



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social Dialogue, Industrial Relations

Minutes of the social dialogue committee in the steel sector Brussels, 23rd November 2007

I working group on Training and Education

The meeting is chaired by Andreas Veres (FEM) who welcomed the participants. He points out on the aim of the meeting, which is devoted to depict practices on Training and Education with the view to identify and to share good or bad experiences. Karl Tachelet (EUROFER) is of the opinion that this exercise could be a first step to determining the specificity of the sector, in Europe. This should also lead to benchmarking.

- A first presentation with slides (*to be sent to participants*) is given by Mr Kundel on the German approach on Training, which focuses on the means for attracting engineers in the steel sector and enhancing its image.

Eurofer suggests that the sector should also explore avenues such as the "Blue card", which aims at facilitating mobility in Europe and languages skills. The social partners share the analysis on the lack of relevant statistics on the issue of Training and Education for Steel since ESCC Treaty expired in 2002.

In Italy, EMF explains that the situation is quite different, for senior workers/engineers have been heavily replaced when the Asbestos regulations allowed early retirements. Staff composition is consequently quite young, but the issue of Retention and of languages skills (*due to the large amount of immigration*) remain.

EMF deems also necessary to address the theme of Blue collars' Training, through the establishment of a general framework for high-qualified and un-qualified workers and also for workers who are employed via outsourcing structures. Under this background, the question of engineers who cannot find work must also be raised.

Social partners share the view that these issues request to think more broadly about structural factors, such as "bad image" due to past years of restructuring, which entails a weak youth's attractiveness towards engineering and industrial studies.

EUROFER underlines the need to obtain harmonised statistics in Europe and to set up common reporting processes. With this respect, the NEPSI's reporting on the implementation of the autonomous agreement on worker's protection against crystalline silica dusts adopted in 2006 is a good practice, supported by the Commission.

- EMF gave a presentation with slides (*to be sent to the participants*) on the Shipbuilding Week organised by the European social partners in order to launch European and national campaigns on enlightening the Image of the sector. This event,

backed by the Commission, should be source of inspiration for the steel sector since their Training and education issues are similar.

II. Health and Safety

The meeting is chaired by Karl Tachelet (EUROFER)

As for the Training and Education working group, the aim of this meeting is to focus on presentation on existing practices. The question of common indicators remains crucial for the steel industry.

- A presentation of best practices at a Riva Plant (*with slides to be sent to the participants*) is given on health and safety plans.
- A presentation of best practices in ArcelorMittal Bremen (*with slides to be sent to the participants*).

Social partners share the view that the social dialogue committee should work on Health and Safety related indicators, standards and targets.

Karl Tachelet thanked the participants and congratulated the speakers for their presentations that opened a large debate. He voiced that this meeting should pave the way for shaping the next work of the social dialogue committee whose plenary meeting is scheduled on 19 December 2007.