



EUROPEAN COMMISSION  
EMPLOYMENT AND SOCIAL AFFAIRS DG

Adaptability, Social Dialogue and Social Rights  
F1 : Social dialogue, industrial relations and adaptation to change

## MINUTES OF THE WORKING GROUP MEETING OF THE TELECOMS SOCIAL DIALOGUE COMMITTEE, 02.10.2007

**Chair :** Mr. Daniel Guillot

**In attendance:**

**UNI-EUROPA**

DELANY  
GARCIA MUNTADAS  
GUILLOT  
IGLESIAS  
IRONSIDE  
LANG  
LELYTE  
MCGLORY  
VIGOROUX

TERRY  
JOSE MIGUEL  
DANIEL  
CARMEN  
SAM  
KERSTI  
GIEDRE  
BILL  
CLAUDE

**ETNO**

ANTONSEN  
ASKEW  
GROPP  
GUNBY  
HOFMEISTER  
IHM  
IZQUIERDO SANZ  
MARTIN DE BUSTAMANTE  
MORRIS  
O'BOYLE  
OSTERMAN  
SILVA  
ZYLBERBERG

MICHAEL  
ADRIAN  
ROLAND  
CLIVE  
JOHANNES  
ERWIN  
BELEN  
CONCEPCION  
MARC  
GWENDA  
LARS  
LUIS  
LAURENT

The draft agenda of the meeting is adopted.

Update on MSD follow up and Customer Contact Centre Charter follow-up are postponed due to absence of Niels Erik Tulstrup and Paul Litchfield.

### 1. Corporate Social Responsibility (CSR) - discussion on current draft document

Sam Ironside (SI) presents the latest version of the draft document (attached as Annex I). Its structure is similar to the original one, except for the word "social" in the title and other minor questions. SI recalls that on 5<sup>th</sup> July it was decided that ETNO would provide comments to this draft in advance to the current meeting, in order to have the document formally adopted at the meeting in Warsaw. Laurent Zylberberg (LZ) explains that ETNO has not been able to provide yet written comments to this draft.

ETNO raises the question that the text does not address sufficiently environmental problems: efforts made in this field by ETNO companies are important, and therefore a reference should be included. UNI argues that this issue is difficult to tackle by unions, but that nevertheless a reference to environmental questions is made in the last paragraph of the draft text. Social partners agree to continue work on this point.

ETNO also argues that the draft text includes commitments from the ETNO side but not from the UNI side; however commitments should be made by both sides. UNI responds that the text refers to *corporate* responsibility, nevertheless they are ready to discuss about the role of UNI member organisations in relation with ETNO member companies on CSR. In that sense, UNI express willingness to commit their affiliated unions to the same principles as expressed in the draft text.

The possibility to have this text formally adopted at the Warsaw conference is discussed. Social partners **agree** that this is their preferred outcome and that every effort must be devoted to achieve this objective, therefore they will continue exchanging versions of the text with a view to have it adopted at the Warsaw conference.

## **2. Skills and training - discussion on two texts: life long learning, certification and mobility**

Social partners explain that in the past the SDC decided to have 2 issues on the skills and training agenda: life-long learning; and mobility and certification, as a matter of identifying the added value of social dialogue on those two issues.

SI presents the draft discussion paper that UNI has prepared (attached as Annex II) on the topic of certification and mobility. The paper focuses on difficulties to address (e-skills shortages; too large number of qualifications; and recognition of informal and non-formal qualifications) and areas for activity (the European Computer Driving Licence ECDL; European Certification of Informatics Professionals EUCIP; and the European Qualifications Framework EQF). The objective of this paper is to provoke discussion in the Committee.

LZ and Erwin Ihm (EI) present the draft discussion paper that ETNO has prepared (attached as Annex III) on the topic of life long learning. The paper recalls different initiatives in this field (by European institutions, by European interprofessional social partners and finally ETNO reflection document RD207 -2005/01) and tables two proposals for further steps: the first one consists of finding out what has been done in different countries on LLL; the second proposal would consist of analysing the activities of other European bodies and organisations, and see which are the existing programmes and possibilities. This second proposal is very welcome by UNI, interested in the ECDL in new Member States.

It is **agreed** that both discussion papers will be exchanged so that each organisation can have a say on the paper prepared by the other organisation. The date to exchange commented versions will be the 1<sup>st</sup> of November. The purpose will be to see on which topics work can be taken further. The debate can be explained during the Warsaw conference in order to discuss with social partners on identified issues.

## **3. Review of the e-communications regulatory package - Discussion of proposed joint statement**

ETNO and UNI **agree** on the proposed draft joint text (attached as Annex IV) except for a phrase to be modified at ETNO's request. Once this is done, social partners agree to adopt this text before the Commission adopts its own regulatory package, in order to send the Commission a clear message concerning social partners' position towards this package.

NOTE: the joint declaration and press release (attached as Annex V and Annex VI) were published on 23<sup>rd</sup> October.

## **4. Warsaw conference - Update on progress and Discussion on provisional agenda**

ETNO and UNI thank their members for their efforts in the organisation of the conference. SI debriefs on latest organization issues, including information on hotel, interpretation, organisation of meetings, reimbursements and conference agenda.

Social partners agree on the importance to stay at the political level and to explain to social partners why they are engaged in European social dialogue. The list some of the questions to be addressed:

- What is social dialogue? Why is it important for NMS?
- How is it organised? Which are the procedures for reimbursements, interpretation?
- Contents: which are the issues dealt with? Which are the results?

It will also be important to listen to what SP in the NMS wish to do, which are their concerns, so that they can also provide an input to the Work Programme 2008 of the Committee. It is **agreed** that SI will disseminate a draft agenda of the conference.