



EUROPEAN COMMISSION  
DG Employment, Social Affairs and Inclusion

Employment and Social Governance  
**Social dialogue**

## EXTRACTIVE INDUSTRIES SECTORAL SOCIAL DIALOGUE COMMITTEE

### Working Group Meeting

1 March 2016

### MINUTES

#### **Participants:**

##### Employer representatives

Mr Kai Roger Lobo, EURACOAL, Germany  
Ms Magdalena Chawula-Kosuri, EURACOAL, Belgium  
Ms Hebestreit, Euromines, Belgium  
Ms Kasia Palaczanis, Euromines, Belgium  
Ms Mirona Coropciuc, Euromines, Belgium  
Mr Manfred Steinhage, Euromines, Germany  
Mr Rafał Szkop, Euromines, Poland  
Ms Miette Dechelle, UEPG, Belgium  
Mr Matthias Schrader, APEP, Germany  
Mr Sebastia Isart Grau, APEP Spain  
Mr Vicente Gutierrez, Euromines, Spain (in the chair)  
Ms Fredrik Gunnarsson, SveMin, Sweden  
Mr Akos Zoltay, Euromines, Hungarian Mining Association  
Ms Krisztina Vujkov Tomorne, Hungarian Mining Association

##### Employee representatives

Ms Corinna Zierold, industriAll, Belgium  
Mr Jean-Pierre Damm, FNEM FO, France  
Mr Károly Stanitz, BDSZ, Hungary  
Mr Jose Luis Villares Suarez, ECOO de Industria, Spain  
Mr Victor José Fernandez Vazquez, FITAG-UGT, Spain  
Mr Ferencz Rabi, BDSZ, Hungary  
Mr Alberto Simoes, SIMA, Portugal  
Mr Ralf Bartels, IG BCE Germany  
Mr Vladimir Topalov, Podkrepa SMF, Bulgaria  
Ms Desislava Kancheva, Podkrepa SMF, Bulgaria

##### TU Delft

Mr Hans de Ruiter  
Mr Mike Buxton

##### European Commission

Ms Nuria Cavalle Oller, DG EMPL B3 (videoconference)  
Mr Matthew Hepplestone, DG EMPL B3 (videoconference)  
Mr Timothy Harris, DG EMPL B3 (videoconference)  
Ms Moyes Prellezo, ESCO Secretariat  
Ms Vander Kuylen, ESCO Secretariat  
Ms Caspar, DG EMPL A2  
Mr Strohbach, DG EMPL A2

### 1) Adoption of the draft agenda and of the draft minutes of the last meeting

The meeting was chaired by Mr Gutierrez.

He requested the participants to speak for a maximum of 5 minutes to allow addressing all agenda items. The agenda was approved. The order of items was adapted. 2 presentations were added. The draft minutes of the SSDC meeting on 7 October 2015 were adopted.

### 2) Adoption of the 2016 work programme

The chair presented briefly the topics for the next SSDC meetings. He pointed out that social partners of this Committee should agree on a joint position in terms of energy policy which will be the main topic of the plenary meeting (11 October 2016).

### 3) Training and education

#### - Roadmap for skills and competences

Ms Palaczanis presented the roadmap for skills and competences. The main objectives were ensuring relevant skills for all, promoting better visibility and using available skills, which include EU mobile workers, and reaching a better understanding of skills, needs and trends in the labour market. The roadmap comprises 4 pillars which were explained in detail. (please see attached presentation)

Ms Zierold and Mr Gutierrez pointed out that external support and funding is needed for such an ambitious project. The sector skills' alliance might be the right way to do so.

Adding to this point, the trade union asked for more clarification as to how the roadmap should be implemented. Ms Hebestreit therefore proposed to work jointly on a detailed plan for implementing the roadmap.

#### - Qualifications in ESCO (European skills, Competences, Qualifications and Occupations)

Ms Moyes Prellezo introduced ESCO, which should be seen as a common European language for education and the labour market in Europe. It consists of 3 pillars which are occupation, skills/competences and qualifications. In her presentation she focused on the qualification pillar. Currently several pilot projects are running and first results are expected in April 2016. The ESCO information will be collected/managed in a decentralised way (Member States). (please see attached presentation)

Due to this decentralised method, social partners asked for stronger guidance from the Commission to ensure consistency.

