
C5. A number of EPSU's initiatives to support affiliates in developing their recruitment and		

<b>C. Future of public service trade unions</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>organising strategies and campaigns have begun to bear fruit with some membership recruitment successes. Strengthening and extending these initiatives to more affiliates would provide the basis for a long-term strategy to reverse falling membership with examples of good practice relevant for all affiliates.</p>		
<p>C6. Action points</p> <p>C6.a encourage and support affiliates in taking up new initiatives to boost their recruitment and organising activity</p> <p>C6.b focus regional resources in Central and Eastern Europe on support for recruitment and organising activities</p> <p>C6.c ensure that recruitment and organising initiatives take account of any specific measures to increase the membership among young and migrant workers</p>	<p><i>Fédération CFE-CGC Energies</i>  <b>Add</b> new action point C6.d:</p> <p><b><u>C6.d strengthen (or introduce) a student internship offer within EPSU and its affiliates and share it to enable young people to discover trade unionism in the various European countries, in the spirit of Erasmus</u></b></p>	<p><b>Reject</b>  EPSU does not have the capacity to do this. Could possibly rephrase:  <b><u>C6.d Encourage affiliates to offer student internships to enable young people to discover trade unionism in the various European countries, in the spirit of Erasmus</u></b></p>
<p><b>C7. Improving the representation of women and young workers</b></p>		
<p>C8. EPSU has taken steps to increase women's and young workers' representation in its structures and meetings and encouraged affiliates to take similar measures. These need to be maintained and developed to ensure women and young workers play an active role at all levels of the Federation.</p>		



<b>C. Future of public service trade unions</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>C9. Action point</p> <p>C9.a monitor women’s representation in EPSU organisations and promote measures to increase women’s participation across the Federation</p> <p>C9.b continue to support a vibrant young workers’ network and its initiatives around mentoring and other measures to ensure participation of young workers</p>		
<b>C10. Building a stronger EPSU</b>		
<p>C11. Better coordination within EPSU and with other labour movement organisations can improve the effectiveness of campaigning, lobbying and other forms of trade union action. EPSU needs to be financially sound, autonomous and increase its capacity for legal and political action. Public service unions have a major role to play in shaping the priorities of trade union confederations. At European level EPSU contributes to building an effective ETUC that reflects the concerns of all workers and their families, including public services workers, and that stands up for universal access to quality public services and fights against privatisation. EPSU will be more targeted in its engagement with European and other institutions and its work with other labour and social movement organisations to achieve change. We will all be stronger if workers and our members feel part of a European trade union movement and affiliates inform and involve all in our work.</p>		

<b>C. Future of public service trade unions</b>	<b>Proposed amendments</b>	<b>Recommendations to CRC 25 October</b>
<p>C12. Action points</p> <p>C12.a increase EPSU's strength by ensuring that workers are informed about our joint work, and that affiliates are fully involved in EPSU's planning processes so that campaigning, lobbying and other forms of trade union action get the widest possible support and participation</p> <p>C12.b raise the profile of EPSU initiatives to shape an alternative Europe based on solidarity and fairness</p> <p>C12.c work within the ETUC and Public Services International and with the broader labour and social movements to fight for a social Europe that also influences the EU's impact on the wider Europe and on global developments</p>		