



Brussels, 16th May 2014

Sectoral Social Dialogue Committee on Telecommunications

Working Group Meeting on 25th March 2014

Concise draft minutes

The meeting was chaired by Ms Dedden (worker side).

1. Welcome and introduction to the objectives of the plenary meeting. Adoption of the draft agenda and draft minutes of 12 November 2013;

Ms Dedden informed that Mr Healy left the Committee. Social partners agreed on a choice of the new chairperson ahead of the next meeting.

2. Discussion on 2014-2015 work programme: update of work programme 2012-13, decision on key topics;

The discussion was opened by the employers' delegation, which asked for limiting the number of items in the work programme. The social partners discussed in particular the proposal of the IT, FR and PT trade unions to carry out a project examining the inclusion of the new operators in the SDC. Mr Verderio (IT) underlined that it is the new operators, which are the most problematic when it comes to social dialogue. Mr Goncalves (PT) talked about the relocation of services and the problems it creates for social partners' representativeness. He also pointed to the competition aspect of outsourcing, which creates a *race to the bottom*. Mr Lindhart (DK) pointed to the pressure on the minimum working conditions that is created by the new operators. Ms Delacotte (Orange-ETNO) stated her openness to start a reflection within the employers' association on inclusion of new actors, for instance GSM-A, but stressed the need to distinguish between the impact of technologies and impact of outsourcing. It was agreed that the workers' delegation will propose a first wording and the discussion will be continued. Ms Vicente (PT) proposed narrowing the proposal to have a clear focus, and including some information on the EU-US free trade agreement in the work programme. Mr Gorecki (PL) asked also to bring the attention back to psycho-social risks under the H&S point of the work programme.

3. Presentation on Health & Safety and quality of life at work by Mr Alain André (Orange France);

In his presentation, Mr André outlined the company's 2015 strategic plan, signed in 2010, which represents a *social contract* including 5 collective agreements on number of social and organizational aspects. The message was additionally strengthened by a 2012 political letter on H&S at work, which outlined 4 company priorities: a) regulatory obligations; b) support to restructuring projects; c) international employment; and d) prevention of psycho-social risks. In the following comments of the trade union side, the PT workers asked about the follow-up

on the implementation of the collective agreements, the PL delegate pointed to a discrepancy in the H&S conditions between countries in the same group and the IT representative asked for the conditions applying to the sub-contractors.

4. Discussion on a possible joint statement on gender equality;

Ms Winiarska (DG EMPL) invited the social partners to test the draft statement against the drafting checklist from the Commission Communication COM/2004/0557, and notably: a) clearly indicate to whom they or the various provisions are addressed, e.g. the Commission, other European Union institutions, national public authorities, social partners; b) indicate the status and purpose of the text; c) indicate how the text will be implemented and promoted at national level; d) date and sign the document. Ms Delacotte (Orange) said that the primary purpose was to promote women, especially in the technical profession and Mr Steeg (DT) pointed the importance of keeping the momentum in the discussion about gender balance in companies. Mr Goncalves (PT) saw the text as a starting point for discussion in companies, Mr Prieto (ES) pointed at the direct message of the statement to the members and Mr Hofmeister (AT) said that more should be done to ensure the work-life balance if the number of women is to increase. Social partners agreed to include some suggestions in the text and strengthen the follow-up provision.

5. Information point/update on the FITS project;

Ms Delacotte informed the social partners that three tenderers submitted their offer for the study contract and that interviews are to be organized soon to evaluate each offer. She also gave an indicative timeline for the upcoming activities of the project.

6. AOB.

Ms Winiarska informed the social partners about the practical *Vademecum* recently issued by the Commission for social partners¹, which contains some new elements on the reimbursement rules for meetings' participants. The Commission also gave an outline of 2014 Calls for Proposals and their deadlines². Mr Steeg commented about the perceived increasing complexity of the calls, leading to decrease in number of applicants.

Mr Steeg also informed about the background of ETNO decision not to sign a statement on the hairdressers' sectoral agreement (discussion at the last meeting), justifying that the topic is highly political and too distant from the telecommunications sector.

¹ <http://ec.europa.eu/social/main.jsp?catId=329&langId=en&furtherPubs=yes>

² <http://ec.europa.eu/social/main.jsp?langId=en&catId=629>