

CONGRESS GUIDE

FIGHTING FOR A FUTURE

FOR ALL

10TH EPSU CONGRESS 2019


4-7 JUNE 2019, DUBLIN

www.epsu.org/congress2019

Royal Dublin Society (RDS)
Merrion Road, Dublin 4, D04 W5R9
Ireland

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PREFACE

by Jan Willem Goudriaan, General Secretary

Dear Colleagues, dear Congress delegates,

It will be great to see you all in Dublin for the 10th EPSU Congress. Our Irish affiliates will be welcoming us with their famous Irish hospitality and camaraderie. Many thanks to all the activists and leadership for doing such excellent work to ensure everything goes smoothly.

Congress takes place at a key moment. Years of failed austerity and structural reform policies have left many public services reeling from a lack of funding, staff shortages and privatisation. Across the continent labour reforms have sought to weaken job protection for workers, to make the labour market more flexible and to undermine collective bargaining. This has led to increased inequalities with increasing gender pay and pension gaps. Climate change has acquired a new urgency and the digitalisation of our economy and societies is increasing at a rapid pace. Addressing these challenges requires public investment, just transitions for workers facing job insecurity and new strategies to strengthen public services and workplace democracy.

Unfortunately we see the legitimate concerns of workers about their future being abused by politicians whose scaremongering and scapegoating put the blame for people's problems on the arrival of migrants and refugees fleeing from war, hunger and poverty. Nationalists, euro-sceptics and the extreme-right have regrettably gained traction with attacks on our values of solidarity, democracy and social justice and by blaming the EU for people's woes.


At Congress we will debate together how we can stand up and defend our demands for a democratic, socially just and environment-friendly Europe and world.

We can be optimistic. Combining our strength makes it possible to address workers' concerns together. Today we see a renewed awareness that democracy and solidarity need to be defended. Many initiatives are being taken to assist and welcome migrants and refugees arriving in European countries. There is evidence of a renewed commitment to mobilise. This is forcefully shown by the many young people demanding fundamental change in our society.

Our Congress will assist in strengthening our cooperation and developing our policies for the future of public services, our workplaces and our unions. We look forward to lively debates and many contacts and exchanges between delegates. Together we have the task to grow our unions, to recruit and organise, to strengthen our voice and build our power for fundamental change and for the end to the exploitation of workers and our environment.

We look forward to meeting you all in Congress

In solidarity,



Jan Willem Goudriaan



PRACTICAL INFORMATION

Welcome to the 10th EPSU Congress

In this Guide you will find practical information related to the Congress, as well as information about Congress procedures.

**No printed copies available at Congress!!
Please print any documents yourself before Congress.**

EPSU's Irish affiliates

There are 5 EPSU affiliates in Ireland, representing approximately 120,800 members:

- **Fórsa** is an Irish trade union for public service staff. It is the largest public service union in Ireland, and second largest trade union in the state.
- The **Association of Higher Civil and Public Servants (AHCPs)** is a trade union representing senior civil servants and other managers in Ireland.
- **SIPTU** is Ireland's largest trade union. It is a general union which organises across the public and private sectors in Ireland and has large numbers of members working in construction, health, education, transport and manufacturing.
- The **Irish Nurses and Midwives Organisation (INMO)** is the largest Irish professional union for nurses and midwives.
- The **Energy Services Union (ESU)** an energy Trade Union representing workers in the Electricity Supply Board.

FÓRSA

AHCPs

SIPTU

INMO

esu
energy services union (of ireland)

[[Link to the Irish affiliates on the EPSU Website](#)]

The Irish Affiliates have been very instrumental in the preparation of this Congress. Their kind assistance is gratefully acknowledged.



Congress Venue

RDS Conference Centre

Ballsbridge, Dublin 4, Ireland D04 AK83

Web: www.rds.ie

RDS is located on a beautiful 42 acre site in Ballsbridge. It is regarded as Ireland's premier venue for exhibitions, conferences, meetings and entertainment events.

[Map of the venue](#)

[More info on the area \(Ballsbridge\)](#)

[Access guide](#)

Plans of the different rooms of the RDS Centre are attached (see Appendix I).

A seating plan will be provided in the welcome pack.

Airport shuttle + public transport

The RDS is serviced by the Aircoach (private airport bus) which brings you directly to and from Dublin Airport. **Aircoach route 702 & 703** stops on the Merrion Road in front of the RDS main complex entrance.

For more information on timetables visit <https://www.aircoach.ie/timetables> or call +353 (0) 1 844 7118

For information about public transport from the airport to other areas in Dublin see: the **Airlink Express** buses 747 & 757. Dublin Airport direct to/from Dublin City, up to every 10 minutes. For timetable and stops see <https://dodublin.ie/airport-transfers/airlink-express/timetables/route-maps>.

Other useful links for public transport in Dublin are:

www.transportforireland.ie

<http://www.dublinbus.ie/>

Emergency numbers + Assistance

Emergency numbers: 999 or 112 - police (Gardaí), fire, ambulance
Country code +353 Republic of Ireland

In the RDS a first aid post is located next to the entrance in Hall 1.
First aid will also be provided during the receptions on 4th and 6th June.

Electricity

Ireland and the United Kingdom use the same plugs which are the Standard 3 Pin Plugs with 220/ 240 volts electricity

An adapter will be provided in the welcome pack for all registered participants.

In Hall 1 there is a Recharge Point for your phone, tablet, etc.

Banking facilities

There is one ATM in the Hall 1 in the RDS conference center.

There are also three ATMs located at walking distance less than a 5 minute walk from the Royal Dublin Society (RDS)

1. **Ulster Bank (Ballsbridge Mortgage Centre)** on 166A Shelbourne Rd, Ballsbridge, Dublin, D04 NN88, Ireland which is a 3 minute walk located right across from the river
2. **ATM in the SPAR supermarket** on 18 Merrion Rd, Dublin 4, Ireland located a 2 minute walk
3. **AIB ATM Serpentine Avenue** AIB Bank Centre, 1-17 Serpentine Avenue, Ballsbridge, Dublin 4, Dublin, Ireland a 3 minutes walk

Currency

Ireland is a member of the Eurozone.

Internet

Wi-Fi is available free of charge in the Congress Centre:

Login: epsucongress

Password: Future4all

There is an internet area located in Hall 3 with 3 workstations and a printer at your disposal.

Identification badge for registered participants

Registered participants will receive an identification badge on registration. This should be worn at all times in the RDS conference centre.

