



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Adaptability, social dialogue and social rights

Social dialogue - Industrial relations - Adaptation to change

Minutes of the 3 February 2006 working group meeting of the Temporary work social dialogue committee (version of 7 March 2006)

Participants

<u>Employers</u>	<u>Workers</u>
Tristan d'Avezac	Leila Bruun
Anne Fairweather	Sam Dandemar
Michael Freytag	Judith Kirton-Darling
Katja Hartmann	Wolfgang Hartig
Reinhold Henseler	Bernadette Ségol
Annemarie Muntz	Fabrice Warneck
Denis Pennel	Han Westerhof
Johanna Tzanidaki	
Yvonne Van Dijck	
<u>Commission</u> Ellen Durst (DG EMPL/D.1)	

1. Adoption of the agenda and minutes of the last meeting (28 October 2005)

The meeting was chaired by the Commission representative. Participants introduced themselves. The agenda was adopted. The parties confirmed that they approved their minutes in written procedure.

2. Dublin Foundation survey "Temporary Agency Work in an enlarged European Union"

Since the final version of the report was not available yet, the parties could not "formally" approve the results of the Dublin report (for instance by way of a joint declaration).

3. Future work regarding disadvantaged categories of workers and undeclared work

The social partners discussed these two points (item 2 of the 2005-2006 work programme). It had been agreed earlier that UNI-Europa would take the lead in the work on undeclared work, whilst Euro-CIETT would have the leadership in the work on disadvantaged categories of workers.

As far as undeclared work was concerned, UNI-Europa wondered which commitment the employers could have not to employ undeclared people. Euro-CIETT referred to some national examples such as France and the Netherlands. The parties agreed to gather existing best practices (but also practices) as a first step of their joint work. This was also valid for the second theme.

As far as measures aimed at integrating disadvantaged categories of workers in the labour market were concerned, the employers also named some national good practices

(for instance, anti-discrimination programme in France, diversity charter in the United Kingdom¹). Euro-CIETT announced to compile these examples in a practical manner. UNI-Europa confirmed that non-discrimination was of capital interest for the future and thought that after studying all existing codes of conduct, there might be a possibility for a joint social partner action. At the same time, the trade unions requested not to associate "disadvantaged" to "coloured" people. Such an association would indeed be dangerous.

4. Preparation of the round table in Poland

The parties discussed the draft programme submitted by the employers' side for a round table to be organised with the help of TAIEX². UNI-Europa's first reaction was that the programme was too dense. Euro-CIETT agreed to condense the programme and thought that if the round table in Poland could be organised in the first half of this year, other round tables could possibly be planned for the Czech Republic and Turkey. The workers' representatives stressed the importance of such round tables because of the difficulty to structure trade unions there. The parties agreed on some possible dates for the round table in Poland in June.

5. Cross-border work mobility within the EU

Euro-CIETT reported that a project proposal "Private Employment Agencies' contribution to work mobility within the EU" had been submitted under the call for proposals VP/2005/19³ published within the framework of the European Year of Workers' Mobility. UNI-Europa confirmed that the project covered important and sensitive issues also linked to the provision of services.

6. Any other business

Referring to the cross-industry social dialogue texts on life-long learning and work-related stress (see also item 5 of the work programme), UNI-Europa and Euro-CIETT agreed that these were very interesting agreements but that there was enough work to do at present. This would of course not prevent the sectoral social partners from looking at these initiatives in the future.

The Commission representative invited the committee to prepare the adoption of its rules of procedures according to the Commission decision on the establishment of sectoral dialogue committees⁴. She would draft these rules based on other models and submit them to the social partners with a view to adopting them at the next meeting. Meanwhile, the social partners would think about the formulation of the objectives of their committee (article 1 of the draft rules of procedure).

The next meeting is planned for 7 July 2006.

¹ <http://www.rec.uk.com/rec/about-the-rec/diversity-index.aspx>

² <http://taiex.cec.eu.int/>

³ http://europa.eu.int/comm/employment_social/calls/2005/vp_2005_019/index_en.html

⁴ http://europa.eu.int/comm/employment_social/social_dialogue/docs/decision98_500_en.pdf