



7.7.1986



**Spécial**

COMMISSION  
TOUS LES LIEUX D'AFFECTATION

## **Dialogue with the Social Partners at the Commission**

In the Light of some recent tracts, I believe it is useful to give all the staff some information about the way in which dialogue with the social partners takes place in the Commission.

Both I, and the Administration under my authority, follow a constant policy of dialogue with staff representatives.

On many day to day matters, in accordance with the Staff Regulations staff representatives are consulted in various joint committees, to which we attach much importance as a guarantee of the quality and transparency of the implementation of our staff and administrative policies.

For the Trade Union and Professional Organisations, the method of implementing this policy is defined by the Framework Agreement concluded more than 10 years ago. All problems which come within the competence of these Organisations are negotiated with them, often at the initiative of either the Administration or the Organisations themselves. In the last six months, 30 negotiating meetings have been held by the Administration with the Organisations on a very wide range of topics. In addition, there have been many working groups to deepen discussion on particular issues. I have personally met with the Organisations at least five times, often for meetings of considerable length. In addition, every month a "contact group" meets to examine in detail the calendar of negotiations in hand and to come, in order to make sure that all important issues are being correctly handled.

Permanent dialogue as described does not mean that on all issues we reach agreement. On some issues I or the Commission have had to decide not to accept the proposals of the Organisations. But on the majority of issues, agreement is reached on all or on most of the points in discussion.

With so many issues being dealt with at any one time, there are sometimes delays in reaching conclusions. Both I and the Administration however do our best to keep the procedures as tight as possible.

In order to do this, it is necessary for both sides to respect the other, and to maintain positions taken clearly. In this connection, I refer to the specific issue of flexibility of working hours and the related issues of control and of reduction in working hours. Two Organisations have asked me to delay the deadline previously agreed by all concerned for the settlement of all three dimensions of this matter from 1.7.86 to the autumn, and also delayed their participation in technical work to achieve this end; one Organisation insists that this deadline be respected as nearly as possible. It was agreed by all three Organisations with me on 30 May that work on this matter would continue in order to put us in the position to be able to respect the deadline of 1.7.86 as closely as possible, the question of the decision of substance being left to a further political concertation before the summer.

I intend to hold a negotiating meeting with the Organisations on 15 July to deal both with the question of flexible working hours and with methods of dialogue, and any other issue that has been properly prepared.

A handwritten signature in black ink, reading "Henning Christoffersen". The signature is written in a cursive, flowing style with a large initial 'H'.

*La version française de ce texte suivra.*