



EUROPEAN COMMISSION  
Employment, Social Affairs and Inclusion DG  
Employment and Social Governance  
**Social dialogue**

Brussels, 28 September 2018

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

### **Plenary meeting, 28 September 2018**

#### *Final minutes*

The meeting was chaired by Mr. Silva (employers).

#### **1. Adoption of the draft agenda and draft minutes of the meeting on 22/05/2018**

The minutes of the previous meeting were adopted. The draft agenda was adopted.

#### **2. Presentation of a project on good practice supporting WLB and addressing women's underrepresentation in the ICT sector (Agnes Uhereczky, WorldLife Hub).**

Ms. Agnes Uhereczky from the WorldLife hub gave a presentation on women in ICT. She started off by stating that it is difficult to distinguish ICT companies per se (i.e. many that do not fit the EC's definition). She presented the EIGE study, the research questions and the findings. She also introduced good practice examples (Accentor in BG, women re-boot in IRL, netlight in FIN and DigiPippi in SE). Information can be found on: [www.worklifehub.com](http://www.worklifehub.com)

FR/unions stressed that initiatives are needed at primary education level. ES/unions referred to a report on women and technology published every two years which presents similar conclusions and the recommendations put forward to the Spanish government on gender equality. IRL/unions underlined that temporary initiatives will not make the difference. Ms. Scheffer referred to the work of UNI Europa's women's committee that is meeting next month. AT/unions referred to the need to examine the wider socio-political environment. In AT, there is a major skills shortage in ICT. The UK introduced a job-sharing scheme (good practice). FIN referred to a national workshop on the good-work good health project. Legislation is not enough, management has to be involved. Role models are important.

#### **3. Presentation of the inclusion policy at DT with a special focus on people with disabilities (Sven Kruse, ver.di).**

Mr. Kruse (ver.di) gave a presentation on the inclusion policy at his company (affiliate of Deutsche Telekom). He introduced the activities of the working group on international affairs and synergies with the European Works Council's work. An action plan has been produced.

BT also has a large diversity plan in place.

#### **4. Update on the GWGH II project**

A workshop just took place split into different working groups. Work will continue via emails and conference calls. The content will be finalised by the end of October. A final conference will take place in Brussels on 17 January 2019. Ms. Dedden underlined that the social partners must commit to work on the implementation of the project and on achieving results. She recalled the agreement to regularly review the implementation of the project which has not been attained to date. Mr. Silva highlighted that a clear framework for monitoring progress should be drawn up. Mr. Goddard stated that the big companies can present the work carried out in these organisations. Orange can be one of these companies.

#### **5. Presentation of the impact of automation on employment in Spain (Jose Varela, UGT).**

Mr. Varela from UGT presented the study 'impact of automation on employment in Spain'. He explained the reasons behind the study (development of AI and robotics etc., polarisation of skills etc.) and presented its main conclusions. Training can reduce the volume of employment affected. A conference will be held on 4 October to share the results of the study.

Evolution is unavoidable but the disruption should be minimalised through social partner action.

#### **6. Presentation on the digital skills and jobs coalition with a particular focus on funding possibilities in the future and advocacy (Katarzyna Koziol, Digital Europe)**

Ms. Koziol from Digital Europe presented the work carried out in the context of the Digital Skills and Jobs coalition. A roundtable takes place on 8 October. She presented the workshop on digital skills for greater competitiveness and innovation in regions and cities within the 2018 edition of the European Week of Regions and Cities week.

#### **7. Discussion on further steps for the Digital Skills and Jobs Coalition**

Ms. Dedden from UNI Europa recalled the joint pledge signed in 2018 on promoting social partner involvement in the Digital Skills and Jobs Coalition.

Funding opportunities were widely discussed, including DG EMPL's social dialogue calls.

Digital SME is involved in the digital opportunities traineeship initiative co-financed by the EC. In Sweden, Unionen is now getting involved in the Coalition. In ES, a main counterpart has left the Coalition. The social partners will monitor the situation there.

The social partners should explore all possible further involvement (also at national level) in promoting the joint pledge. Scoping of a possible project will take place and decisions will be taken at the next meeting. The involvement of the social partners is key, also for the EC. Mr. Roethig made the link to the 'future of services' initiative.

#### **8. AOB:**

An update took place on the efforts undertaken to enlarge the membership to the committee. ETNO remains committed and contacts have continued. DK may join in 2019. SE

too. SAP has been approached. Athos too. UNI Europa provided contacts, with thanks. This point will be discussed again at the next meeting.

The dates of next year's meetings will be announced via email.

Orange can present its academy at the next meeting (H&S at work).



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<b><u>8</u></b> <b><u>Employers ( 6♂ 2♀ )</u></b>	<b><u>24</u></b> <b><u>Workers ( 16♂, 8♀ )</u></b>
<b>ETNO</b> Mr. Godard Mr. Gillet (BE) Ms. Vicente (PT) Mr. Silva (PT) Ms. Haertel (DE) Mr. Caddis (UK) Mr. Steeg (DE) Mr. Mrozowski (UK)	<b>Uniglobalunion</b> Mr. Roethig Ms. Dedden Ms. Uherezky Ms. Walczak Mr. Hofmeister (AT) Mr. Chatzidis (DE) Mr. Kruse (DE) Ms. Lejeune (FR) Mr. Verderio (IT) Mr. Goncalves (PT) Mr. Colaço (PT) Mr. Prieto (PT) Mr. Varela (ES) Ms. Kaugurs (EE) Ms. Scheffer (IE) Mr. Hamn (SE) Mr. Wivhagen (SE) Mr. Vanek (HR) Mr. Mickiewicz (PL) Mr. Iwaszkiewicz (PL) Ms. Lybeck (FI) Ms. Makela (FI) Mr. Katsaros (GR)
<b>DIGITAL EUROPE</b> Ms. Koziol Mr. Tofaletti Ms. Antoniou	

Mr. Milionis (GR)
<p><u>European Commission</u> Ms. Hadjiantoni (DG EMPL) Ms Milo (DG EMPL)</p>