Because the President of Ireland will be one of the speakers at the Opening Ceremony on Tuesday 4 June, access to the Congress will be strictly controlled. All participants to the Congress will only be admitted to the Congress Hall on presentation of their Congress Badge and identity card/passport.

You will not be admitted without your badge and ID/passport!!

Info desk – Main Entrance of Hall 1

The Info desk in the Main Entrance of Hall 1 will be open during Congress hours, including the lunch hour, for information about the Congress.

Insurance

Please note that EPSU does not have a general liability insurance policy covering participants to the Congress. Insurance coverage must be provided by individuals or their union. Those participating in the Congress do so at their own risk.

Receptions / Social Programme

Monday, June 3rd

What: Welcome drink for delegates registering

Where: RDS conference center, Minerva suite + Entrance/bar

When: Monday, June 3rd, 18:30-20:00

Tuesday, June 4th

What: The Irish Government has invited all the participants to the EPSU Congress to a reception.

Where: Printworks, Dublin Castle

When: Tuesday, June 4th, 18:30-19:30

Transport: Transport will be provided from the RDS (Conference Venue) to Dublin Castle at the end of the afternoon session.

Dublin Castle: Until 1922 it was the seat of the British government's administration in Ireland. Most of the current construction dates from the 18th century, though a castle has stood on the site since the days of King John, the first Lord of Ireland.

Wednesday, June 5th

While this is a 'free' evening, the Irish Affiliate Unions will host an evening of Irish traditional music in the Liffey Bar in Liberty Hall, the offices of SIPTU. Liberty Hall itself is a location steeped in the history of the Irish trade union movement.

What: Irish Traditional Music Evening

Where: Liberty Hall, Dublin 1

When: Wednesday, June 5th, from 20:00 onwards

Maximum capacity 150 persons at any one time. Pay bar.

Transport: Search for eircode D01 X0T0 on www.transportforireland.ie for the best transport links from your location to the venue.

Thursday, June 6th

What: Congress Banquet

Where: The Mansion House, Dublin 2, D02 AF30

When: Thursday, June 6th

Transport: Search for eircode D02 AF30 on www.transportforireland.ie for the best transport links from your location to the venue.

The Irish affiliates invite all EPSU delegates and, numbers permitting, other participants to attend a banquet meal in Dublin's historic Mansion House on 6th June. The meal will be followed by a performance by the renowned Irish music group, [Kila](#).

Pre-registration is mandatory.

The Mansion House was built in 1710 by the merchant and property developer Joshua Dawson, after whom Dawson Street is named. Dublin Corporation purchased the house in 1715 for use as the official residence of the Lord Mayor. It retains this purpose to this day. The First Dáil assembled in the Round Room on 21 January 1919 to proclaim the Irish Declaration of Independence. Two years later, in 1921, the Anglo-Irish Treaty was ratified in the same location.

Invitations for the 4 June reception will be in your welcome packs. Congress participants who have registered for the 6 June dinner will receive their entrance ticket at Congress.

Refreshments

Your welcome pack contains an 'eco-cup' which you can fill with the water to be found in the jugs in Hall 3 of the Centre.

Water, coffee and tea will be served continuously during Congress hours in Hall 3

Restaurants / Sandwiches

RDS

There is a small snack/coffee bar at the RDS, the 'Inspire Café'.

A large number of restaurants, fast-food outlets, pubs and sandwich bars are located very close to the Congress Centre.

See [here](#) for the complete list.

A list will also be provided in your welcome pack.

Exhibitors in Hall 3

- Irish affiliates
- Dublin Tourism
- Dublin City Council
- The Irish Labour History Society
- Syndex Europe and International
- European Foundation for the Improvement of Living and Working Conditions (Eurofound)
- Genel-Is, Turkey
- EPSU

Mobile phones

Out of consideration for others, please do not use your mobile phones in the Congress hall.

Non-smoking area

Smoking is prohibited throughout the RDS Centre.

Congress documents

All Congress documents are available on the EPSU website at the following link

www.epsu.org/congress2019

Congress Briefings

Below are links to the special Congress briefings on key areas of work.

1. [Building union power](#)
2. [Solidarity](#)
3. [Fighting Privatisation](#)
4. [Getting to grips with digitalisation](#)
5. [Gender Equality](#)
6. [Fighting for tax justice](#)
7. [Climate change](#)
8. [Migration](#)

Panel debates – Speakers biography

• Tuesday 4 June 2019

Panel 1: Mobilising, bargaining, and campaigning for change: why and how we make the difference

Sian Jones

EAPN – European Anti-Poverty Network



Sian Jones has over 30 years' experience at national and EU level on poverty reduction and social inclusion. Working in EAPN since 2006, she coordinates anti-poverty policy and advocacy work. Sian leads in key policy areas related to economic governance and social protection to get progress on Europe 2020 social targets, poverty reduction and social rights. She has worked extensively in alliances, founding and coordinating the EU Semester Alliance for a more social and sustainable EU which included social and environmental NGOs and trade unions. Sian also coordinated EAPN's work in the Right to Water campaign.

Clivia Conrad

Ver.di



Clivia Conrad is head of the water services section of the services union ver.di and collective bargaining coordinator for energy, waste and water in the public sector since 2013. Coordinator in Germany of the European Citizens' Initiative campaign "Water is a human right – right2water," Clivia has a long-standing track record of work in EPSU.

Albert Papadacci

Korian/CGT France

Albert Papadacci was born in Corsica in the small village of Cargèse and has been based in the Paris region for the last 25 years. Originally trained as a cook, Albert is an activist in the CGT trade union confederation. He is Secretary General of the local CGT branch, Plessis Robinson, and trade union representative in the Korian Group which deliver social care.



Britta Lejon

NEA Chair



Britta Lejon has been active in EPSU's Standing Committee for National and European Administration (NEA) since 2009 and has been the Chair since 2014. She is President of the Swedish civil service trade union, Fackförbundet ST and Vice-President of the Swedish Confederation of Professional Employees (TCO). Britta has held many positions in the Swedish civil service and has held office in both the Swedish Parliament and Government. She played a key role in achieving the first EU legislation on the right of access to documents.

Carl Leinonen

Service Employees International Union - SEIU



An economist by training, Carl has been organising and representing public sector workers since 1980. He started his union career with the American Federation of Teachers, moving to the SEIU in 1989. He was the Political Director, then Executive Director of the Maine branch of SEIU for 16 years. During his time there, the union's membership expanded from its historic base of state workers to encompass county, municipal, higher education, public authority and publicly-funded private providers of public services. For the past 15 years, Carl has been coordinating global campaigns and working with partner unions to assist public and private sector workers build power through organising their unions.

