



Brussels, 02 February 2017

## **Sectoral Social Dialogue Committee on Telecommunications**

The meeting was chaired by Mr. Lindhardt.

### **1. Adoption of the agenda and minutes of the plenary meeting on 23th September**

The agenda and minutes of the previous meeting were adopted.

### **2. Signature of the joint declaration on mobile work**

The joint declaration on mobile work was signed by Mr. Godard on behalf of ETNO and Mr. Lindhardt for UNI Europa. BT (employers) opted out (reasons cited: linguistic).

### **3. The Digital Skills and Jobs Coalition: role of social partners, possible actions- debate**

Ms. Dedden referred to the Digital Skills and Jobs Coalition launched by the EC on 1<sup>st</sup> December 2016. She inquired whether the social partners in the telecoms sector shouldn't be involved. Some companies are already members. Digital Europe is active on this. There is a choice to be made between being a member only, and making a pledge for specific action. UNI Europa and ETNO will discuss this internally at their steering committee in March. Further discussion and decisions will be taken at the next meeting on whether to join and under which format.

The EC will send background information on the initiative.

### **4. Debate on a possible project on mental health/stress in the telecom sector (follow up on GWGH project)**

This was a first discussion on updating the 2009 guidelines and on further action in this field. It should be decided if a new project application will be pursued and who will lead in the application. The Good Work Good Health project-was assisted to a large extent by BT. BT is willing in principle to contribute to a new project on well-being at work. BT takes a holistic view on workplace well-being (instead of focus on health and safety alone). The contribution of BT will be confirmed at the next meeting. BT will also present its approach on well-being at work (point 6 below, postponed to the next meeting).

Mr. Godard from ETNO stressed that many initiatives have been undertaken in companies since 2009. New risks in the work place have also arisen. An update would be welcome. ETNO also mentioned the OiRA tool presented at the last liaison forum (25/01)<sup>1</sup>. Developing this for the telecoms sector could be explored.

The participants reached an agreement that the 2009 guidelines/project should be updated. The development of the OiRa tool can be examined in parallel but given the deadlines for

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<sup>1</sup> <https://oiraproject.eu/>

project applications, priority is with updating the guidelines. ETNO and UNI Europa Affiliates are requested to send in their views and ideas to the EU secretariats by the end of March.

A presentation may be foreseen of the OiRa tool at the next meeting.

## **5. Presentation by the Commission on the new initiative on occupational health and safety (tbc)**

Ms. Tudek from the Health and Safety unit of DG EMPL presented, via videolink from Luxembourg, the ‘safer and healthier work for all’ Communication adopted by the Commission on 10 January 2017<sup>2</sup>. The Communication is accompanied by a Staff Working document presenting the results of the evaluation of H&S directives (most directives remain relevant, some challenges remain, i.e. exposure to carcinogens remains high; some provisions may be updated following the opinion of the advisory committee and consultations with the social partners), and a guidance document for employers. It is structured across the 3 main challenges identified in the evaluation of the OSH framework. Many actions are planned in collaboration with OSHA and SLIC, including a peer review allowing MS to share best practices.

In the discussion which followed the presentation, the social partners wondered how they could be more involved in the on-going work. The COM invited the SP to identify and share any issues which in their view should be taken into account i.e. the results of the discussion on the project on mental health/stress in the telecom sector, on the possible revision of the display screen directive, and highlighted that according to the procedure in place, as a first step, the opinion of the Advisory Committee on Safety and Health at Work (ACSH) will be sought on the directives identified for update. In response to a query by Ms. Dedden on flexible/distance work, Ms. Tudek mentioned that the issue has been identified during the evaluation of the EU OSH legislation and that the opinion of the ACSH will be sought on how to deal with health and safety outside the workplace, in the framework of the discussions on the revision of the workplaces directive. The social partners informed Ms Tudek that they are planning an update of a 2009 project which provided good practice guidelines for mental health in the workplace in the telecoms sector.

## **6. Presentation by BT on their policy on well-being at work (tbc)**

Postponed to the next meeting (10/5).

## **7. A.O.B.**

Ms. Dedden updated the group on the UNI Europa project on outsourcing. A project conference took place on 13 December 2016 in Brussels. It was well attended and received. A final report is available in EN, as well as executive summaries in FR, DE, ES, PL and RO. The conference discussed country cases, and looked at how trade unions could tackle the issue of outsourcing.

The IT representative trade union inquired as to the extension of the committee to cover ICT. A restricted meeting is planned with the EC in the spring. The representativeness study has not advanced further.

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<sup>2</sup> <http://ec.europa.eu/social/main.jsp?langId=en&catId=148&newsId=2709&furtherNews=yes>

Ms. Hadjiantoni updated the committee with news from the employment and social sphere, and notably the EU Pillar of Social Rights. Her presentation will be shared.

Ms. Dedden summarised the main actions point resulting from the meeting, notably the decision to apply for a new project on mental health and the desire to discuss further the contribution to the Digital Skills and Jobs Coalition (including a possible presentation of the initiative by the EC). A presentation of the OiRA tool could also be foreseen. BT will present its well-being policy. It was recalled that active ageing and diversity are the other areas identified in the joint work-programme.

The work-programme 2017-2018 of the committee was formally adopted.

<b>List of participants – 2 February 2017</b>	
<b><u>Employers ( 2♂, 1♀)</u></b>	<b><u>Workers ( 10♂, 3♀)</u></b>
<p>Ms. Vicente (PT) Mr. Godard (FR) Mr. Gillet (BE)</p>	<p>Ms. Dedden (UNI Europa) Mr. Andresen Lindhardt (DK) Mr. Chatzidis (DE) Mr Katsaros (EL) Mr. Verderio (IT) Mr. Batista (ES) Mr. Goncalves (PT) Mr. Hofmeister (AT) Mr. Varela (ES) Mr. Mc Ardle (IE) Ms. Kaugurs (EST) Mr. Carvalho (F) Mr Vanek (HR) Ms Flaten (SW)</p>
<p><u>European Commission</u> Ms. Tudek (DG EMPL) Ms. Hadjiantoni (DG EMPL) Ms. Milo (DG EMPL)</p>	

