



**Minutes of the working group of the  
Social Dialogue Committee for the Construction Sector  
on "Employment"  
Bruxelles, 24 th May 2012**

### **1. Welcome and Introduction**

Mr François Jacquel (FIEC) who will be the chairman, opens the meeting and welcomes the participants. He reads out the agenda which is adopted.

### **2. Approval of the minutes of the meeting held on 17<sup>th</sup> November 2011**

The minutes of the meeting held on 17<sup>th</sup> November 2011 are approved unanimously.

### **3. Presentation of the Employment package by Jean-François Lebrun (European Commission, DG EMPL)**

Mr Jean François made a presentation of the Employment package which has been adopted in May and indicated the most important initiative to be taken by the Commission :

Mainly, the employment package aims at encouraging labour demand by targeting hiring subsidies towards new recruitments, ask governments to reducing the tax wedge on labour in a budgetary neutral way by shifting towards environmental, consumption or property taxes. It also promotes and supports self-employment, social enterprises and business start-ups and aims at transform informal or undeclared work into regular employment. It is an incentive to boost "'take home' pay to fight in-work poverty and to encourage the take-up of work. It also aims at modernising wage-setting systems to align them with productivity developments and support aggregate demand.

From the supply side the package aims at exploit the job creation potential of key sectors while embracing green growth and move towards resource efficiency economies and perceiving demographic changes as an opportunity for boosting jobs in healthcare. Reap the pervasiveness and growth of ICT for users, practitioners and firms.

The package also suggest to mobilise EU funds for Job Creation (2014-2020) by aligning and coordinating Cohesion Policy funds; ESF & ERDF as well as to extend and widen scope of European Microfinance Facility & European Globalisation Fund. It proposes also to better exploit job creation potential of Agricultural & Fisheries Funds

Mr Werber Buelen and Franck (EFBWW) underlined that the Commission intention is to coordinate wages with respect to productivity, but it is difficult to calculate this parameter. Mr Campogrande (FIEC) indicated that the Commission may want to implement open end contract but FIEC is attached to the principle of flexibility in the field of contract establishment. Mr Lebrun précised that there is no proposal for implementing open ended contract at this stage but that the Commission's intention is to monitor the different forms of contracts and their consequences on the labour markets.

While answering questions which have been raised during the debate, Mr Lebrun indicated that it is difficult to modify labour costs but taxes can be adjusted and have an impact on salaries. As regards to undeclared work, He also underlined that the Commission stressed the importance to reinforce labour inspections.

#### **4. Legislative package on “Posting of workers” discussion and exchange of views**

Mr Werber Buelen (EFBWW) presented the points in discussions in particular the need to fight against the false detachment and the responsibility of country of origin and country of destination. Liability is an issue on which FIEC and EFBWW do not agreed. It was suggested to send a joint paper but FIEC will also send its own position paper clarifying its position in particular regarding liability.

#### **5. “Posting” website : Updates of the website**

Mr Campogrande presented the latest developments of the website. Some national reports have been updated (4 countries). Lithuania is now included but Sweden, Latvia and Malta are still missing to cover the entire EU. It is important to translate these national reports into destination country languages so that the information is more accessible

#### **6. “ICT” and “Seasonal workers” - Proposals for Directives: • Latest developments and follow-up**

Mr Werner Buelen (EFBWW) gave a brief presentation of the state of play of the negotiations and informed the participants on current action of lobby (see position paper) towards the Parliament specially regarding in the ICT directive and the possibility of transfer from non EU countries to subcontractors and the definition of intra EU mobility . Mr Campogrande (FIEC) indicated that for FIEC negotiations were going in the right direction even if the sector will not be excluded there is a limitation of abuses.

It was agreed that further joint lobby actions will be done toward the European Parliament and the Council.

#### **7. “Paritarian funds – Capacity building” project: • Latest developments**

Mr Buelen (EFBWW) reminded the objectives of project on Paritarian funds with the support of AEIP. The purpose of the project is to contribute to strengthening the process of industrial relations in the new Member States and to reinforcing the role of the social partners by means of paritarian funds, organizing 3 intensive bilateral “capacity-building workshops” in order to gather experts to establish funds in in Poland, Bulgaria and Romania. The first meeting which took place in Warsaw has presented the different options. There is a certain hesitation

regarding the possibility of creation of an European legal framework. The possibility to implement a social identity card (like in Spain) was also discussed.

## **8. White Paper on „Pensions“ : Discussion and exchange of views**

Werner Buelen gave a short presentation of the content of the white paper. He indicated that EFBWW deplores that the pensions are only seen as a financial criteria and that there is a too strong focus on complementary pension schemes. The problem of penibility of sector of construction is tackled but no concrete solutions are offered. Mr Campogrande (FIEC) indicated that as regards to extension of professional careers there is a need on the first place to develop vocational training. The creation of an ad hoc group on pension was discussed.

## **10. Next meetings**

Dates for 2012:

**15 november 2012:** Working group of the Social Dialogue Committee for the Construction Sector on "employment"

**14 December 2012:** Plenary meeting

The chair thanks all the participants and the interpreters and closes the meeting.