Serena Sorrentino

FP-CGIL

Serena Sorrentino has been the General Secretary of the FP CGIL public services federation since 2016. From 2010 to 2016 she was a member of CGIL Confederal Secretariat where she was responsible for legal questions, labour market issues and public employment. Serena became active in the trade unions in 1994 initially in her local student union then moving to provincial and national responsibilities in the student union. When she was 22 she became the youngest trade union secretary in the history of CGIL Naples, where she was responsible for welfare and other sectors.



• Wednesday 5 June 2019

Panel 2: Privatisation, Public-Private Partnerships (PPPs), and private finance: winning the battle for quality public services

Philippe Pochet

ETUI – European Trade Union Institute



Philippe Pochet is General Director of the European Trade Union Institute (ETUI), Professor at the Université Catholique de Louvain (UCL) and associated researcher at the Interuniversity Research Centre on Globalization and Work (CRIMT, Montreal). He was Director of the Observatoire social européen (OSE) for 16 years and has published extensively on European social and economic policies, European social dialogue and new forms of governance. He is now working on the impact of climate change and digitalisation on jobs, seeking to combine the analysis of the big trends. Philippe has held previously many temporary positions at universities in Belgium, Australia, Canada, Germany and the USA.

Cat Hobbs

We Own It



Cat Hobbs is founder and director of We Own It. Launched in the UK in 2013 to shift the debate on privatisation, We Own It is a voice for public ownership, from railways to water, from council services to health. The organisation has won victories, helping to stop the privatisation of the Land Registry and NHS Professionals and campaigning successfully to bring the East Coast railway line into public ownership. Cat has appeared on Radio 4, BBC News, Sky News and in the Mirror, the Guardian and the Financial Times. Cat ran successful campaigns for better public transport locally and nationally before setting up We Own It.

Bjørn Pettersen

Fagforbundet



Bjørn Pettersen, is head of the restructuring unit in Fagforbundet, the Norwegian Union of Municipal and General Employees. Bjørn works closely with local unions and union representatives to take services back into public ownership. The work on municipalisation and re-municipalisation is based on tripartite cooperation at central and local level.

Miriam Planas

ISF – Enginyeria Sense Fronteres



Míriam Planas is a member of Engineering without Borders (ISF) based in Catalonia that promotes development cooperation to guarantee universal access to basic services. She is also actively involved in Aigua es Vida, a citizens' platform in Catalonia, which consists of more than 50 organisations working towards public, democratic and non-commercial water management. Míriam is an active member of the Spanish Public Water Network and European Water Movement. Lately, she has been actively involved in the [campaign for water remunicipalisation in Barcelona](#).

• Thursday 6 June 2019

Panel 3: Collective bargaining: what ambition for the future at EU and national levels?

Esther Lynch

ETUC

Esther Lynch has been ETUC Confederal Secretary since 2015 and has extensive trade union and legal experience at an Irish, European and international level. Elected as a shop steward in the 1980s, she later became Legislation and Social Affairs Officer with the Irish Congress of Trade Unions. Within the ETUC, Esther has responsibility for collective bargaining and wage policy, public procurement, fundamental and trade union rights, labour law, and health and safety. She leads ETUC interventions on the European Pillar of Social Rights, the European Commission's Undeclared Work Platform and the ILO's Future of Work Initiative. Esther oversees the ETUI's political work on health and safety and ran a successful campaign on workplace cancers that led to a Covenant between Business Europe, the Commission and the ETUC.



Sylvia Bühler

Ver.di



Sylvia Bühler has been a member of the Executive Committee of services union ver.di and head of the union's section covering health, social services, welfare and churches since March 2013. Before that she ran the same section for the union's North-Rhine Westphalia region for 12 years. Between 1993 and 2001, Sylvia held various positions in the ÖTV public service union, one of the forerunners of ver.di.

Francisco Braz

Stal



Francisco was first active as a trade union delegate in 1983, becoming a regional official in 1985. He was president of the STAL local government union between 1989 and 2012 and member of the Executive Committee of the CGTP-IN trade union confederation between 1996 and 2012. Francisco currently chairs STAL's General Assembly and is a member of the EPSU Executive Committee. In 2017 Francisco was elected to the General and Supervisory Board of ADSE, the complementary health system for workers in public administration.

Mona Striib

FOA

** Kirsi Sillanpää, TEHY, Finland replaces Mona Striib, FOA, Denmark.*

Mona Striib has been President the Danish Association of Local Government Employees Organisations (FOA) since 2018, negotiating for municipal employee across the country. She had been Vice-President from 2013 and President of the local branch in Kolding from 2003. Mona holds a number of positions including in Fremfærd which promotes cooperation between employers and employees in municipalities to develop the core tasks in the welfare society and SPARK which supports cooperation between employers and employees on mental health issues related to the working environment in municipalities. At international level Mona is a member of the Nordic union group KNS, the EPSU and PSI executive committees and NOFS that brings together Nordic affiliates in EPSU and PSI.



Ivan Kokalov

FTU-HS

Dr. Ivan Kokalov has been President of the Federation of Trade Unions in Healthcare in the CITUB trade union confederation since 1992. He is also Vice President of CITUB and member of the Economic and Social Council of Europe and Bulgaria. His union signed the first collective labour agreement in healthcare in 1993 and so far every Health Minister has signed a collective agreement in the sector. The 2018 agreement significantly increased the wages of the healthcare workers by up to 20%. Ivan chairs the South Eastern European constituency in EPSU and plays an important role developing EPSU's work in the region.



Miriam Pinillos

FSC-CC.OO



Miriam Pinillos has been National Secretary for Public Policies in FSC-CC.OO since 2017, responsible for negotiations with the government on the pay and employment conditions of public sector workers. A civil servant by profession, Myriam studied administrative and labour law and has an extensive history in the labour movement. Before taking up her current responsibilities Myriam was Secretary for trade union action and collective bargaining in Andalucía from 2008 to 2017.