#### - Current state of university courses, TU Delft

Mr de Ruiten explained that there used to be a stable supply and demand balance for engineers in the sector during the 70s and 80s. This changed heavily in the 90s. Therefore a European initiative for cooperation in education was needed (sufficient number of students for a course) and thus TU Delft created a joint programme for the first year of the masters, in cooperation with the Royal school of mines London, RWTH Aachen and the Helsinki University. (EMMEP: European Mining, Minerals and Environmental programme 2005). The link between universities and the industry was strengthened (FEMP: Federation of European Mineral Programmes).

Mr Buxton referred to some changes of the EMMEP since 2014. In particular, he referred to future skills which will be required for the mining professionals. Industry emphasised greater

incorporation of technology when it comes to underground mining. Students should have a good ability to communicate and to work in teams. They should be mobile and flexible with intercultural abilities, social responsibility and a good feeling for economics and finance. In addition, a capacity to deal with environmental issues and strong leadership/managerial skills should be a given. Moreover the industry should be more involved in designing the program regarding teaching specialties and projects. Frequent contact with the industry was requested.

Social partners pointed out that a work plan for future skills/competences is needed for the sector in general, not only for graduates. Trade unionists mentioned examples, in particular of low-level training, in France, Bulgaria, Hungary and Germany.

- Specialists from institutions/companies

Mr Gunnarsson referred to an ongoing survey (education needs and company demands) which started in Sweden in 2011 and he put particular emphasis on the current challenges. The main focus is on a better link between the education system and the companies. Therefore companies have to take over more responsibility in terms of the education (system). Swedish companies underlined especially the (future) need of engineers. The number of students related to the mining industry is not sufficient due to the attractiveness of other sectors.

4) EU Circular economy package and resource efficiency – sector initiatives

Ms Dechelle informed participants about the annual non-energy extractive industry panel which focusses on the topic of a circular economy this year. The event will take place in Brussels on 20 April 2016. (please see attached presentation)

5) Health and Safety

- OSH Revision:

Mr Hepplestone explained the current state of play of the ex-post evaluation of the 24 OSH Directives. The external contractor delivered its study in June/July 2015 and this was followed by an opinion of the Advisory Committee of the working parties in September 2015. Since that date unit B3 continued to look at the results of the study contract and prepared a staff working document (analysis of the ex-post evaluation). Unit B3 expected this evaluation report to be available in the second quarter of 2016. Once unit B3 has obtained an endorsement of the staff working document it will continue with the preparation of the revised framework, which includes a consultation of the social partners (the time has not been fixed yet) and an impact assessment. B3 aims at having a final result by the end of 2016/mid 2017.

- Revision of Carcinogens Directive

Mr Harris pointed out that one provision of the Directive stated that limit values should be set for carcinogens chemicals in the workplace whenever it is possible to do so. By the end of 2016 the present proposal intended to deliver on that commitment for 24 chemical agents for which the Advisory Committee on Safety and Health has already given its opinion. The current proposal is to amend the Directive in 2 waves. Both waves will set new limit values or amend existing ones and will introduce new chemical agents into the Annexes of the Directive. The first wave is due to be adopted in late May 2016 (and should feed into a conference under the Dutch presidency). The second wave is planned to be adopted before the end of this year.

## - Chemical agents

Ms Cavalle Oller referred to the Commission's proposal of the fourth list of occupational exposure limit (OEL) values. It is based on the 2 opinions adopted by the Advisory Committee which included changes of the OELs for NO<sub>x</sub>, NO<sub>2</sub> and CO in November 2014 and May 2015. This concerns the mining industry and therefore the Advisory Committee agreed on a longer implementation phase for this sector. The Commission works currently on the text of the proposal (including an inter service consultation) and a meeting with Member States to discuss and agree on the proposal is planned to be organised still in the first six months of 2016.

Social partners underlined the need to take into consideration the requests of the mining sector in particular, when determining the duration of the transitional period.

