



*Adjustments in the Public Sector in Europe:  
Scope, Effects and Policy Issues*

**Programme**

Brussels, 21-22 June 2012

Hotel Crowne Plaza Rogier, Vision Room

Conference organized by the International Labour Office in cooperation with the  
European Commission

## **The focus**

After a first series of policy responses to the crisis that aimed at sustaining internal demand through expansionary anti-crisis packages, most European governments (starting with Greece, Ireland, Bulgaria, Romania, followed by many others) in a second period put in place a series of restrictive budgetary policies aimed at reducing their budgetary deficit. Within this new series of policies, a significant number of adjustments and reforms have been carried out in the public sector.

The aim of this project is to better identify the nature, the scope and the effects of these adjustments in the public sector.

What different types of adjustments and reforms have been carried out in the public sector? And what are their implications not only in the short term, but also in the longer term? On the economic side, will such public sector adjustments succeed to promote a more balanced and more financially-sound economic policy? And what will be their impact on wages, and jobs quantity and quality? On the social side, what will be their effects on inequalities and social cohesion? And what will be the outcome for – and potential role of – social partners and social dialogue?

On the basis of a comparative and comprehensive assessment, policy issues will be discussed with the aim to carefully find the right policy mix in the current reforms carried out in the public sector.

An in-depth and innovative comparative volume on public sector adjustments and their effects – notably from a series of case studies – written by a group of high-level national experts will provide the necessary information for stimulating the discussion.

## **The participants**

This conference will be attended by all government, trade union and employer representatives and experts of 30 countries (EU27 + Croatia, Former Yugoslav Republic of Macedonia and Turkey). Policy debates will be organized with round table discussions between high-level representatives of Ministries of Labour and of Public Administration, European social partners, and a final policy conclusive session with highest representatives of international employers and trade unions' representatives, the European Commission and the ILO.

## Thursday, 21 June

- 08:30 - 09:30 Registration
- 09:30 – 9.55 **Opening**  
Chair: **Manuela Tomei**, Director, Labour Protection Department, ILO
- **Philippe Marcadent**, Chief, Conditions of Work and Employment Branch, ILO
  - **Andrew Chapman**, Deputy head of Social Dialogue Unit, DG Employment, Social Affairs and Equal Opportunities, European Commission
- 09.55 - 10:40 -What adjustments in the public sector and what effects to be expected? (Presentation of the project and its main findings)  
**Daniel Vaughan-Whitehead**, Conditions of Work and Employment Branch, ILO
- The effects on inequalities: Are women most hit by public sector adjustments?  
**Jill Rubery**, Manchester Business School, University of Manchester
- Discussion
- 10:40 - 11:00 Coffee break
- 11:00 - 12:30 **Session 1: Diversity in public sector adjustments and reforms**
- General introduction from the Chair  
Case study 1: Significant quantitative adjustments in the public sector: Example of Spain **Rafael Munoz de Bustillo**  
Case study 2: Public sector reforms started before the crisis in Sweden **Dominique Anxo**  
Case study 3: Tensions between quantitative adjustments and public sector reforms? The case of Portugal **Helena Rato**  
Case study 4: Public sector policies in Germany **Gerhard Bosch**
- Perspectives of employers' and workers' representatives
- Employers
  - Trade unions
- Discussion
- 12:30 - 14:00 Lunch
- 14:00 - 15:30 **Session 2: What immediate effects of public sector adjustments in the world of work?**
- General introduction from the Chair  
Case study 1: The immediate effects of the austerity package in Greece **Zafiris Tzannatos and Iannis Monogios**  
Case study 2: Wage and employment adjustments in Estonia, Latvia and Lithuania **Jaun Masso**

Case study 3: Continuous flow of public sector reforms in Romania

**Valentina Vasile**

Case study 4: Reforms and effects in public sector in Ireland

**Philip O'Connell**

Perspectives of employers' and workers' representatives

- Employers

- Trade unions

Discussion

15:30 - 15:50

Coffee break

15:50 - 17:30

**Session 3: What longer term effects are to be expected?**

General introduction from the chair

Case study 1: What long-term effects from past and newest public sector reforms in the UK? **Damian Grimshaw**

Case study 2: What long-term effects on employments prospects and migrations? The case of Hungary **János Köllö**

Case study 3: Structural effects in Croatia **Vojimir Franicevic**

Case study 4: What impact on the quality of jobs? Case study in the Netherlands **Wiemer Salverda**

Case study 5: Towards the strengthening of a dual labour market in the public sector? The case of France **Jérôme Gautié**

Perspectives of employers' and workers' representatives

- Employers

- Trade unions

Discussion

## Friday, 22 June

- 09:00 - 09:15      **Follow-up of debates and synthesis** Daniel Vaughan-Whitehead
- 09:15 - 11.15      **Policy Discussion (with the participation of Ministers of Labour and other high representatives from the Ministry of Labour):**  
***Public sector reforms: What optimal policy mix?***  
Introduction and Chairperson: **Raymond Torres**, Director of the International Institute for Labour Studies, ILO
- Perspectives of European employers' and workers' representatives
- **Bernadette Ségol**, General Secretary, European Trade Union Confederation (ETUC)
  - **Milena Angelova**, Executive Vice-President, Centre of Employers and Enterprises providing Public services (CEEP)
- Discussion
- 11:15 - 11:40      **Special address to the Conference**
- Guy Ryder**, Executive Director, Standards and Fundamental Principles and Rights at Work Sector; Newly elected Director General, ILO
- 11:40 – 12:00      Coffee break
- 12:00 – 13:00      **Round table of European social partners:**  
**The role of European social dialogue in defining and implementing public sector reforms** Chair: **Maria Helena André**, Parliament of Portugal
- With the participation of:
- **Carola Fischbach Pyttel**, General Secretary, European Federation of Public Service Unions (EPSU)
  - **Angelika Poth Mögele**, Director of policy, Council of European Municipalities and Regions (CEMR)
  - **Jacky Leroy**, Director General of European Public Administration Employers (EUPAE)
- 13.00 – 13.30      **Conclusions and Prospects**
- Chair: **Susanne Hoffmann**, Regional Director for Europe and Central Asia, ILO
- **Jean-Paul Tricart**, Head of Social Dialogue Unit, DG Employment, Social Affairs and Equal Opportunities, European Commission
  - **Manuela Tomei**, Director, Labour Protection Department, ILO
- 13.30                  Lunch