



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

SECTORAL SOCIAL DIALOGUE
COMMITTEE
GRAPHICAL INDUSTRY

**MINUTES
PLENARY MEETING
08/05/2013**

Chairs: Simon Dubbins (UNI Europa Graphical) & Fons Bakkes (Intergraf)

1. Formal inauguration of the Sectoral Social Dialogue Committee for the Graphical Industry, in the presence of Mr Koos Richelle

The draft agenda was approved.

Welcoming the social partners of the graphical industry in the "common house" of the EU social dialogue, Koos Richelle congratulated the social partners with the creation of the 42nd sectoral social dialogue committee (SSDC). He reminded them of the added value of EU social dialogue, including in the context of the crisis, highlighted the main challenges facing the sector, and confirmed the support of the Commission in the implementation of their work programme.

2. Address by Ms Bernadette Ségol

Bernadette Ségol (BS) commended the social partners warmly with the creation of the SSDC. She stressed the importance of the EU social dialogue, which can contribute to better understanding and more cohesion, and produce real results. In this respect, good coordination between the EU and national levels is key.

Referring to the ETUC resolution on A Social Compact for Europe and its position on the social dimension of the European Union, BS confirmed ETUC's readiness to participate more actively in EU economic governance, provided social dialogue is taken seriously by the EU institutions. Although she deplored the attacks on national social dialogue, and the lack of the institutions' initiatives in the social policy domain, she acknowledged that some modest positive signs could be noted recently.

She concluded by emphasising the importance of sectoral social partners elaborating solutions together and implementing policies at their level.

3. Statements by by Mr Håvard Grjotheim (Intergraf) and Mr Simon Dubbins (UNI Europa Graphical)

Håvard Grjotheim expressed his satisfaction that the informal social dialogue between Intergraf and UNI Europa Graphical has now resulted in the creation of the formal social dialogue committee for the graphical industry. He referred to the changes the industry has been undergoing over the past 25 years, and stressed the importance of keeping

abreast of technological developments, adapting to changing customers' expectations and behaviour, constant revision of the value-chain, and the resulting need for continuous updating of skills.

Simon Dubbins highlighted the essential role of social dialogue in the development of the social dimension of the EU and insisted that fruitful European level social dialogue requires stable and strong social dialogue structures at the national level – which should therefore be reinforced rather than undermined. He pointed to the profound changes the industry is undergoing, affecting the structure of companies, as well as the workforce. The SSDC will offer a platform to better face the challenges together. He concluded by expressing the wish that it will also make a – be it modest – contribution to addressing the overall impact of the crisis and of austerity measures which are currently being implemented.

4. Work Programme 2013-2015 – Rules of Procedure

The work programme 2013-2015 of the SSDC and its Rules of Procedure were adopted (see [annexes](#)).

Stefaan Ceuppens reminded the committee of the type of support the Commission is offering to the SSDCs, as well as of the conditions and rules that govern this support – which includes the commitment of the SSDC to work towards practical outcomes that have real impact.

5. Skills

Thomas Hagenhofer presented the results of a survey on future skills needs in the print/media industry in Germany. The outcomes of the survey provide a view on the main expected innovations, as well as on the type of expected skills needs in a range of occupations in the sector. See the presentation in [annex](#).

Sjoerd Wanrooij presented the activities of the Grafisch Lyceum Rotterdam, which offers a large array of education in the field of media and communication. See the presentation in [annex](#).

Following an exchange on the 2 presentations, it was agreed to submit a joint project on skills under the social dialogue call for proposals of the Commission. In this context, a conference would be organised in spring 2014, in cooperation with the European Graphic/Media Industry Network (EGIN)¹. It was also decided to establish a SSDC working group on skills and training.

6. Restructuring of the Graphical Industry

Beatrice Klose informed the committee of the 2 joint projects on socially responsible restructuring which Intergraf and UNI Europa Graphical undertook in 2010 and 2012, presenting the main outcomes. Complementing this general overview, Teresa Borba reported on the workshops that took place in Portugal in the context of the 2012 project. See the presentations in [annex](#).

¹ <http://www.egin.nl/index.htm>

Reacting to the interventions of Portuguese and German trade union delegates, the employers reminded the committee of the topics covered by the agreed work programme, which notably do not include working conditions.