• Friday 7 June 2019

Panel 4: Recruitment and organising: no future of work without the trade union

Anton Leppik

PERC



Anton has been Executive Secretary the Pan-European Regional Council (PERC) since December 2015, having joined PERC as policy advisor when it was established in 2007. Before PERC, Anton worked for the International Confederation of Free Trade Unions (now ITUC) as a coordinator of projects in in eastern Europe. As PERC Executive Secretary, Anton coordinates the activities of the PERC secretariat, responsible for implementation of ITUC policies and activities in a broad region of Europe and Central Asia, in close cooperation with the ETUC. Through strengthening cooperation in the region PERC contributes to raising capacities of different trade union experts of Europe and sub-regions.

Viktória Szűcs

BDDSZ

Viktória Szűcs has been President of the Hungarian Democratic Trade Union of Crèche Employees (BDDSZ) since 2008 as well as member of the SZEF trade union confederation (the Forum for the Co-operation of Trade Unions). Viktória is active in EPSU's standing committee for health and social services and social services working group and she is also a member of the ETUC's Social Protection Committee.



Igor Zubco

SANATATEA



Igor Zubcu has been Vice-President of the Moldovan health trade union Sanatatea since 2015. Since 2018 he has responsibility for trade union training at national level and has been active in EPSU activities to support trade union recruitment and organising strategies. Igor has held many positions in the union, including legal counsellor and Vice-President of the union's youth organisation He is also member of the editorial staff of the national newspaper The People's Voice (*Vocea Poporului*).

Veronica Magnusson

Vision



Vision's President Veronica Magnusson is a distinguished speaker concerning sustainability issues and has been the driving force in developing Vision into a Fair Union. She has also had a prominent voice in the discussion of how automation and digitalisation in the welfare sector will impact the work life of Vision's members in the future. Vision has around 180,000 members across thousands of different professions. It is the leading union for employees working both in private and public services, covering a wide arrange of management and administrative jobs within municipalities, county councils and churches.

Fiona Dunne

ICTU

Fiona Dunne has worked for the Irish Congress of Trade Unions since June 2008 developing and managing programmes which included UnionConnect (an online recruitment tool for general union membership); HEAP (an economic project on income distribution and socio-economic structures); Global Solidarity(a development education programme); and YouthConnect (a youth education and engagement programme). Currently Fiona is National Co-ordinator for ONE programmes in Cork and Galway which aim to strengthen local trade union networks. Prior to working in ICTU, Fiona was seconded to the ESU electricity supply workers' union and held positions of National Equality Officer, Training Manager and Vice-President.



Fringe Meetings

• *Ensuring the right to energy for all: building movements to eliminate energy poverty in Europe*

Tuesday 4th June 2019 in Minerva room from 12:00 to 13:30
Organised by the Right to Energy coalition and sponsored by EPSU

The [Right to Energy coalition](#) has been working on energy poverty at EU level since 2017, with green NGOs, social organisations and trade unions (including EPSU).



In this meeting we will present the demands and ways of working of the Right2Energy coalition and discuss people's solutions to energy poverty, which affects millions in Europe today.

How do we bring about a socially fair energy transition that would benefit people and planet?

How do we build movements around social and ecological demands, building new partnerships and alliances to demand them?

How do we guarantee access to clean and affordable energy for all, recognising energy as a common good?

• *Trade Union Perspectives on the EU's New Economic Governance in Healthcare and Water Services*

Wednesday 5th June 2019 in Minerva room from 12:30 to 14:00
Organised by 2 researchers at the [University College Dublin](#) (UCD) and sponsored by Sanitas (Romania) and ver.di (Germany)



This fringe meeting will address the pressures that the EU's new economic governance, developed after the 2008 crisis, has placed on public services in healthcare and water, and the ways in which trade unions have responded to these pressures.

We will have a roundtable format to facilitate the sharing of knowledge between trade unionists and researchers.

All delegates and observers are warmly invited. A light lunch will be provided.

Confirmed speakers: Imre Szabo (UCD), Sabina Stan (UCD), Clivia Conrad (ver.di); Razvan Gane (Sanitas)

Moderator: Darragh Golden (UCD)

• ***Building Solidarity with Palestinian Workers***

Wednesday 5th June 2019 in the Board room from 17:30 to 18:30

Organised by the [European Trade Union Network for Justice in Palestine](#).

Sponsored by Unison (UK), Forsa (Ireland) and Fagforbundet (Norway)

For over half a century the military occupation of the West Bank and Gaza has undermined any prospects of a viable Palestinian economy and the right to decent work. Thousands of Palestinians are forced to seek precarious work in the illegal settlements, or endure long queues and humiliating treatment at checkpoints, in order to access work in Israel.

Join the event to learn about:

- New research highlighting the impact of European business and trade with the illegal settlements;
- How trade unions are working to defend the right to decent work;
- The impact of the occupation on public services;
- The establishment of the European Trade Union Network for Justice for Palestine.

Speakers:

Denis Keane – Forsa

Ingunn Eriksen - Fagforbundet

Paul Glover - UNISON



• ***Corporate Tax Campaigns Win for Public Service Workers***

Wednesday 5th June 2019 in the Minerva room from 17:30 to 18:30

Organised by [PSI](#) with [CICTAR](#) (Centre for International Corporate Tax Accountability & Research)

The meeting will outline the opportunity for public sector unions to win for their members and their communities by directly exposing and challenging corporate tax dodging. Unions can win higher wages and working conditions for members and deliver better public services if multinational companies are made to pay tax where they generate profit. The session will introduce the work of CICTAR and highlight recent case studies of successful CICTAR campaigns. An interactive discussion will take place to help unions identify tax campaigns that will support quality public services and help change the global tax rules.



• ***Mapping Industrial relations systems in Europe***

Thursday 6th June 2019 in the Minerva room from 12:45 to 13:45
Organised by [Eurofound](#)



This meeting will consist of an introduction to Eurofound's work and activities and a presentation for around 20 minutes on ***"Mapping Industrial relations systems in Europe"***

The remaining time will be devoted to a Q&A session.

Speakers: David Foden and Christian Welz, Eurofound



David Foden is Adviser – Industrial Relations attached to the Working life Unit. He is responsible for coordinating work on industrial relations across the organisation. He worked from 1979 to 1985 in the Economic Department of the Trades Union Congress. In 1985, he moved to the European Trade Union Institute in Brussels as research officer and then coordinator of the research unit on employment and labour market policies and social protection. David joined Eurofound in 2002. As research manager (Industrial Relations and, subsequently, Surveys and Monitoring) he was responsible for the European Company Survey and for projects on European Works Councils, and was involved in managing the European Industrial Relations Observatory (now part of EurWORK). He was Head of the Observatories Unit until 2011, and from 2012-16 Head of the Working Conditions and Industrial Relations Unit. David holds B.A. and M.A. degrees from Cambridge University, where he studied economics.



