



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Governance
Social dialogue

Brussels, 22 January 2018

Sectoral Social Dialogue Committee on Telecommunications

Working group meeting, 22 January 2018

1. Announcement of the new SSDC chairman

Mr Ribeiro da Silva (Portugal Telecom) took over the chairmanship of the committee.

The agenda and minutes of the previous meeting were also adopted with two additions on the agenda: a) presentation by Eurofound on the state of play of the representativeness study and b) presentation by UNI Europa's Regional Secretary of its work under the Coalition for Digital Skills and Jobs.

Ms. Koziol from Digital Europe (new) and Mr. Toffaletti from the European Digital SME alliance (on-going) attended the committee as observers.

2. Implementation of the joint declaration on gender equality:

Ms. Catarina Vicente from PT Telecom presented the 'I-GEN business forum on gender equality'. It's a network of 67 PT companies that targets the reconciliation of work and family life by addressing nine different dimensions of equality. In 2018, the state of play will be reviewed but the figures are not expected to have improved significantly despite the work carried out. The 2017 & 2018 reports will be circulated via email.

PT/ unions (Mr. Gonçalves) highlighted the need to undertake a proper assessment of the implementation on the ground of the gender equality statement in PT companies, using specific indicators. This had not been possible so far due to the situation of social dialogue in the country but PT/unions hopes that this can now be done (company surveys).

Mr. Toffaletti inquired as to why small companies are not included in the network. There is a resistance from SMEs that see the forum as a business for bigger companies.

Mr. Steeg from Deutsche Telekom referred to the lukewarm results in DE despite a widespread dissemination of the joint declaration on gender equality and the setting of specific quantitative targets.

A debate took place on adding a 5th axis to the declaration on "diversity". It was agreed that both elements are important, but in order to maintain the focus on the gender equality statement, the two would remain separate (commentaries inter alia by chair, Mr Gonçalves, Mr Chatzidis, Ms Dedden, Mr Steeg). Concrete action will be undertaken on the gender equality joint statement. Ms Dedden put forward that concrete ways should be sought to trigger down the declaration at the national and company level. A discussion took place on how to measure results.

Mr. Godard specified that ETNO cannot impose on its members the adoption of the statements agreed in the framework of the Telecoms SSDC. ETNO generally invites its members to promote parts of the joint outcomes. The sharing of best practices is key. ETNO can inquire on the number of women executives in its companies and report back to the committee.

A general discussion on 'diversity' and a follow-up discussion on 'gender equality' will take place at the next meeting. ETNO and UNI Europa are invited to report back with specific action points. ETNO will propose some indicators and possibly share some initial numbers on the evolution since the adoption of the joint declaration on gender equality (no causal relationship). SE/Unionen will check if a presentation is possible on its project on education & attracting women & diversity.

3. The way forward to extend the scope of the committee

Ms Dedden asked the participants on the union side to make contact with their counterparts on the employer side and provide links and names i.e. persons dealing with H&S. This was already agreed at the previous meeting but work is on-going. The deadline to send contributions to Ms Dedden is mid-April. The results will then be shared with ETNO in advance of the next meeting in order for contacts to be made.

Mr. Godard informed that he was invited to the last ETNO general assembly where he presented the work carried out at the SSDC. Some contacts have been made with other employer organisations. ETNO will keep up the work and will also bring in new efforts to attract more companies to the SSDC.

ETNO and UNI Europa will report respectively at the next meeting.

4. Information regarding the project

Ms. Dedden reported on the project which has received approval for co-financing by the EC. She reminded the rationale and scope for the project. The project will run between 1st December 2017 and 1st May 2019. External expertise will be sought. A steering group will take place on 23/01/2018 to decide the next steps. A more thorough presentation will take place at the next meeting.

5. General discussion on joint declarations

The discussion re-opened on how to give new momentum to the work of the committee and notably the joint outcomes agreed.

Mr. Steeg referred to the different forms of outcomes at EU level. Agreements implemented by Council decision or autonomous agreements implemented and monitored by the social partners are not the norm currently. Efforts should be undertaken to publicise the joint outcomes of the committee within the companies, and put the declarations into better use by the former.

Ms. Dedden stressed that in theory every committee can arrive to any agreement and wondered if the SSDC should not be targeting more binding type of agreements. There is also a (separate) need to be more concrete in monitoring the committee's outcomes.

PT/unions highlighted that not enough is currently done to assess what has been achieved as a follow-up to the various joint outcomes i.e. the joint declaration on gender equality.

FR/unions stressed that there is a link with the broadening of the committee's scope. Companies *'don't see the point of the SSDC'* . There are also different cultural approaches to social dialogue in the various MS. It is necessary to increase visibility, organise company events and promote the work of the SSDC inter alia with the big operators.

Mr. Godard agreed that there is a communication challenge. On representativeness, ETNO is represented in the committee by 5 companies with EU-wide coverage. The committee should look into those areas for which the companies are waiting for the EU level to take the lead i.e. joint declaration on mobile work. It is important to continue down the road of sharing best practices.

It was concluded that the areas of interest for working together should be identified. The right persons to work with should also be identified. Ms. Dedden mentioned that the committee should also look at ways of promoting the joint outcomes at national level.

The discussion on this point will continue. Ms. Dedden concluded that work should commence asap on an action plan and once this is in place, the point can be discussed at a forthcoming meeting. Indicators will also be discussed.