## 6) Update on the Paris Climate Change Agreement, EU Emissions Trading System (ETS)

Ms Coropciuc presented the position of Euromines with regard to the ETS and carbon leakage (fourth phase of the directive post 2020). In particular, she highlighted that the competitiveness of the industry, especially of the energy intensive industries should not be harmed. Free allocation of emissions at European level should be more flexible and should better take into account the needs of the industry. Financial compensation should be made available and should be clear, predictable and effective. In addition, alternative measures were demanded (e.g. extractive industry and power-generating industry should be treated separately). In terms of innovation and technology, more support was requested.

Social partners highlighted the need for a common position which does not weaken the competitiveness of the European industry and ensures sustainable employment in Europe. It should be reached before the 20<sup>th</sup> of June 2016 (meeting of the Environment Committee of the European Parliament). Therefore social partners agreed on discussing the issue in the bureau meeting in April 2016.

Mr Lobo gave an overview of the Paris Climate Change Agreement (COP 21). He underlined the following items of the agreement:

- Every state or contracting party (e.g. EU) should verbalize and communicate its contribution every 5 years
- As of 2023 a global stocktake will be organised every 5 years
- The agreement comes into force at the point of time when at least 55 parties accounting in total for at least an estimated 55 percent of the global greenhouse gas emissions have ratified the agreement (expected in 2020)

However, excepting the EU (internal targets), no binding effect and no penalties were agreed on. The CO<sub>2</sub>-Emission-Development-Targets differ significantly on a regional level. For example, the EU plans to reduce its emissions by 40% in the period 1990 – 2030 while a worldwide increase of CO<sub>2</sub>-Emission-Targets (Gt) by 76% is expected. (please see attached presentation) during the same period.

Trade unionists stressed the fact that as long as there is no level-playing-field worldwide, energy security of Europe and the sustainability of the European economy has to be strengthened.

## 7) Information on upcoming events:

- Industrial Roundtables 2015/2016, Euromines

Ms Palaczanis informed about the Industrial Roundtables 2015/2016 which were/are organised by the European Economic and Social Committee in partnership with relevant European and national organizations. The objective is to better link the economic and industrial policies of the Member States along the value chain. (please see attached presentation)

- UEPG Sustainable Development Awards 2016, UEPG

Ms Dechelle informed about UEPG Sustainable Development Awards 2016 which promote best practices (integrating social, economic and environmental dimensions) in order to provide examples that can be followed by others (please see attached presentation).

- Health and Safety Conference (20/21 April, Luxemburg), Euromines

Ms Palaczanis informed about the conference which aims at promoting the industry's achievement in modern health and safety management. (please see attached presentation)

## 8) AOB

- Information on NEPSI

Ms Dechelle informed that the reporting process was still ongoing. National reports were expected by 15 March 2016. To promote the added value of the agreement a video was produced which is available in 9 languages. This video supports the work of H&S experts/managers. On 16 June 2016 the 10<sup>th</sup> anniversary of the agreement will be celebrated in a conference in Brussels.

- Information on follow-up on the new start for social dialogue

Mr Strohbach presented the follow-up activities after the high level conference "A new start for social dialogue" on 5 March 2015. Since then the Commission has done a lot to act on its commitments from the conference, including greater involvement of the social partners in the European semester, greater involvement in policy and law-making and support for capacity building. Mr Strohbach gave an overview of the key steps and achievements in that respect. (please see attached presentation).

- Information on Representativeness study

Ms Caspar pointed out that the new start for social dialogue means that the Commission looks more in-depth at the capacity of social partners. This includes the issue of representativeness which is of particular interest when it comes to Article 155 TFEU agreements. EUROFOUD submitted the draft representativeness study for Extractive Industries to the social partners in February 2016. Social partners were asked to check and to comment on this draft study. Ms Caspar encouraged social partners to do so.

- Information

Mr Fernandez Vazquez informed the participants about "Aquablanca", a Canadian mining company (copper, nickel and other metals) which is active in the Spanish region Extramadura. He requested Euromines to get in touch with this company in order to stop the layoff (400 direct and 2000 indirect jobs) of the workforce. Mr Villares Suarez supported Mr Fernandez Vazquez' point of view.

The Chair thanked the participants and closed the meeting.