



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

SECTORAL SOCIAL DIALOGUE
COMMITTEE
GRAPHICAL INDUSTRY

**MINUTES
WORKING GROUP MEETING
18/11/2013**

Chairs: Simon Dubbins (UNI Europa Graphical) & Fons Bakkes (Intergraf)

1. Opening of the meeting – Approval of the draft agenda – Approval of the minutes of the meeting of 8 May 2013

The draft agenda was approved.

The minutes of the meeting of 8 May were approved.

2. EU Project: overview of the work plan for the project “Future skills in the graphical industry: Identifying and promoting best practice in Europe”

Beatrice Klose (BK) presented the new joint project of the social partners, explaining its objectives and foreseen activities (see presentation in [annex](#)).

Responding to delegates' questions and comments, BK, Fons Bakkes, Nicola Konstantinou, and Rense van der Heide (RvdH) added that: the countries to be covered in the research remain to be defined by the project steering group; the range of professions to be covered should be as broad as possible, taking account of the evolution of traditional occupations in view of the latest technical developments; the survey that will be undertaken will be addressed to a broad range of stakeholders, including trade unions, workers, companies, education specialists and researchers; the first objective of the project is to make an inventory of what is happening in the different countries, identify best practices and possibly elaborate recommendations; it remains to be seen how the social partners proceed from there and whether the conclusions of the project can lead to an agreed social dialogue outcome.

3. National situation of training infrastructure

Presentations were made on the situation in Germany, Spain, Sweden and the UK (see the presentations on Germany, Spain and Sweden in [annex](#)).

The presentations and the ensuing exchanges covered topics such as: the structure and organisation of education systems (dual training, other); development of curricula, including those delivered at company level; funding mechanisms, including of apprenticeship schemes; the structures for skills analysis and forecasting; and the role of the social partners.

4. Economic situation and key developments in EU member states and their impact on company skills needs

Several delegates contributed to a lively exchange, out of which a number of general trends emerged:

- Overall, the sector still suffers from overcapacity, leading to continuous restructuring, job losses and pressure on wages – with the packaging sub-sector as the exception to the rule. In certain countries (e.g. France), reflections on how to support SMEs are ongoing.
- More and more companies are trying to reposition themselves, e.g. as IT or communication/marketing company, or moving towards the creative sector.
- Printers' skills are appreciated in other sectors, which offers opportunities for reorientation. On the other hand, studies are being undertaken in order to identify future skills needs in the sector, in order to take account of the evolutions mentioned above.

5. European Globalisation Adjustment Fund (EGF)

a) What's new in the EGF

Bistra Valchanova presented the main features of the new EGF Regulation¹, which will apply for the 2014-2020 period (see presentation in [annex](#)).

b) EGF experiences in the Graphical Industry and recommendations for future EGF projects

Completing the general presentation of the Commission, Richard Leloux presented the (positive) experience of the C3 Mobility Centre, which was created at the initiative of the Dutch social partners of the graphic and publishing industries with funding from the EGF (see presentation in [annex](#)).

6. European Graphic/Media Industry Network

RvdH explained the structure and activities of the European Graphic/Media Industry Network (EGIN) and its role in the project "Future skills in the graphical industry" (see presentation in [annex](#)).

7. AOB

No issues were discussed under this point.

¹ <http://ec.europa.eu/social/main.jsp?catId=326&>

Annexes

- Point 2 – Presentation European project: Future skills in the graphical industry
- Point 3 – Presentation National situation of Training Infrastructure in Germany
- Point 3 – Presentation National situation of Training Infrastructure in Spain
- Point 3 – Presentation National situation of Training Infrastructure in Sweden
- Point 5a – Presentation New EGF Regulation
- Point 5b – Presentation EGF and possibilities
- Point 6 – Presentation EGIN

Annex: List of participants 18/11/2013

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| <p><u>Employers</u></p> <p>Mr Alessandro RIGO (IT) Mr Fons BAKKES (NL) Ms Beatrice KLOSE (EU) Ms Carmen KULPE (DE) Mr Henner SORG (EU) Ms Lena-Liisa TENGBLAD (SE) Ms Kathy WOODWARD (UK)</p> <p>7 employers representatives (4 women, 3 men) (2 EU, 0 new MS, 5 old MS)</p> | <p><u>Workers</u></p> <p>Mr Marcos BOLEAS RAMON (ES) Mr Simon DUBBINS (UK) Mr Niels EDVARD KILLI (NO) Mr Kenneth JOHANSSON (SE) Mr Nicola KONSTANTINOU (EU) Mr Michel MULLER (FR) Ms Joaquina RODRIGUEZ TORREJON (ES) Mr Antonio SANCHEZ MORENO (ES) Mr Hans Joachim SCHULZE (DE) Mr Heino VELI-PEKKA (FI) Mr Pier VERDERIO (IT)</p> <p>11 workers representatives (1 woman, 10 men) (1 EU, 0 new MS, 9 old MS, 1 non-EU)</p> |
| <p><u>Other participants</u></p> <p>Mr Thomas HAGENHOFER (Zentral-Fachausschuss Berufsbildung Druck und Medien, DE) Mr Richard LELOUX (ASO Fund Graphical Industry, NL) Mr Rense VANDERHEIDE (ESIN, NL)</p> | |
| <p><u>European Commission</u></p> <p>Mr Stefaan CEUPPENS (EMPL.B.1) Ms Bistra VALCHANOVA (EMPL.C.2)</p> | |