



EUROPEAN COMMISSION
EMPLOYMENT, SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES DG

Social dialogue, Social Rights, Working conditions, Adaptation to change
Social dialogue – Industrial relations

Brussels, 24.7.2006

**MINUTES OF THE
WORKING GROUP MEETING,
TEMPORARY WORK, 7.7.2006**

Chair: Mr. Jackie Morin, Mrs. Anneli Sillanpaa

In attendance:

EuroCiett

A. Muntz (NL)
M. Freytag (BE)
D. Pennel (BE)
M. Roberts (UK)
S. de Leeuw (NL)
T. d'Avezac (FR)
I. Alves (BE)
A. Weber (DE)
K. Hartmann (UK)

Uni-Europa

H. Westerhof (NL)
F. Warneck (BE)
M. Oorsprong (BE)
W. Hartig (DE)
L. Hoier (DK)
S. Dandemar (SE)
R. Heino (FI)
S. Toth (HU)
W. Springer (AT)
J. Roeland (BE)
P. Fostier (BE)

The points on the agenda are reported in the order of the debate.

1. Introduction, approval of the agenda and minutes from the last meeting

Jackie Morin, Head of Unit "Social dialogue and Industrial Relations" opened the meeting and informed that A. Sillanpaa will chair the afternoon session. Uni-Europa asked to shift the debate on undeclared work (pt. 5) from the morning to the afternoon session and the agenda of the meeting was adopted. The minutes of the last meeting were adopted with a spelling correction in one participant's name.

2. Rules of procedure

Social partners discussed mainly the wording of the part devoted to objectives of the committee work. A convenient solution has been found and the text will be finalised at the level of secretariats and formally adopted on the next plenary meeting. EuroCiett also suggested changing the name of the committee to make it more precise, without changing the scope of its discussions. Such change of the name might have important consequences (for ex. in terms of representativeness etc.), therefore it was agreed that if the social partners find a common position, they should formally ask for change of the committee name by a joint letter to the Commission.

3. Social policy update

Mr. Morin gave an overview of the recent and forthcoming activities of the Commission in the social policy area. He particularly attracted the attention of the social partners to the following points:

- Employment strategy. The Council has asked the Commission to prepare common guidelines on flexicurity to be adopted in 2007. The Commission invites the social partners to present joint contributions to the discussion (between now and spring 2007).
- Communication on the Future of Europe. The Commission wishes to work on the social dimension of communication with the general public.
- Communication on decent work adopted on 24.5.2006 (Promoting decent work for all: The EU contribution to the implementation of the decent work agenda in the world, COM(2006)249)
- Events: Mobility conference on 14.9. – a possibility for sectors to discuss the options and present best practices. Meeting of the Restructuring forum will be held on 18.7. (sectoral dimension) and in autumn (territorial dimension).
- The 32nd sectoral social dialogue committee has been launched in the Steel industry.
- consultations under article 138 in progress: Results of recent consultation on active inclusion are being analysed. Further contributions from the social partners are welcome. 2nd phase of the consultation on health and safety at work will be launched in the field of carcinogens and musculoskeletal disorders. As a follow-up to the Green Paper on Demography, a consultation on conciliation of professional and family life will be launched by the end of 2006.
- The 4th Industrial relations report will be finalised in August.

Uni-Europa asked for more detailed information on the state of play and political debate related to the Temporary Agency Work Directive. Mr. Morin explained that the Commission is in a stage of analysis. Note has been taken on the sensibility of this issue for the committee, which will be consulted / informed as soon as there is any development.

EuroCiett indicated that the topics on which they would like the committee to work and contribute are Lisbon strategy, flexicurity and decent work (promoting ratification of ILO Convention 181). Uni-Europa suggested the issues be included in the work programme for 2007 which should be discussed during the next meeting. The chair emphasised that flexicurity is a complex issue and if the social partners wish to contribute to preparation of the communication, they should tackle the problem at the level of secretariats as soon as possible.

4. Preparation of the Round Table in Warsaw

EuroCiett informed that the programme has been agreed and the partners are finalising the identification of speakers. The expected number of 70 participants should be split equally between the two sides of industry. They also pointed out a need for reflection on the follow-up of the round-table (possibly a joint press release or declaration). The deadline for submission of list of all participants to TAIEX is 21.8. The chair stressed the importance of such event to the social dialogue and called on the social partners to assure a viable follow-up.

5. Research

Workers Mobility: EuroCiett informed about the project submitted for funding under the European Year of Workers Mobility call for proposal. The project has been refused by the Commission and the social partners would like to resubmit it under the social dialogue budget line. It has been agreed that the EuroCiett will attempt to finalise the project for September 2006 deadline. This is convenient also with respect to the Year of Workers Mobility and the forthcoming common work on flexicurity.

