EUROPEAN COMMISSION

DG Employment, Social Affairs and Inclusion

Employment and Social Governance
Social dialogue

Sectoral Social Dialogue Committee on Telecommunications

Working group meeting, 30 January 2020

Final minutes

Interpretation was provided in: EN, FR, PT and passive IT

The meeting was chaired by Mr. Silva (morning) and Ms. Lejeune-To (afternoon).

Adoption of the agenda
The agenda was adopted

Adoption of the minutes of the last meeting
The minutes were adopted/

5G - review of external / academic expertise (ETNO)

Ms. Olga Sihmane from TELIA and Mr. Richard Finley (expert) presented views on the roll-out of 5G and its impact on human health. Ms. Sihmane presented the evolution of 5G and the differences with previous technologies (speed, latency). She also introduced the legal framework on electro-magnetic fields and the policy framework as it has developed, including the ICNIRP's guidelines from 1998. Mr. Finley (chair of the UK's EMF safety committee) presented the direct and indirect effects from exposure to EMF, including the various measurement and assessment modelling methods. He underlined that more work is needed to monitor impacts to follow the gradual rollout of 5G technologies in Europe and to keep an eye as usage expands. There is also a need to communicate better with workers and consumers. A questions and answers session followed.

It was agreed that a debate on the economic aspects of 5G, including geo-political questions arising from the tech war between the US and China may be raised at the next meeting (security aspects, prospects for the sector).

Presentation of the ORANGE agreement on equality

Ms. Isabelle Lejeune To presented the content of the global agreement signed between ORANGE and UNI Europa in July 2019. She referred to previous agreements signed with ORANGE (on fundamental labour rights in 2006, on H&S in 2014). She presented the context for the agreement and the signatory parties. The agreement addresses three main themes: gender equality in the workplace, work life balance and combatting discrimination and

violence. The issues to be addressed were defined jointly with the company. She then presented the 8 main areas (and commitments) agreed within the three themes. This included for example the objective to achieve equal career opportunities, or the tools to measure the pay gaps, telework and the right to disconnect and the definition of criteria to combat discrimination.

A discussion followed. The presentation and the content of the agreement will be circulated, as these can serve as examples.

AI –UNI Europa position paper – SDC Working group

Ms. Birte Dedden presented the position paper of UNI Europa on AI: http://www.uni-europa.org/2019/12/12/shaping-the-new-world-of-work-how-unions-should-address-artificial-intelligence-ai/

This was produced by its ICT members and will be pushed through UNI's other decision making bodies. The aim is to proactively participate in the AI debate. UNI Europa has also contributed to the workings of the high-level group on AI set up by the European Commission.

The recommendations depart from a union perspective on AI. They cover 3 main areas: data collection and management, re-skilling and up-skilling and fair and just transition policies. The full report is also available on UNI Europa's website.

On behalf of ETNO, Gregory Gillet underlined the importance of discussing transformations also from the employer's perspective. ETNO agrees to discuss more concretely, with a view to a possible joint outcome on AI. Unfortunately, the presentation by ETNO's working group on AI is postponed to the next meeting.

Ms. Dedden recalled the idea of setting up a small working group to work in-between the SSDC meetings. UNI Europa has identified its representatives in the group. ETNO undertakes to send nominees within February.

DigIT – EWC Project (Ver.di)

Mr. Chatzidis from Ver.di presented the results of a project implemented under VS/2017/0419 for EWCs on addressing industry 4.0/digitisation at EU level within Deutsche Telekom. The conclusions concern EU -level action that may be undertaken. Mr. Chatzidis presented the partnership for the project, and the main topics discussed at the three workshops. He underlined that a framework for EU-level work is key. The results of the project were discussed with the central management of Deutsche Telekom. One key objective is to intensify social dialogue at an EU level on digitisation and innovation, and to have inter alia a European understanding for the development of new job profiles (comparability of global jobs). More information on the project can be found here:

www.digit-project.eu

GWGH II – reminder feedback on the implementation phase

Postponed to the next meeting.

DUFA – update on the project

An update was provided on the new joint project that was approved for co-financing by the European Commission. A first steering group will take place on 18 February to discuss the next steps.

Info 3rd party violence – information on the pan – sectoral project lead by *EPSU & the participation of the TELCO sector*

Information was provided on the possibility of a new project to be led by several European trade union federations to examine whether the guidelines remain fit for purpose. UNI Europa and ETNO are part of the informal discussions. Should it be decided that the project is submitted to the EC for approval, the committee will be informed and participation will be explored. ETNO and its company members remain committed to the idea of sectorial analysis. However, the priority for the social partners in telecoms remains the implementation of the new DUFA project.

Adoption of work program 2020-21

The work-programme of the committee for 2020-2021 was discussed and adopted. The updates concern the following:
-under H&S: possible participation to an ETUC led project on guidelines on 3rd party violence.
- under skills and training: implementation of the DUFA project and preparation of a possible joint declaration on AI, follow up of the representativeness study

AOB

ETNO proposed discussing lessons learnt from the coronavirus epidemic at the next meeting (how companies are dealing with this).
It was also agreed to follow –up on the 5G discussions, with focus on the international context. The EC might also be invited to contribute on EU policies in the area of 5G.

Ms. Hadjiantoni informed the committee about the adoption of the Commission's work programme for 2020, as well as the communication on a social Europe for just transitions published on 14 January. A presentation on the work programme will take place at the next liaison forum on 10 February.
Information on the work programme can be found here: https://ec.europa.eu/info/publications/2020-commission-work-programme-key-documents_en
Information on the social communication can be found here: https://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=9524&furtherNews=yes

Participants list

Working group meeting, 30 January 2020

Employers (13: 8♂ 5♀)	_Workers (16: 11♂ 5♀)_
ETNO:	**UNI Europa:**
Mr. Silva (PT) co-chair	Ms. Dedden (UNI Europa)
Mr. Gillet (ETNO)	Ms. Lejeune-Tô (FR) co-chair
Ms. Valles Meunier (ETNO)	Mr. Hofmeister (AT)
Ms. Vicente (PT)	Mr. Chatzidis (DE)
Mr. Caddis (UK)	Mr. Verderio (IT)
Mr. Mrozowksi (UK)	Mr. Goncalves (PT)
Ms. Ceccagnoli (IT)	Mr. Colaço (PT)
Mr. Lewis (UK)	Mr. McCardle (IE)
Mr. Matioschat (IT)	Ms. Dvarzeckyte (LT)
	Mr. Vanek (HR)
European Digital SME Alliance:	Ms. Makela (FI)
Mr. Galia (IT)	Mr. Faellman (SV)
	Mr. Hofmeister (A)
Experts:	Mr. Mickiewicz (PL)
Mr. Findlay (UK)	Ms. Scheffer (IE)
Ms. Guez (FR)	Mr. Lindholm (SV)
Ms. Sihmane (BE)	

European Commission

Ms. Hadjiantoni (DG EMPL.A2)

Ms. Milo (DG EMPL.A2)

Ms. Vicente (DG EMPL.B3)