



Brussels, 21 January 2019

Sectoral Social Dialogue Committee on Telecommunications

Working group meeting, 21 January 2019

Final minutes

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

1. Adoption of the draft agenda and draft minutes of the plenary meeting on 28/09/2018

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

2. Presentation of the ORANGE Poland Academy of Vitality

Mr. Mickiewicz presented good practices from ORANGE Poland in the field of health and safety. Many of the actions derive from the 2014 social agreement (incl. package of medical services, information and support, workshops, etc). He also presented the Orange academy of vitality through which employees may access resources. HR is managed locally for the biggest part, but the 2014 agreement has to be implemented globally.

3. Report from the project conference and next steps

Ms. Dedden from UNI Europa reported on the project conference that took place in Brussels on 17 January 2019. The event has been a success, with some 80 participants from academia, unions and companies. Ms. Dedden asked the participants who were present to share their experiences. The 2009 project was followed by an impact assessment that resulted in very low response, and showed low implementation of the then guidelines. The follow-up of the current project was discussed. Discussions will continue at the steering group meeting for the project which will take place in Copenhagen on 19 March 2019. The key aim is the wide dissemination of the guidelines, for which social partners can be ambassadors. A communication toolkit can be prepared. A summary of the guidelines will be agreed at the steering group. ETNO and UNI can report on what has been achieved in the September meeting of the SSDC. They will also present the Guidelines at the liaison forum organised by the EC on 1st April.

The topic of key performance indicators was raised. Mr. Goncalves (PT, unions) highlighted the need to know the impact that the project will have. Mr. Hamn (SE, unions) shared how they plan to communicate on the guidelines locally. The topic of self-certification for the companies that implemented the guidelines was discussed. Mr. Hofmeister (AT, unions) highlighted that a checklist would be helpful. The matter can also be disseminated via the EWCs. This will be followed-up in the May meeting.

4. Update on digital skills and jobs coalition: possible new project

Ms. Dedden (UNI) recalled the joint pledge signed in 2018 on promoting social partner involvement in the Digital Skills and Jobs Coalition and raised the possibility of a project to implement the pledge with the participation of associate countries i.e. from SE where a Coalition exists.

Mr. Gillet proposed to widen the scope to cover diversity, gender and ageing. This was debated. Ms. Hamn (SE, unions) reported on the implementation of the Coalition in Sweden. This covers gender issues and a conference on gender equality will be organised at the end of March.

5. Presentation on the skills initiative at DT

Mr. Gillet (BT) presented the work of Deutsche Telekom in the context of the project ‘‘digiframe’’ on building capabilities and competences. The project was co-financed by the EU. Markus Lecke from DT could not finally attend to present.

The project begun two years ago and analysed the future trends and competences required by DT. Skills management was implemented. There is an intention to roll out the programme globally but so far it has only been implemented in Germany.

6. Update by the commission on the representativeness study

Ms. Hadjiantoni informed that the date of the evaluation committee for the representativeness study has been fixed for 17 June 2019. The data are still being processed and could not be presented in today’s meeting. The social partners asked to convey the message that this study should be completed very soon.

7. AOB

Mr. Gillet referred to the presentation at the last liaison forum of the social partner Guidelines on third party violence. This is of interest to the Telecoms sector. He inquired whether the telecoms SP should not sign up to the Guidelines. A presentation of the guidelines and experience of other sectors can be foreseen for the next committee meeting.

Ms. Dedden highlighted that this is not part of the committee’s work programme as such, but can be looked into. UNI has signed up to the guidelines globally.

Ms. Dedden reminded that the current work programme of the committee (2017-2018) requires an update. The priorities were presented and changes discussed. The follow-up of the ‘‘Good Health-Good Work’’ project is key. The introductory section remains relevant. The section on skills could be enlarged to refer to the diversity agenda. Ms. Lejeune suggested including the right to disconnect and the right to connection under new forms of work (impact of digitalisation section). The quality of work and services is also a priority. The chair recalled past discussions on AI and robotisation. Mr. Gillet suggested inviting Mr. Valentuc for a presentation. Mr. Goncalves suggested including the EPSR and its links with the sector. Ms. Hadjiantoni recalled that the report of the independent expert group on digitalisation set up by the EC will be available in February. The EC is organising a major conference on the future of work in April.

The date of the next meeting was announced: 23 May 2019

Participants

<u>6 Employers (4♂ 2♀)</u>	<u>16 Workers (12♂, 4♀)</u>
<p>ETNO</p> <p>Mr. Godard (FR)</p> <p>Mr. Caddis (BE)</p> <p>Mr. Gillet (BE)</p> <p>Ms. Vicente (PT)</p> <p>Mr. Silva (PT)</p> <p>Ms. Lelong-Nakhle (FR)</p>	<p>Uniglobalunion</p> <p>Ms. Dedden</p> <p>Mr. Hofmeister (AT)</p> <p>Ms. Lejeune To (FR)</p> <p>Mr. Goncalves (PT)</p> <p>Mr. Colaço (PT)</p> <p>Mr. Mickiewicz (PL)</p> <p>Mr. Iwaszkiewicz (PL)</p> <p>Mr. Katsaros (GR)</p> <p>Mr. Katsiamakis (GR)</p> <p>Ms. Hakala (FI)</p> <p>Mr. Hamn (SW)</p> <p>Ms. Kaugurs (EE)</p> <p>Mr. McArdle (IE)</p> <p>Mr. Prieto (ES)</p> <p>Mr. Vanek (HR)</p> <p>Mr. Verderio (IT)</p>
<p><u>European Commission</u></p> <p>Ms. Hadjiantoni (DG EMPL)</p> <p>Ms Milo (DG EMPL)</p>	