17 December 2002

UNI P&MS Draft Paper
Determining Future Priorities

The policies for P&MS staff in UNI are determined at the four yearly world congress for P&MS staff. Within each of the regions of UNI, P&MS committees seek to apply those policies in the region to take account of special features within the region and to determine the priorities for regional work. The committee elected at the UNI Europa P&MS Conference in 2003 will shortly afterwards determine the outline priorities for UNI Europa's work during the ongoing period and naturally it will revisit plans then following the 2004 World Congress.

Clearly many issues will be raised at the UNI Europa conference with delegates aware of issues that matter to Professionals and Managers in their own countries, which they wish to see addressed. Equally when delegates have reported back to their own unions those unions may wish to suggest certain things that should be given greater priority within the work of UNI P&MS at European level. Thus it is important that delegates to the UNI Europa P&MS Conference do report back to their unions and, following that, do feed back that response to the UNI Europa steering group member from their geographical constituency.

In doing this it is perhaps helpful to remind ourselves what it is that we see as the particular areas of expertise and usefulness for work to be done by UNI Europa P&MS. In the first place it should of course be work which directly reflects the concerns and interests of professional and managerial staff. If it is primarily an issue for one industry group it is probably best dealt with in that industry group, although clearly UNI Europa P&MS would wish to be kept informed. If it is an issue which might overlap with the work of another international trade union then the practicality of doing things jointly with that organisation, and how we would sort out the work between the two organisations, will need to be considered. If it is an issue which affects professionals and managers not just in the private service industries represented by UNI but in public service or manufacturing industry, and there is a common interest with a need to make representations to the European union, then it is probably an issue which the Steering Group would wish to refer to EuroCadres asking the EuroCadres liaison person on the Steering Group to report back from time to time.

As an illustration of this it is perhaps worth looking at three main areas of work carried out by UNI Europa P&MS during the immediate past period. First it has taken the idea of the P&MS passport and sought to ensure that

within Europe P&MS unions have played their role in making this available to members and welcome members from other countries. This is now becoming part of business as usual for P&MS unions but is something which it is right that UNI Europa should review from time to time to satisfy itself that things are going well.

A second issue has been organising. Organising, getting people to join trade unions and building trade union organisations to represent them, have been a major concern throughout UNI since its foundation. Given the very large number of professional and managerial staff in Europe and given their significance as a growing percentage of the labour force, the organising of P&MS staff is clearly of key importance to the future of UNI. This then has been a major concern during the last period and will continue to be so for the future with UNI Europa P&MS seeing one of its roles as specifically publicising best practice, telling people about successes and also, where unions are prepared to provide the information, indicating some of the initiatives which have not been successful with an analysis as to why, in the hope that unions will be able to learn from the experience of others rather than repeating mistakes that they have made. Given the extent to which private sector trade union membership amongst P&MS staff is in general lower than that of those in the public sector and given the likely growth of the private sector compared to the public sector, this is likely to form an continuing and important part of UNI's work at P&MS level over the next four years, particularly in Europe.

Finally the theme of the seminar being held concurrently with the UNI Europa P&MS conference indicates employability of professional and managerial staff has been a growing concern for UNI Europa. The report and 2003 conference are in many ways just the beginning of this work and it will throw up a major work programme for P&MS in UNI Europa as we take the policy steps we need to answer the questions posed at the Conference. Clearly if we wish to deal with some of the growing awareness of the problems of age discrimination then development of issues of lifelong learning and access to employment and training is a very effective way of building on one of the issues that will arise from our conference.

However, there are other P&MS issues which may not arise directly but which are nonetheless issues which are of concern to professional and managers in Europe. Examples of that would be such things as, in the area of health and safety, the growing concern over the effect of stress on those in managerial and professional positions and in some instances the extent to which "mobbing" flows this in an endeavour to avoid effective management control. The anecdotal evidence suggests this is much more a problem of the private sector than of the public sector. Similarly within the private sector there are issues in some countries over corporate governance issues in the sense of concern where a company appears to be responsible for the death of somebody or where a company has simply been stealing money when the issue is whether responsibility lies at board level or whether those at

that level will seek to shuffle off the blame onto middle managers who will be expected to take the rap. Similarly, given that the record of the private sector appears to be rather worse than that of the public sector in the area of equal opportunities and equal treatment of work for women, then the whole issue of the extent to which gender mainstreaming should be a specific priority is one which needs to be considered.

Professional and managerial staff in different countries may have their own problems which they wish to add to this list. For UNI Europa P&MS the key issues will be:

1. To keep the workload sufficiently short and focussed to be able to deliver effectively
2. To be able to demonstrate that these are particular problems for professionals and managers in the private service sector in Europe
3. That there is the capacity within UNI Europa P&MS for either running an effective debate, or better still taking effective action to see that these concerns are addressed.

It is on that basis that UNI Europa P&MS Steering Group will aim to determine the future priorities in the light of comments made following the 2003 conference.

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