Christian Welz is a senior research manager in the Working Life unit at Eurofound. He manages projects and develops expertise and quality of research in the field of industrial relations. He is in charge of the European Industrial Relations Dictionary and a number of industrial relations governance projects (European Social Dialogue, articulation between the EU and national levels of social dialogue, mapping key dimensions of industrial relations). Prior to joining Eurofound, he was Deputy Director of a French-German training institute for civil servants, managed the EU unit of the Chamber of Commerce and Industry in Augsburg and was professor of EU law at the Universities of Applied Sciences in Kehl and Offenburg. He studied law at the Universities of Bonn, Freiburg, Aix-en-Provence and Strasbourg and holds a PhD from the University of Nijmegen. He was appointed honorary professor at the University of Kehl in 2017.

CONGRESS PROCEDURES

This section complements the EPSU Constitution and Congress Standing Orders (Appendix II of the Constitution) and aims to familiarise delegates with Congress procedures.

I. Constitution of Congress

Credentials Committee

The Credentials Committee is charged with the verification of delegates' credentials. The Committee is authorised to examine whether affiliated organisations fulfil the conditions and obligations laid down in the Constitution. The Credentials Committee is entitled to request from the General Secretary, from members of the Executive Committee and from any delegate in Congress information needed for the discharge of its duties or evidence bearing on the legitimacy of delegates' credentials. The Credentials Committee shall submit a report to Congress establishing the number of male/female delegates registered and voting. Based on this report the quorum for voting is established. If registered delegates are prevented from attending the Congress, the General Secretary must be informed of the name of any substitute so that a correct delegates list can be approved by the Credentials Committee. Voting or elections shall not take place before Congress has discussed and voted on the initial report and recommendations of the Credentials Committee.

Members of the Credentials Committee:

- Olga Klimova ALSWU Russia
- Boris Plesa, SDLSN Croatia
- Gaynelle Samuel PCS UK
- Eric Vermeulen FNV Netherlands

EPSU Secretariat:

- Penny Clarke and Nadine Janssen

Congress Board

The Congress Board consists of four chairpersons (two women and two men). The chairpersons will rotate in the chairing of Congress sessions and ensure the proper conduct of proceedings.

Members of the secretariat and technical advisors as required will support the Congress Board in their work.

Members of the Congress Board:

- Kevin Callinan, Forsa, Ireland
- Silvana Bossio, CSC-Services Publics, Belgium
- Ivan Kokalov, Health Workers Trade Union, Bulgaria
- name tbc

EPSU Secretariat:

- Jan Willem Goudriaan

Resolutions Committee

The Resolutions Committee may provide explanations, where required, on the rationale of text proposals and the recommendations for voting.

Members of the Resolutions Committee:

Benelux/France

- VERMEULEN Eric, FNV, Netherlands
- DUCH Cyrille, CFDT Santé Sociaux, France

Central Europe

- FABJAN Mitja, SDE, Slovenia
- VOTAVA Michal, OS UNIOS, Czech Republic

German speaking

- BECK Herbert, ver.di, Germany
- KATTNIG Thomas, Yunion, Austria

Mediterranean

- BRAZ Francisco, STAL, Portugal
- AGUADO QUEIPO Fatima, FSC-CCOO, Spain

NEE

- JAKUTAVIČIUS Tomas, LPPFS, Lithuania
- SEMENIAKA Lesia, ATOMPROFSPILKA, Ukraine

Nordic

- NORD Mette, Fagforbundet, Norway
- LUND Kjartan, NOFS, Nordic

Russia and Central Asia

- KLIMOVA Olga, ALSWU, Russia

SEE

- KOKALOV Ivan FTU-HS, Bulgaria

UK/Ireland

- CROOK Nick, UNISON, UK

Youth

- YUSIFLI Zahra, FTUAEC, Azerbaijan

PSI

- BERTOSSA Daniel

Secretariat:

- GOUDRIAAN Jan Willem and CLARKE Penny

Standing Orders Committee

The Standing Orders Committee recommends an order of business and time limits for speakers; examines and reports on the validity of all resolutions and amendments received from affiliated organisations and the Executive Committee; advises Congress on any question requiring a decision for the proper conduct of its business.

Members of the Standing Orders Committee:

- Thomas Kattnig, Yunion Austria (chair)
- Julio Lacuerda Castello, FeSP UGT Spain
- name tbc
- Ivana Břeňková, OSZSP Czech Republic

Secretariat:

- Jan Willem Goudriaan

Tellers

Tellers are elected by Congress to check the number of votes.

Nominated tellers:

- Armin Duttine, ver.di
- Yvonne Gräsman, Kommunal
- Ilse Heylen and Lieve Brys, ACV-CSC
- Marco Ouwehand and Anya Wiersma, FNV
- Lilith Zulli and Manuela Vanoli, FP-CGIL
- Hans Kristian Stenestø, Fagforbundet
- Natalia Zubova, HWURF

Secretariat:

- Richard Pond

II. Composition of Congress

Congress shall be composed of:

- a) delegates with voting rights, representing member organisations according to articles 7.4 and 17.4 on the basis of 2 votes for each member union up to x members or part thereof and one additional vote for each further x paid members or part thereof; no trade union may send more delegates than the number of votes to which it is entitled.

*x is calculated as follows: number of paid up members:
number of seats remaining after the allocation of 2 seats per
eligible union.*

The delegation entitlement shall be calculated on the basis of the year with complete affiliation data available that is closest to the deadline for sending the call to Congress. With the exception of unions having joined EPSU within the course of the Congress term, only those unions will be entitled to send delegates that have fulfilled their financial obligations according to paragraphs 17.3, 17.4, 17.5, 17.6, 17.7, 17.12 and 17.13 for each year of the Congress term. The maximum number of delegates is fixed at around 500;

- b) the President and General Secretary of EPSU with a right to speak and vote;
- c) the President and General Secretary of PSI with a right to speak and vote;
- d) representatives of ETUC, other European and international trade union organisations to which the member organisations are affiliated, at the invitation of the Executive Committee;
- e) guests, who may speak at Congress, at the invitation of the Executive Committee;
- f) observers and technical staff from member organisations not exceeding half of the delegation entitlement, observers from non-member organisations, at the invitation of the Executive Committee;
- g) the staff required to assist with Congress' proceedings.

