



EUROPEAN COMMISSION
DG Employment, Social Affairs, Skills and Labour Mobility

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

**SECTORAL SOCIAL DIALOGUE COMMITTEE WORKING GROUP MEETING
EXTRACTIVE INDUSTRIES
Hotel Bloom
11 June 2015
MINUTES**

Participants:

Employer representatives

Mr Brian Ricketts, EURACOAL, Belgium
Ms Magdalena Chawula-Kosuri, EURACOAL, Belgium
Ms Michelle Wyart-Remy, IMA Europe, Belgium
Ms Florence Lumen, IMA Europe, Belgium
Mr Corina Hebestreit, EUROMINES,
Mr Rafał Szkop, EUROMINES, Poland
Ms Roksana Hajdacka, EUROMINES, Poland
Ms Miette Dechelle, UEPG, Belgium
Mr Vicente Gutierrez, APEP, Spain
Ms Cecilia Andersson, SveMin, Sweden
Mr Frederik Gunnarsson, SveMin, Sweden
Mr Akos Zoltay, Euromines, Belgium
Ms Kristina Vujkov Tomorne, BulMin, Bulgaria

Employee representatives

Ms Corinna Zierold, industriAll, Belgium
Mr Jean-Pierre Damm, FNEM FO, France (in the chair)
Mr Károly Stanitz, BDSZ, Hungary
Mr Jose Luis Villares Suarez, ECOO de Industria, Spain
Mr Ferencz Rabi, BDSZ, Hungary
Ms Kristin Aberg, IFMETALL, Sweden
Mr Jose Antonio Simoes, SIMA, Portugal

CEDEFOP

Mr Jens Bjornavold

European Commission

Ms Paraskevas DG EMPL
Mr Andreas Strohbach, DG EMPL

1) Adoption of the draft agenda

The meeting was chaired by Mr Damm.

Ms Wyart-Remy announced her retirement. She wished the Committee all the best and thanked everyone for the excellent cooperation.

Mr Damm thanked Ms Wyart-Remy on behalf of the members of the Committee for her cooperation and her contribution to making the Committee a success.

The agenda was approved. Additional presentations of IMA, Euromines and APEP were added.

2) Adoption of the draft minutes of last meeting

The draft minutes of the SSDC meeting on 2 March 2015 were adopted.

3) Presentation of the European Centre for the Development of Vocational Training (CEDEFOP)

Mr Bjornavold gave a presentation on qualifications and skills needed - adapting vocational education, training and lifelong learning. He pointed out that CEDEFOP skills forecasts aim at giving informed input into the debate as to how VET at European and national levels can and should adapt to ensure that Europe's labour forces have the skills required by economy and society. Europe faces an aging and diminishing workforce as well as a fast changing labour market. The labour force with high-level and medium-level qualifications is forecasted to increase and the labour force with low-level qualifications to fall. The figures presented for the sector are in line with these trends.

A high replacement demand, with national differences, will lead to many job opportunities requiring medium-level qualifications and most people in the EU will continue to be employed at this level. He underlined that VET is particularly important to meet replacement demands. However, VET differs very much across Europe and in many countries the attractiveness of initial VET has declined (over the last decade VET went down by more than 10%).

CEDEFOP bases its data/analysis on the statistics provided by EUROSTAT/national statistic authorities.

Additional information about CEDEFOP can be found here: www.cedefop.europa.eu

4. Restructuring in the extractive industries and the re-skilling of people

a. The European Social Fund (ESF) and the Youth Employment Initiative (YEI)

Ms Paraskevas presented the European Social Fund (ESF), in particular the way it works and who benefits from it. In addition, she referred to the Youth Employment Initiative (YEI). In doing so she focused on the Programme period 2014 – 2020. This period puts emphasis on a stronger policy orientation (economic governance and European semester) as well as on an increased result orientation of the ESF. Therefore a limited number of investment priorities, a performance framework and ex-ante conditionalities were introduced. More simplifications and better coordination among the different ESIF funds are cornerstones of

the programme period 2014 – 2020. In terms of the YEI she highlighted the objective to support Member States in combatting youth unemployment. This applies to EU regions experiencing youth unemployment rates of more than 25%. YEI resources amount to a total of EUR 6.4 billion and YEI is fully integrated into the ESF programming.

The ESF is implemented by a given Managing Authority (MA, Member State authority working on the principle of shared management) on the basis of an Operational Programme (OP) which has been approved by the European Commission. Such an OP is steered by the Monitoring Committee (MC) which is also responsible for the selection criteria of projects. National social partners are members of the MCs. Beneficiaries of ESF support are published on the web in a list which is updated on a regular basis.

b. Company case/collective agreement on re-skilling of workers, e.g. RWE collective agreement creating a job platform “SWITCH” and guaranteeing apprenticeships (IG BCE)

This item was postponed.

c. Presentation by employees'/employers' organisations

Presentation of Mr Villares Suarez

Mr Villares Suarez informed the Committee about the situation of the coal sector in Spain. For many years the coal sector in Europe has gone through a reconversion process which implied a loss of many jobs. However, coal should be seen as a strategic reserve.

In 2010, due to the crisis and with the objective to secure energy supply the Spanish government issued a Royal Decree which provided for compensating electricity companies for using a certain share of indigenous coal for the production of electricity. However, the scheme expired on 31 December 2014. In order to avoid closing down coal companies incentives are needed to use coal for energy production.

