



EUROPEAN COMMISSION  
DG Employment, Social Affairs and Inclusion

Employment and Social Governance  
**Social dialogue**

**SECTORAL SOCIAL DIALOGUE  
COMMITTEE  
TEMPORARY AGENCY WORK**

## **Minutes of the plenary meeting of 21 October 2019**

*Final*

### **1. Adoption of the agenda**

The agenda was adopted with the addition of one point (presentation by the Italian social partners of a new collective agreement)

### **2. Approval of minutes from the last meeting (14<sup>th</sup> May 2019)**

The minutes from the last meeting were approved (written comments taken onboard).

### **3. How to ensure a well-functioning labour market in Europe through social innovation? – Interactive workshop session to be prepared in the respective pre-meetings: How to adapt to the changing world of work and its challenges?**

- **Introduction by Sébastien Delfosse and Christina Colclough on a new format and focus of the Sectoral Social Dialogue Committee – today’s discussion: How do you see the world of work and business changing in the context of digitalisation and changing demographics?**
- **What got us here? A presentation by Michael Freytag on WEC-Europe/UNI-Europa joint declarations**
- **Joint discussion and sharing of ideas, experiences, thoughts**
- **Overview on topics and interactive discussions for the next meetings. Suggestions:**
  - **working conditions and social protection for temporary agency workers in the context of digitalisation and changing world of work: Good practices, challenges and the role of collective bargaining**
  - **How do businesses adapt conditions and restrictions for temporary work agencies in the changing world of work? Good practices, challenges and recent developments**
  - **Can social innovation be a tool to reconcile the interests of workers and employers? – Thematic discussion and identifying points of consensus and divergence**

- **Understanding data – how it is used, stored, shared, and whether the social partners can spearhead new agreements on workers' data**
- **Skills in the new world of work**

Mr. Sébastien Delfosse explained the shared decision to change the format of the meetings towards deeper discussion on specific themes. He also highlighted the need to improve interconnections between the EU and national levels (i.e. implementation of EU level sectorial joint outcomes at national level). Preparatory work will be carried out before each EU-level social dialogue meeting in order to prepare the plenary meetings. The past joint declarations will serve as a departing point. Mr. Delfosse further remarked that the changing world of work is affecting the way business is carried out.

Ms. Christina Colclough introduced the theme of this meeting. The changing world of work is to be seen in a wider context, including in relation to demographic change, global value chains/market environment etc. Some possible topics to look into include: women's attachment to the labour market, reduction or redistribution of working time, market environment and new business models and how these impact on working conditions, ensuring decent work, data (who owns it, how it is being used), new social dialogue, how to address job fragmentation, upskilling and re-skilling, right to disconnect, transition to a greener deal, climate, and migration, use of AI to the benefit of both workers and businesses. She also highlighted the importance of looking into the topic of big data and algorithms and understanding better how these influence the functioning of markets. The key is ensuring decent work for all, and ensuring equal access to all in the labour market i.e. to avoid exclusions due to the use of algorithms.

Mr. Menno from the Adecco group referred to the efforts of his group to map mega and macro trends. The CEO of Adecco is part of the ILO Global Commission on the future of work. He highlighted that the system of expectations and responsibilities between workers and employers is shifting.

Mr. Tiedge from Dansk Erhverv referred to the specific situation of the Danish labour market, where TAW levels remain relatively stable at 1% of the market. Digitisation is one major trend, as well as polarisation of work. Platform work is low in the Danish market, with diverse trends. The need to comply with GDPR has resulted in companies' favouring in-house workers over freelancers.

Mr. Pentenga from FNV Netherlands described a different situation in the Netherlands with 40% of workers on temporary contracts. The focus is on cheaper labour and self-employment is on the rise (in order to avoid the responsibilities of employers). The starting point for any discussion should be the financial independence of a worker (decent work). The added value of TAW vis a vis other types of work should be highlighted.

Mr. Michael Freytag recalled the joint project on online platform, the agreed recommendations and the work of the past, which can be a starting point (to build upon or revised accordingly). He recalled the work of cross-industry social partners on digitisation- they may be invited to present their work. Skills and regulation are important topics.

Mr. Franceschin from DNidil CGIL referred to the Italian labour market, which is becoming increasingly polarised. There is upcoming legislation on online platforms. The Italian trade union movement is advocating for the equalisation of rights irrespective of the type of contract.

Ms. Riboni from FILCALMS also referred to the Italian experience. Studies are conducted on digitisation and platform work.

Ms Zeman from Manpower Group GPA highlighted that the Austrian model is focusing on upskilling and further skilling. A social fund has been set up to finance upskilling and this can be shared with other countries.

Ms. Duquesne from CFDT France further highlighted the topic of female participation and care responsibilities. Gender equality is key.