Cross-sectoral project on cleaning industry, private security and temporary agency work: Uni-Europa explained the original idea of the joint project on updating existing data

and exploring market trends and challenges in the three sectors. It has turned out that the cross-sectoral approach was not very appealing to the employers and one organisation was reluctant to participate in the project. EuroCiett did not refuse a cross-sectoral approach but would welcome a wider scope of the industries included in the research, as agency work services are supplied to all sectors. It was noted that the idea needs further considerations. The idea of focusing on more significant markets, such as the bank industry was also proposed.

Study on temporary agency work in an enlarged EU carried out by the Dublin

Foundation: The social partners agreed on the importance of the study for the sector and the fact that it should be updated and completed. They agreed to draft a joint document assessing the strengths and needs for updates. This issue should be addressed at the next secretariat meeting. The chair suggested for the social partners to go further beyond a joint declaration and stimulate the work of the committee through issues examined in the study.

6. A.O.B.

The Commission informed that 2008 will be the **European Year of Equal Opportunities 2008** and encouraged the social partners to take opportunity to get involved in related initiatives. Financing will take place through implementation bodies at the national level.

The chair informed about the envisaged changes on the Commission's **social dialogue website**. With the aim to make the website more useful and put forward the work of the sectoral committees, the Commission intends to make the work programmes, agendas and minutes of the meetings accessible online. The chair also highlighted the importance of the database of social dialogue texts and invited the social partners to verify its completeness (adopted joint texts and available language versions). The site can also be used to announce important events organised by the social partners.

The Commission informed about a restricted call for proposal launched by DG Education and Culture for pilot project on **European Qualifications Framework**.

The next meeting will be held on 20.10.

7. "Outsiders" of the labour market

Mr. Adam Tyson, Head of Unit "Inclusion, Migration, Integration of social policies" of DG Employment gave a presentation on the outcomes of the recent consultation on the active inclusion of the people furthest from the labour market. Types of actions recommended in the consultation were exchange of good practice, legislation (framework directive), social dialogue, financial instruments to support access to the labour market (ESF, Progress etc.). A full report following the examination of consultation results will be available in late September. An impact assessment study of different proposals will be the next step.

In the debate, the question of differences in income levels and living standards between the old and the new Member States was raised, as well as demographic change and its impact on retirement age and pension schemes.

EuroCiett gave a presentation on the positive role of temporary work agencies in including the "outsiders" into the labour market (see annex). In conclusion, EuroCiett suggested the next steps to be taken should focus on: creating a level playing field for temporary work agencies in comparison to other actors on the labour market, engaging in a debate on flexicurity, collecting up-to-date data and pursuing further research, identifying and exchanging best practice examples. An extensive debate followed the presentation. Uni-Europa identified the field of action for trade-unions mainly in training and activities focusing on young people. Examples were also given on bad practice examples such as using temporary agency work (or more often: using other less well regulated flexible labour forms) to avoid collective agreements and compete on labour conditions. The situation differs very much from one

member state to another. The question of right of temporary workers to contribute to pension schemes has also been discussed. A. Tyson pointed out the need for more long-term analysis of the issues mentioned in the presentation.

In conclusion, social partners agreed that it is necessary to streamline the debate and decide how to approach it on the next meeting. Uni-Europa suggested focusing on training (prepare a compendium of national initiatives for ex. from France, Belgium or Spain), young people, portability of rights and fight against discrimination. EuroCiett agreed to address the issues of best practices and training, under condition that it will be a narrowly focused debate. More research would be desirable especially in collective labour agreements for agency workers in different Member States. More data over a longer period of time would also be valuable. EuroCiett also suggested the topic of security and rights be dealt with at the national level. The chair reminded the social partners of the specificity of the forum that offers space for autonomous action by the social partners. They might therefore want to agree on how to address the above-mentioned issues and what outcomes to expect of the committee's work. Also, the participation of national members could be fruitful in bringing in examples of best practice from national level.

It was agreed that the social partners will meet at the secretariat level and agree on the agenda of the next meeting and also start to draft the work programme for 2007.

Discussion on **undeclared work** has been postponed to the next meeting.

Annexes:

1. List of texts currently included in the social dialogue database
2. Presentation by EuroCiett

Annexe : List of documents of temporary agency work sector contained in the database

.: Social Dialogue texts database

Locate Record(s).

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	TitleFR	TitleEN	Date
	Déclaration commune Euro-CIETT/UNI-Europa. Objectifs de la Directive européenne sur les agences de travail intérimaire	Euro-CIETT/Uni-Europa Joint Declaration Objectives of the European Directive on Private Agency Work	08/10/2001
	Déclaration conjointe signée lors du dialogue social dans le secteur du travail temporaire EURO-CIETT/UNI Europa	Joint Declaration on the Sectoral Social Dialogue on Agency Work	03/07/2001
	Déclaration commune sur le dialogue social européen pour le secteur des agences de travail intérimaire	Joint declaration on the sectoral social dialogue on Agency Work	03/07/2000