Mr Damm proposed to put the topic *the future role of coal in the framework of the energy union* on the agenda of the plenary meeting on 7 October 2015. This was supported by Mr Ricketts.

Presentation of Mr Damm

Mr Damm explained the forecast management of employment and skills in France which concerns companies with at least 300 employees. The objective is to better anticipate the effects on employment through economic, technological, social and demographic change. This should be achieved by a proactive and preventive management of human resources. Therefore it is indispensable to identify the strategic or sensitive professions and to anticipate the skills needs which are crucial to maintaining the competitiveness of enterprises and the employability of workers.

Presentation of Mr Gunnarsson

Mr Gunnarsson informed about the Swedish initiative Teknikcollege, which was launched by social partners of the Swedish engineering industry in 2003. Presently, social partners representing the entire industry are supporting this initiative. The initiative was started to overcome mismatch problems and to attract young people to the industry/sector. Through Teknikcollege a new form of cooperation on a regional level has been established between municipalities, schools, social partners and companies.

Presentation EURACOAL

Ms Chawula-Kosuri presented facts and figures concerning the restructuring of the coal sector. She referred to the restructuring process in particular in UK, France, Poland and Germany. In all these countries a tremendous loss of jobs has been taking place. The countries reacted with several counter measures. However, it has been a very difficult process. In all countries concerned emphasis was put on qualification and retraining measures in order to offer new opportunities for people previously employed in the coal sector. Therefore EU support such as the ESF should be used for this type of training and requalification measures. Ms Chawula-Kosuri pointed out "An energy transition that is just and fair will therefore require retraining or up-skilling of employees in certain sectors and, where needed, social measures at the appropriate level."

Presentation The European Innovation Partnership (EIP) on Raw Materials

As a follow up to the presentation in the SSDC meeting on 2 March 2015 Mr Gutierrez informed about the latest developments in the field of the EIP on Raw Materials. Social dialogue, in particular this SSDC, could increase its recognition by committing to this EIP. In preparation of the meeting he distributed a document which lists 15 of the EIP commitments. These 15 out of 40 pillar II commitments cover in some aspects the area of access to resources, i.e. the area where social dialogue should be a key actor. All of the approved EIP commitments, which cover pillar I - III, can be found on the Commission's website.

Social partners should identify and select at national level the key people in terms of raw material/the 15 selected commitments in each one of the Member States and coordinate these findings at European level. Therefore a working group should be established and a letter should be prepared.

Mr Damm suggested to discuss the letter at the bureau meeting in August.

5. Presentation by representatives from the ESCO working group "Heavy Industries"

Ms Hebestreit presented the latest news of the European skills/competences, qualifications and occupation (ESCO) working group "Heavy Industries". ESCO is based on 3 pillars (occupations, skills/competences and qualifications). ESCO aims at developing a European multilingual, structured terminology. This is expected to facilitate the dialogue between the labour market and the education/training sector. Thus, ESCO will facilitate European labour mobility and reduce the risk of mismatch in Europe.

The working group "Heavy Industries" is working on a European standardized catalogue for occupations of the sector which will be finalised by the end of the year. This is useful for comparing occupational demands in Europe and for identifying future qualification/training needs of a given occupation. However, it remains a difficult task to achieve a common definition of qualifications/skills of a given occupation in 28 Member States.

The project is also important for the attractiveness of the sector and for offering young people a perspective in the sector. Therefore both the chair and the participants agreed to put this topic on the SSDC agenda at the beginning of 2016 in order to clarify if EU financial support (project) can be used.

6. Updating the declaration on training, VET and lifelong learning

A draft of first ideas of a joint declaration on VET in the EI sector was presented by Ms Zierold. She took into consideration the sectors' declaration of 2003 and in addition the challenges due to the crisis, for example high youth unemployment. The draft will be used as a basis for discussions with the employers' organisations at the bureau meeting in late August 2015. This draft declaration should be ready for the plenary meeting on 7 October 2015.

7. Miscellaneous

a. Risk prevention targets in the Extractive Industries – country figures/achievements (Brian Ricketts, Euracoal)

This item was postponed.

b. Report on developments concerning OELs for NO_x, NO₂ and CO

Ms Andersson informed about the results of the meeting of the Advisory Committee, in which the fourth list was discussed and adopted. The Commission would like to publish the fourth list before the end of 2015. Every Member State has 18 months to implement the list. The Advisory Committee agreed on a longer implementation phase for the mining sector, which can be seen as a positive signal. However, the extension still has to be clarified with the Unit Health and Safety of DG EMPL. In addition, the Standing Working Party will discuss the possibility of measuring such low levels (according to the fourth list) with the producers of measurement equipment.

c. Update on NEPSI activities

Ms Lumen explained that the European Commission has given a grant for a communication and training campaign in order to improve the results of the agreement and its participation. At the end of May 2015 a kick off meeting took place in which the selection of the 8 project countries was discussed. However, nothing has been decided yet. 4 webinars will be organized in the period September – December 2015 and another 4 in the first months of 2016. The grant will also be used for renewing the NEPSI website and a conference in June 2016 which will also mark the 10th anniversary of the NEPSI agreement.

In addition, the Unit Social Dialogue of DG EMPL has launched a study on the implementation of the autonomous agreement.

d. Other social partner activities

Mr Stanitz announced to submit a European project on health and safety. Some letters of commitment/support were still needed.

The Chair thanked the participants and closed the meeting.