Mr. Tiedge inquired on the angle to follow with regard to AI: is it about how it affects the industry or how it influences recruiting processes?

Ms. Colclough referred to the high-level group on AI set up by the European Commission and how the recommendations from this independent group advocate for the human to be in command. How can work polarisation be tackled by the social partners in TAW? How can the social partners raise awareness of the ongoing changes?

Mr. Freytag recalled the on-going work on social innovation (joint project). He presented the last joint statements signed by the social partners, categorised by theme (joint statements on new ways of working, on learning etc). These past reflections can guide future discussions.

It was agreed that the next meeting will focus on the topic of law enforcement and inspections and the role of social partners. Collaboration will be sought with national inspectorates.

*Lunch break*

#### **4. Update and discussion on the joint project “Social Innovation in the temporary agency work industry”**

- **Introduction by the two sectoral social partners: Project objectives, state of play and next steps**
- **Presentation by CEPS/KU Leuven on the research process, the social innovation case studies and the first thematic workshop on training**
- **Discussion among social partners and next steps**

Mr. Willem de Groen from the research team at CEPS updated the group on the ongoing joint project on social innovation. He recalled the topics selected by the social partners, the scope of the project and the methodological approach followed. The selection of case studies on training has been completed and presented. Case studies were also short-listed on social protection (selection criteria presented). The next workshop will take place in January (members of the steering committee have been invited). The draft report will be finalised in May-June and the final conference will take place around the same time.

Mr. Freytag noted the good progress that has been achieved. He suggested that the division of countries could look beyond the ‘usual’ best practice countries. There is still time to provide input. WEC Europe will share a report on social innovation practices across the world.

Ms. Colclough highlighted the need to take on board the question of soft-skills. Systems currently address first and foremost formal skills.

The final report will be approved by the steering committee but the social dialogue committee will be consulted at large through the established procedures.

## **5. The political guidelines of the next European Commission President Ursula von der Leyen and the new European Commission**

- **Presentation by DG Employment on the composition of the EU Commission and new priorities**
- **Exchange and discussion among the sectoral social partners**

Ms Hadjiantoni gave a short presentation on the next European Commission and on the President-elects' political priorities. All documentation can be found at the following link: [https://ec.europa.eu/commission/interim\\_en](https://ec.europa.eu/commission/interim_en)

Once the incoming Commission is in place, a more detailed presentation will be provided.

Mr. Freytag highlighted that the topics of the EPSR, the unemployment reinsurance scheme, and labour authority are key for employers. He expressed concern about the announced initiative for a legal instrument to ensure each worker has a fair minimum wage. The Commission explained that there is no intention to introduce an obligation to set a national statutory minimum wage in all countries.

Ms. Hadjiantoni explained the tasks of the ELA. ELA is now operational. For more information see: <https://ela.europa.eu/>

## **6. Any other business**

- **Planning of 2020 EU Sectoral Social Dialogue meeting dates**

The dates for next year will be announced shortly.

The Italian UNI Europa affiliate presented the new collective agreement signed in Italy in October. The CB regulates working conditions, the maximum number of extensions for short-term contracts, and introduces incentives for open-ended contracts.

## List of participants 21/10/2019

List of participants					
<u>Employers</u>			<u>Workers</u>		
BE	DELFOSE	Sebastien (chair)	CH	COLCLOUGH	Christina (chair)
NL	SPANGENBERG	Laura	BE	VAN DEN BERGH	Piet
ES	LUCAS	Marta	HU	TOTH	Sandor
DE	KERSTEN	Michael	FR	DUQUESNE	Carole
DK	TIETGE	Jakob	IT	BARILA	Luca
BE	CATTELAINE	Ann	FR	FAINTRENIE	Nicolas
IT	BONARDO	Antonio	IT	RIBONI	Mara
SE	ELFGREN LILJA	Martina	NL	PENTENGA	Erik
IE	DUNNE	Niamh	FR	LAZREG	Kheira
PL	ZIELINSKA	Agnieszka	DK	HOFFRITZ	Klara Elisabeth
FR	BONNICHON	Mathilde	HU	SPILLER	Laszlo
BE	RUSSELL	Chris	AT	ZEMAN	Gabriele
CH	BART	Menno	FI	FRIMAN	Marianne
BE	FREYTAG	Michael	SE	HELLMOUTH	Joakim
			SE	NASSAR	Chaker
			PT	GROSSINHO	Celia
			SE	INDERDAHL	Linda
				PRIETO	Carlos
			IT	FRANCESCHIN	Davide
<p><b><u>European Commission</u></b></p> <p>Ms. Hadjiantoni (DG EMPL)</p> <p>Ms. Milo (DG EMPL)</p> <p><b><u>Speakers :</u></b></p> <p>Mr Degroen (CEPS)</p> <p>Ms... (CEPS)</p>					