



2nd Session

Sunday 7 May - 09.15 - 13.30

1. Introduction to the themes of Working Groups

Brief introductions to the themes of each working group:

- a. Agencies – Isidoros Tsouros (USB)
Decentralisation of agencies causing different problems across agencies depending on the local administration. Motion: giving people the means to do their work.
- b. Health Insurance – Monica Ermolli (US-ISPRA)
Exchange of information on the different situations in health insurance, moving towards a common understanding vs. the administration.
- c. Digitalisation – Peter Kempfen (SUEPO Berlin) & Nadja Salson (EPSU)
European agreement between EPSU & central (national) administrations of October 2022 – motion to apply this agreement also to the European and international organisations.
- d. Future of our Trade Union - Juan Pedro Perez-Escanina (USB)
Risks & opportunities for the trade unions with the proliferation of remote working, where the traditional unions were born and made possible when workers found themselves concentrated in factories together. How to adapt the structure, ways of working and objectives of trade union(s) due to the changes in the ways of working. Link with democracy at work.

2. Working Groups (breakout rooms – 10.00-12.00, incl. Coffee)

- a. Group 1: Agencies (*USB Proposal*)
- b. Group 2: Health insurance (outsourcing ...) (*Italian MOs*)
- c. Group 3: Digitalisation (*FC Proposal*)
- d. Group 4: The future of our trade union

3. Report from the working groups (12.00 – 13.30)

- a. Group 1: Agencies (*USB Proposal*) – *Duccio Triolo*
Resolution will be adapted with some amendments and presented for the vote of the congress, i.a. on the fundamental right of adherence to a trade union. Also discussion on the access to international education for the children of the agency' staff.

Discussion on resources made available from central side to different (smaller) agencies & member organisations e.g. on facilities and drafting framework agreements with the administration with these distributed (smaller) agencies.

Q&A : mobilisation of union officials & attracting younger members ; use of data protection rules as a means to stifle communication from staff representation & unions to their members.

b. Group 2: Health insurance (outsourcing ...) (*Italian MOs*) – *Monica Ermoli*

Attempt to define points that are common across all the different situations between the various organisations. Health is a fundamental right, it is not related to 'business'; we are not linked to public health schemes. Final proposal is being drafted with common points: equal and fair treatment; freedom of choice for medical care; ceilings for reimbursement should reflect the realities.

Q&A: realization that this is a shared problem, not linked to any specific country or organization.

c. Group 3: Digitalisation (*FC Proposal*) – *Peter Kempen & Laura Bechi*

Proposal is that the 6th October agreement to be implemented at the IO's & EU organisations, *mutatis mutandis*. Amended & finetuned proposal will be circulated, with a focus on fundamental right to collective bargaining, health & safety, voluntary nature of teleworking & right to disconnect.

Q&A – e.g. on the impact that AI may have on the role of the public service and international organisations (cf. also the document ART – ChatGPT in the Public Sector of 24 April 2024) ; quasi-obligatory telework / working from home due to limited working space that is left available.

Request that this topic should be made into a permanent working group, as waiting for a next congress may be too late – it is evident that this evolution will have a continued (and as of yet unknown) impact on the way of working in our organisations, in particular also in view of the advent of AI into the work of the public service.

d. Group 4: The future of our trade union – *Isabelle, Noemie, Mercedes, Ricardo, Carlos*

4 Subgroups were created: how to get new members; how to serve our members (incl. pensioner members); structure of the trade union (internal organization, resources, tools); democracy at work (co-management? Participation? Dialogue?)

Motion with an abstract of the discussions will be drafted by the members of the WG, and presented to the congress. Suggestion was made to have an Agora dedicated to democracy at work.

Q&A: Proposal to have a WG at Federal Committee level; impact of the increased implementation of teleworking given that an ever-increasing number of colleagues are out of their offices; "ground-work" - establishing personal contact with the colleagues to get engagement; use of social media – communication on these platforms vs. the situation in the institutions (duty of loyalty to the institution) – e.g. use of surveys; view the general society vs. the international organisations – risk of backfiring especially when using social media.