III. Speaking at Congress

Except for a point of order or a procedural motion, delegates wishing to address Congress shall complete a "*Request to speak*" form. Request to speak forms are given to the Heads of delegations on registration. An affiliated union may not speak more than once on the same question without the permission of the Congress Board. Guests may address the Congress by arrangement with the Standing Orders Committee and at the invitation of the Congress Board.

The Congress Board shall be responsible for directing the debates and organising the order of business in accordance with the agreed agenda and timetables. The Board will establish a list of speakers on the basis of requests to speak.

Completed request to speak forms should be given to the Secretariat desk, indicating the name of the delegate, the organisation and the country represented and the agenda item, before the start of a particular session as indicated by the Congress Board.

With the exception of introductions to reports and resolutions, the speaking time for delegates is a **maximum** of five minutes. If necessary, the Board (or the Standing Orders Committee) can further limit the speaking time or close the list of speakers on a particular item. The Board may interrupt a speaker if he/she exceeds the speaking time agreed or if his/her contribution is considered to be out of order.

The President and General Secretary of EPSU are authorised to intervene at all times.

Participants who intend to read a paper are requested to hand 10 copies of their speech to the EPSU Congress Secretariat with their "*request to speak*" form to make sure that the interpreters get enough copies to cover all languages required.

Prior to speaking, participants should make sure that the microphone is switched on. They should start by stating their name, union and country and should speak at a moderate speed to give the interpreters a chance to interpret precisely what they are saying.

IV. Interpretation

During the Congress interpretation will be available:

Active interpretation in the following 10 languages: English, Finnish, French, German, Italian, Russian, Serbo-Croatian (BCSM), Spanish, Swedish and Turkish

Passive interpretation (speaking only) as follows: Czech, Danish, Greek, Norwegian, Portuguese, Romanian and Dutch

Please note that you may not leave the conference room or the foyer with headphones.

V. Policy documents

Apart from emergency resolutions, all finalised Congress documents were made available in all languages to affiliates on 9 April 2019 and can be found on the EPSU website www.epsu.org/article/congress-documents-13

- 1) Programme of Action (PoA)
- 2) Activity and Finance Reports (2014-2018)
- 3) Finances resolution
- 4) Constitution amendments
- 5) Affiliates resolutions
 - 5.1 *Resolution on Energy*, submitted by the French affiliates
 - 5.2 *Resolution on Health and Social Care*, submitted by the French affiliates
 - 5.3 *Women and Gender Equality*, Submitted by three boards of the WIZs (Working Groups on International Affairs): WIZ Government, WIZ Public Service and WIZ Care & Health, FNV, the Netherlands
 - 5.4 *Fighting for young European public service workers means fighting for the future of work and the future of public service unions*, submitted by the Nordic Constituency and the EPSU Youth network
 - 5.5 *Gender equality at work*, submitted by the Nordic Constituency
 - 5.6 *The European Union and Economic and Social policies*, submitted by STAL, Portugal
 - 5.7 *Increasing wages, promoting collective bargaining!*, submitted by STAL, Portugal
 - 5.8 *Solidarity with immigrants and refugees*, submitted by Hizmet-İş, Turkey
 - 5.9 *Combating increasing racism, xenophobia, islamophobia and anti-Semitism in Europe*, submitted by Hizmet-İş, Turkey
 - 5.10 *For an independent Palestinian state that provides quality public services to its citizens*, submitted by Hizmet-İş

VI. Voting

Unless otherwise agreed, a Congress vote requires a quorum of 50% + 1 of delegates registered and voting.

Voting is normally by show of hands on presentation of the red voting card by delegates with voting rights, in accordance with Articles 7.4, 17.9, 17.10 and 17.11 of the Constitution.

In cases of doubt on the majority obtained or the quorum required, the tellers count the votes. If there is a tie, the chair of the meeting orders a second vote. If the second vote also results in a tie, the item is forwarded to the Executive Committee which examines it and takes a decision.

At the request of at least 4 affiliated organisations from 4 different countries, voting by mandate may take place, with the number of authorised votes being determined in accordance with paragraph 5 a) of the Standing Orders.

VII. Elections

The Executive Committee has decided that elections will take place by secret ballot for the posts of:

- President;
- General Secretary;
- Auditors.