Marie-Aude Tannou and Serge Le Gal gave an overview of the Commission's work on restructuring and anticipation of change, including its response to the European Parliament's "Cercas report". They also explained the funding possibilities offered under the European Social Fund and the European Globalisation adjustment Fund. See the presentation in [annex](#).

7. Funding

In her intervention, Lena-Liisa Tengblad explained the way in which ESF funding was used in Sweden to reinforce competitiveness of companies and employability of workers of the sector. See the presentation in [annex](#).

8. AOB

Acknowledging that the agreed work programme defines the priorities of the SSDC for the next years, it was proposed to consider joint work on developing and strengthening national social dialogue where relevant, for instance through a joint project.

Annexes

- Point 4 – Work Programme 2013-2015
- Point 4 – Rules of Procedure
- Point 5 – Presentation Digital printing, IT, apps – or what?
- Point 5 – Presentation Grafisch Lyceum Rotterdam – Media challenge
- Point 6 – Presentation Best Practices in Socially Responsible Restructuring for Printing Companies
- Point 6 – Presentation A brief overview on the Portuguese workshops
- Point 6 – Presentation How can the Commission accompany restructuring processes?
- Point 7 – Presentation The Swedish ESF-Project 2009-2012

Annex: List of participants 08/05/2013

<u>Employers</u>	<u>Workers</u>
<p>Mr Rigo ALESSANDRO (IT) Mr Fons BAKKES (NL) Ms Teresa BORBA (PT) Mr Lars BRAM (DK) Mr Paul Albert DEIMEL (DE) Ms Sabine DRESBACH (DE) Mr Havard GRJOTHEIM (EU, NO) Mr Geert HEYLEN (BE) Ms Beatrice KLOSE (EU) Ms Laetitia REYNAUD (EU) Mr Juris SILIS (LV) Mr Henner SORG (EU) Ms Lena-Liisa TENGBLAD (SE) Mr Magnus THORKILDSEN (NO) Mr Visvaldis TROKSA (LV) Ms Kathleen WOODWARD (UK)</p>	<p>Mr Steven ATTWILL (UK) Mr Simon DUBBINS (UK) Ms Sonta CZESLAWA (PL) Ms Véronique ERNOULD (EU) Mr Manuel FERNANDES (PT) Mr Jan FRANCO (BE) Ms Diana JANKOWIAK (PL) Mr Kenneth JOHANSSON (SE) Mr Stjepan KOLARIC (HR) Mr Nicola KONSTANTINOU (EU) Mr Aldis MISEVICS (LV) Mr Jakob POCIVAVSEK (SI) Mr Michael RITZINGER (AT) Ms Joaquina RODRIGUEZ TORREJON (ES) Mr Marko ROSQVIST (FI) Mr Jean-Michel ROUSSEAU (FR) Mr René RUDOLF (DE) Mr Hans Joachim SCHULZE (DE) Mr Andy SNODDY (EU) Mr David TARREN (UK) Mr Jeroen VANDAMME (BE) Mr Patrick VANDENBERGHE (BE) Mr Pier VERDERIO (IT)</p>
<p>16 employers representatives (6 women, 10 men) (4 EU, 2 new MS, 9 old MS, 1 non-EU)</p>	<p>23 workers representatives (4 women, 19 men) (3 EU, 4 new MS, 15 old MS, 1 Croatia)</p>
<p><u>Other participants</u></p> <p>Mr Luk BOUTERS (International Circle of Educational Institutes for Graphic Arts, Technology and Management, BE) Mr Thomas HAGENHOFER (Zentral-Fachausschuss Berufsbildung Druck und Medien, DE) Mr Rense VANDERHEIDE (EGIN, NL) Mr Sjoerd WANROOIJ (Grafisch Lyceum Rotterdam, NL)</p>	
<p><u>European Commission</u></p> <p>Mr Stefaan CEUPPENS (EMPL.B.1) Mr Serge LE GAL (EMPL.01) Mr Koos RICHELLE (Director-General, DG EMPL) Mr Norbert SCHÖBEL (EMPL.B.1) Ms Marie-Aude TANNOU (EMPL.B.1) Mr Jean-Paul TRICART (Head of Unit, EMPL.B.1) Mr François ZIEGLER (EMPL.B.1)</p>	