6. Presentation from the Commission

Ms. Hadjiantoni gave a short account of the state of play on the implementation of the EU Pillar of Social Rights following the political endorsement at the Gothenburg social summit. As part of the follow-up to the European Pillar of Social Rights, the European Commission has adopted on 21 December a proposal for a new Directive for more transparent and predictable working conditions across the EU. The Commission's proposal complements and modernises existing obligations to inform each worker of his or her working conditions. In addition, the proposal creates new minimum standards to ensure that all workers, including those on atypical contracts, benefit from more predictability and clarity as regards their working conditions. The Commission estimates that 2 to 3 million additional workers on atypical contracts will be covered and protected by the proposal compared to existing legislation. The proposed Directive would need to be adopted by the European Parliament and the Council of the European Union, and be implemented by the Member States, either through legislation or by social partners' collective agreements. Fully recognising the importance of social dialogue, social partners would be able to modulate the minimum rights proposed by the Directive as long as its overall level of protection is respected. The proposal is available to consult at the following address: http://europa.eu/rapid/press-release_IP-17-5285_en.htm

The EC is also working on a Social Fairness Package to be launched in spring 2018. This will include several elements including two proposals on a European Labour Authority and one on a European Social Security Number; an initiative on improving the access to social protection of people employed on non-standard contracts and in various forms of self-employment; and a communication on the Pillar.

Ms Hadjiantoni also referred to the launch on 7 December 2017 of the "Digital Opportunity traineeships: boosting digital skills on the job". The Digital Opportunity traineeship initiative will provide cross-border traineeships for up to 6,000 students and recent graduates between 2018 and 2020. The aim is to give students of all disciplines the opportunity to get hands on digital experience in fields demanded by the market. The pilot project will be financed by Horizon 2020 and implemented through Erasmus+.

7. New items added to the agenda

a) Mr. Kerckhofs from Eurofound gave an update on the state of play of the representativeness study in ICT and Telecoms (the presentation is shared). Initial results are expected by mid-spring (April or May). Some data is still missing. The emails of the SSDC participants will be shared with Mr. Kerckhofs in order to facilitate communication on the collection of data.

b) Mr. Oliver Röthig, Regional Secretary for UNI Europa informed the committee of the work carried out under the Coalition for new skills and jobs (EU initiative). He mentioned that UNI Europa is working towards the aim of attracting more members in the SSDC. The telecoms sector is changing rapidly.

He described the initiative and its various pillars. He called for an even closer involvement of social dialogue and social partners with the Coalition and proposed that ETNO & UNI Europa may decide to join the Coalition as social partners in the Telecoms sector. The Coalition could work as the vehicle for broadening the scope of the SSDC and bring contributions to the debate on digitisation and upskilling. UNI Europa is also in touch with IndustriAll Europe and EPSU on the same topic.

Digital Europe is also a member of the Coalition's secretariat. Ms. Koziol mentioned that the Coalition is a powerful network which brings measurable results and helps connect the members. So far 18 national coalitions have been set up. TU participate in the ES national coalition. This is welcome and necessary.

Mr. Godard mentioned that ETNO is also considering its participation in the Coalition. However, the WG on social affairs is already dealing with many topics. Participation in the Coalition should be based on the contribution of ETNO's members. ETNO is open to consider the matter but would need to re-assign resources to the ETNO WG.

Mr. Toffaletti mentioned that Digital SME Alliance also has a pledge under the Coalition. Its on-going campaign aims to train 5,000 persons by 2019 and it is expected to reach closer to 10,000 people. Mr. Grün, president of Digital SME Alliance is also a member of the governing board. He agreed that TU should participate in the Coalition both at national and EU level.

c) AOB: Mr Godard mentioned that ETNO has joined the Council of Europe partnership. A presentation can take place at the next meeting.

The dates of the next meetings are:

-22/05/2018

-28/09/2018

List of participants – 22/01/2018

<u>5</u> <u>Employers (4♂ 1♀)</u>	<u>15</u> <u>Workers (12♂, 3♀)</u>
<p>Mr. Godard - Etno</p> <p>Mr. Gillet (BE)</p> <p>Mr. Ribeiro da Silva (PT)</p> <p>Ms. Vicente (PT)</p> <p>Mr. Steeg (DE)</p> <hr/> <p>EUROFOUND</p> <p>Mr. Kerckhofs</p> <hr/> <p>Observers:</p> <p>Mr. Toffaletti (DIGITAL SME)</p> <p>Ms. Koziol (DIGITALEUROPE)</p>	<p>Mr. Röthig – UNI Europa</p> <p>Ms. Dedden – UNI Europa</p> <p>Mr. Hofmeister (AT)</p> <p>Mr. Chatzidis (DE)</p> <p>Ms. Lejeune (FR)</p> <p>Mr. Carvalho(FR)</p> <p>Mr. Katsaros (EL)</p> <p>Mr. Verderio (IT)</p> <p>Mr. Goncalves (PT)</p> <p>Mr. Colaço (PT)</p> <p>Mr. Varela (ES)</p> <p>Mr. Verderio (IT)</p> <p>Ms. Kaugurs (EE)</p> <p>Mr. Fällman (SE)</p> <p>Mr. Hamn (SE)</p>
<p align="center"><u>European Commission</u></p> <p align="center">Ms. Hadjiantoni (DG EMPL)</p> <p align="center">Ms. Milo (DG EMPL)</p>	