APPENDICES

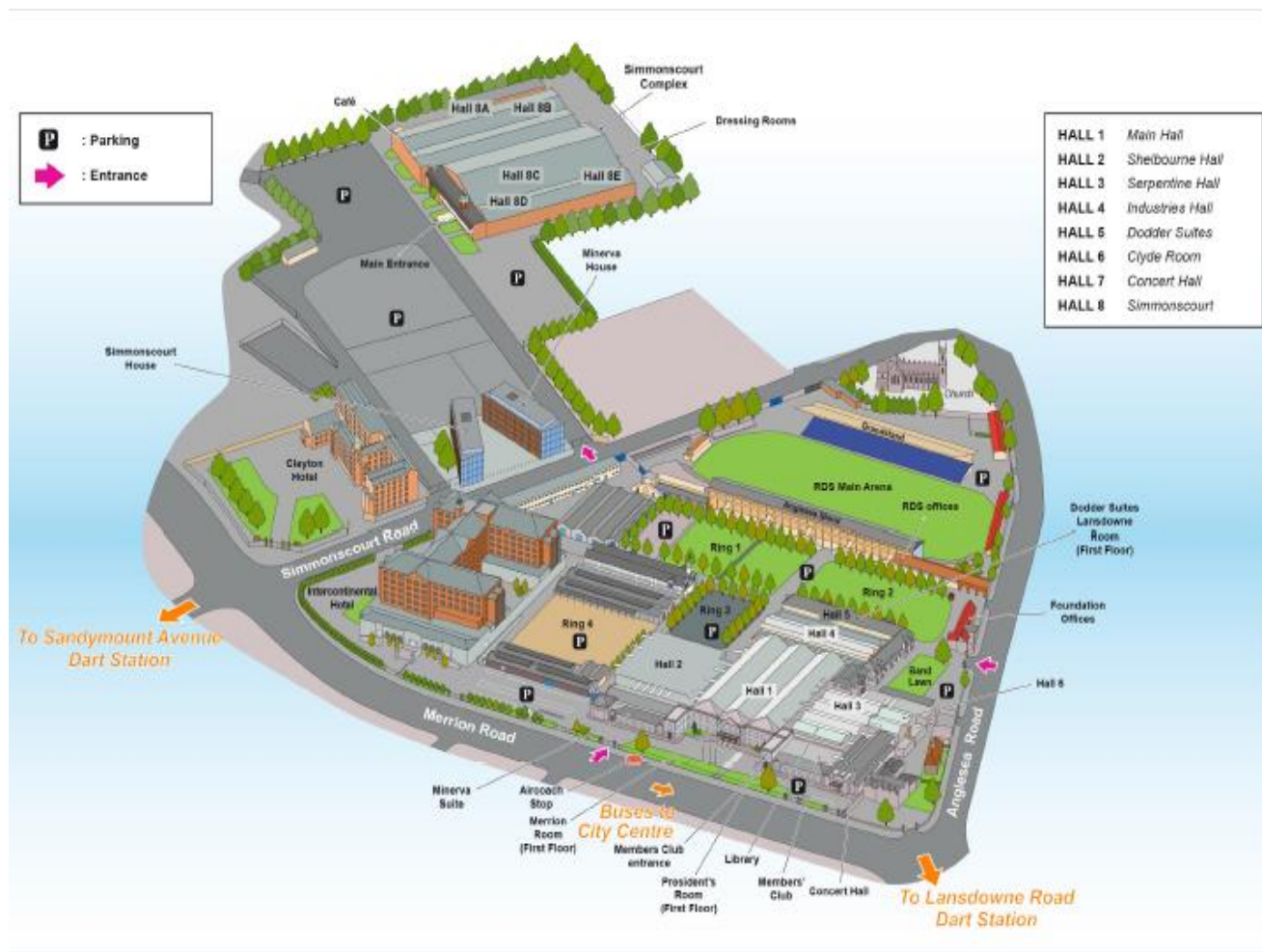
FIGHTING FOR A FUTURE
FOR ALL

10TH EPSU CONGRESS 2019

4-7 JUNE 2019, DUBLIN

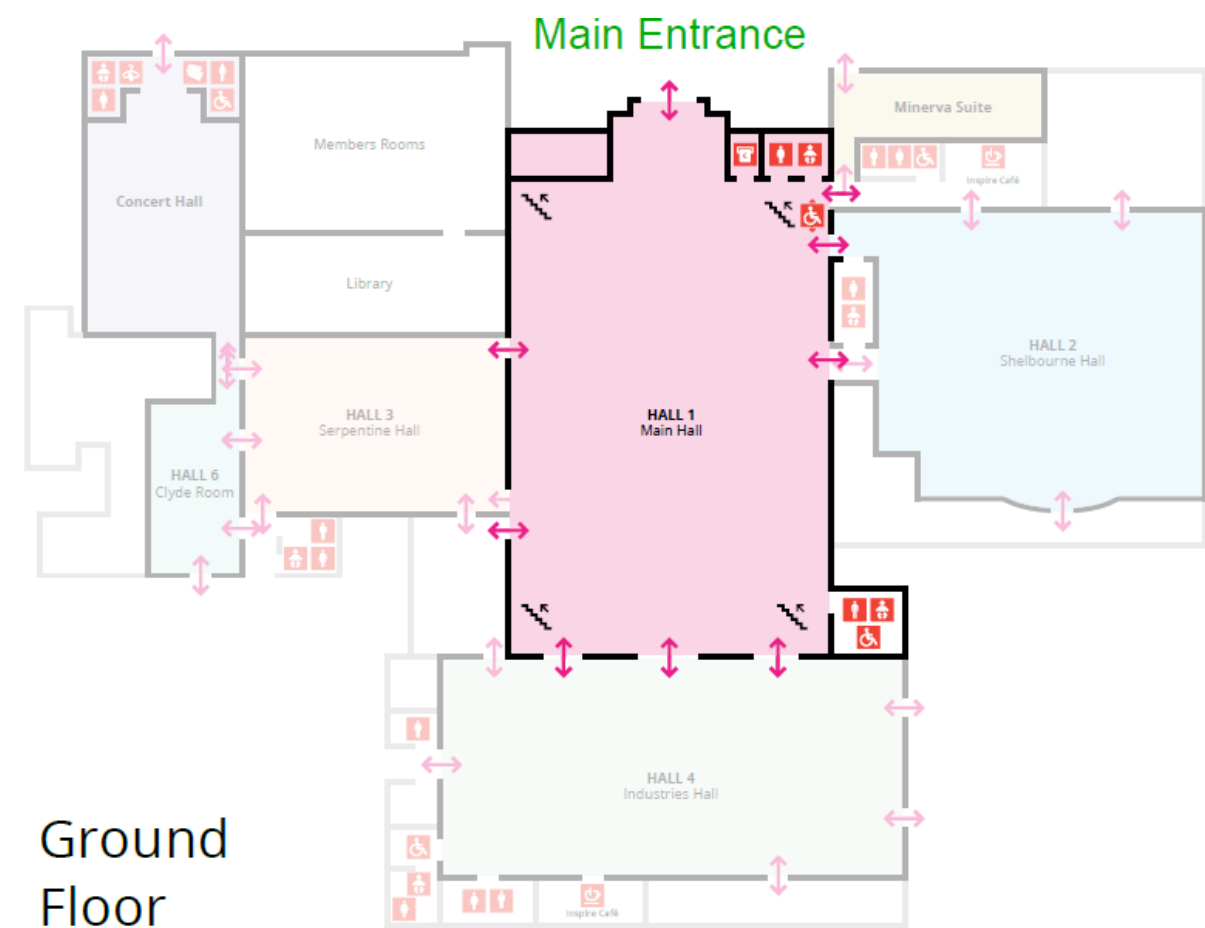
Appendix I:

General plan and floor plans of RDS Conference Centre



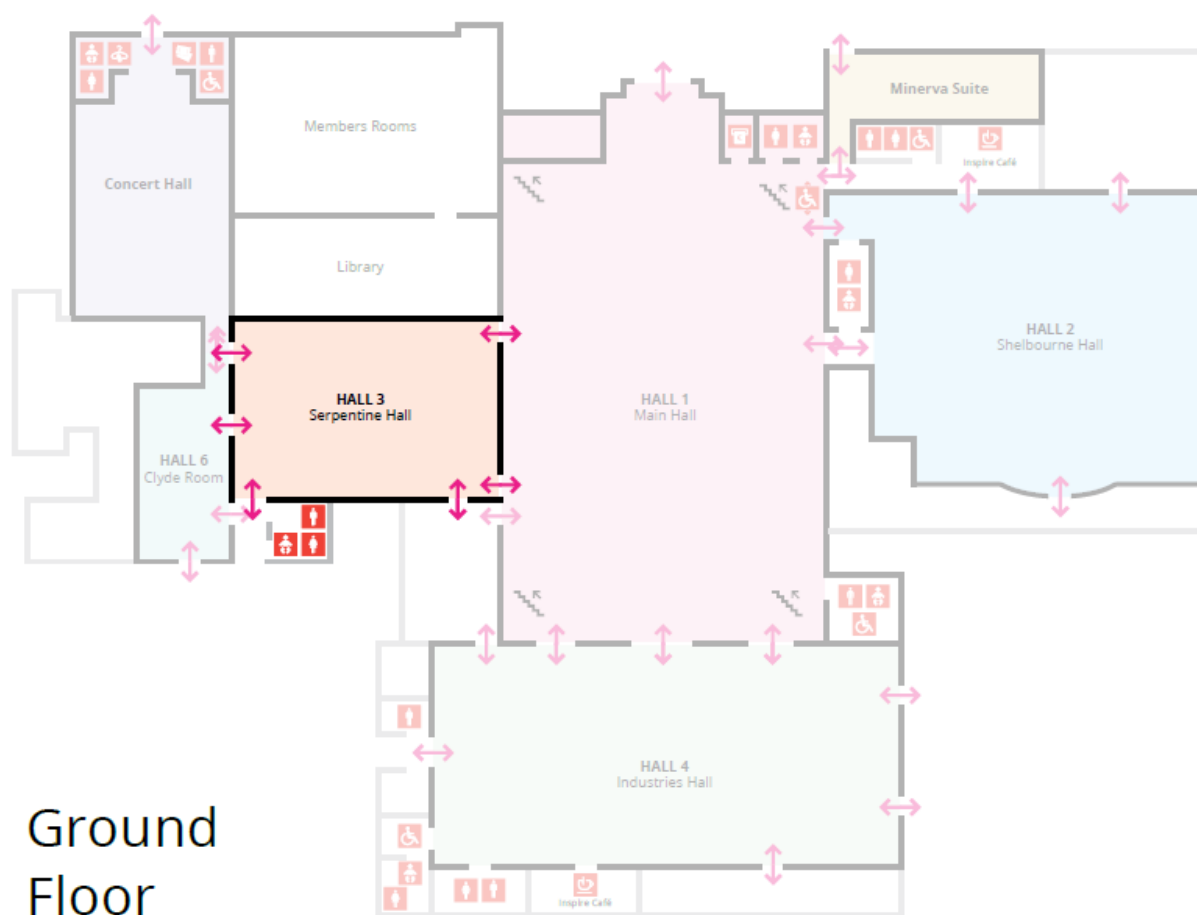
HALL 1 – CONFERENCE HALL

Main entrance hall 1 = info desk and head sets hand out



HALL 3

- Coffee break area
- Exhibitions
- Delegates working corner
- Documentation area
- Press corner



Ground
Floor



MINERVA SUITE

- Registration
- Fringe meetings area

**Other rooms behind Minerva Suite:**

- Board room: fringe meeting 5 June 17:30-18:30 (Building Solidarity with Palestinian Workers)
- Ante room/board room: extra rooms – for press and quiet place to work

Appendix II: How to get to the RDS from the Airport



From the Airport

The RDS is serviced by the Aircoach (Private airport bus) which brings you directly to and from Dublin Airport. Aircoach route 702 stops on the Merrion Road in front of the RDS main complex entrance.

For more information on timetables visit www.aircoach.ie or call +353 (0)1 844 7118.



Aircoach: The majority of Aircoaches are accessible but people requiring wheelchair access are advised to book in advance by telephone +353 1 844 7118



From the Ferry: Dublin has one ferry port - Dublin Port. This is serviced by the following companies: Irish Ferries, Stena Line, P&O Irish Sea Ferries and Isle of Man Steam Packet.

For more information on Ferry times contact:

Irish Ferries	www.irishferries.com	T: + 353 818 300 400
Stena Line	www.stenaline.ie	T: + 353 1 907 5555
P&O Irish Sea Ferries	www.poferries.com	T: + 353 1 686 9467
Isle of Man Steam Packet	www.steam-packet.com	T: + 44 8722 992 992

Dublin Port, which is to the north of the city, is approximately ten minutes drive from the RDS.

Appendix III: Profile of artists participating in the ceremonies

- [Kíla](#)

Kíla will perform on Thursday, 6th June at Mansion House.

Formed at school in Dublin in the late 1980s, Kíla are heralded as one of Ireland's most innovative and exciting bands. Their unique sound has been ever evolving, rooted in tradition, yet inspired by a myriad of influences and ideas from all around the world.



Often defined as contemporary Irish World music, Kíla fuse their own melodies, Irish (Gaeilge) lyrics, Irish folk instruments such as whistles, fiddles, Uilleann pipes and bodhrán with djembe, congas, drums, mandolins, brass and acoustic/electric/ bass guitars. Kíla's eight members come from the differing musical backgrounds of traditional, classical and rock.

- [Sive](#)

Sive is a songwriter, singer and multi-instrumentalist with a voice that "sweeps along displaying folk and jazz nuances with the confidence of one who knows" (Eamon Carr, *The Herald*). Her unique sound weaves together her love for the craft of songwriting with her enthusiasm for experimentation and intricate arrangements.

Sive released her first album of original material, *We Are Moving*, to critical acclaim in 2012 and a second, *The Roaring Girl*, in 2017. She has toured extensively in Ireland, The UK, Europe and New Zealand, sharing stages with the likes of Lisa Hannigan, Kíla, Cathy Davey, Mick Flannery, Christy Moore, John Spillane and Gemma Hayes along the way. She was voted viewers' choice to appear on RTE's *Other Voices* in 2014 and has also performed on TG4's *Róisín*, TV3's *Ireland AM*, ARTE's *Metropolis* (Germany/France) and ETV's *Terevisioon* (Estonia).



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EPSU is the **European Federation of Public Service Unions**. It is the largest federation of the ETUC and comprises 8 million public service workers from over 260 trade unions across Europe. EPSU organises workers in the energy, water and waste sectors, health and social services and local, regional and central government, in all European countries including the EU's Eastern Neighbourhood. In our sectors we organise workers in the public, the non-profit, mixed and private sector including in multinational companies. It is the recognised regional organisation of Public Services International (PSI). For more information please go to: www.epsu.org.

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With the support of



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council