



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

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

### **Sectoral Social Dialogue Committee on Telecom**

#### **Working group meeting on 21 September 2009, Brussels**

#### **Minutes**

#### **1. Approval of agenda and minutes of the last working group meeting**

UNI europa (Mr. Guillot) chaired the session. The agenda for this meeting was approved.

#### **2. Good Work – Good Health project**

Ms Kilfedder (ETNO / BT Group Health Adviser) presented the current state of play of the project.



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In the ensuing discussion, UNI europa questioned the process of evaluation and selection of bids, and wondered why IOM was chosen. Concerns were also expressed since the IOM bid was over the budget, and in general a call was made for better collaboration and information exchange between ETNO and UNI europa.

ETNO acknowledged difficulties in organising a conference call during the summer, and thus opted for a written procedure for the evaluation of bids. ETNO also agreed that it was important for the project partners to reunite forces so that the few weeks of delay can be recovered.

The timeline of the action points in the project was discussed, including whether the project conference will be in Brussels. The Commission pointed out that the project application listed Brussels as the venue, and asked the social partners to inform and ask for approval of any changes.

The social partners agreed that the next steering group meeting of the project will take place on 19 October 2009 at the UNI europa offices in Brussels.

With respect to the planned company visits in the framework of the project, ETNO proposed British Telecom, Deutsche Telekom, France Telecom and Telefonica, along with another selection of companies from a shortlist (TVC, Telenor, Bulgaria Telecom, Magyar Telecom, RomTelecom, Telecom Italia, Portugal Telecom, Belgacom).

UNI europa proposed adding TeliaSonera to the list, and pointed out that including Hungary would present a problem, as there is no UNI affiliate in that country. ETNO accepted both proposals.

UNI europa emphasised the need for the translation of documents to match the languages of the countries and companies studied. Further decisions on the countries and the evidence review will be taken within the project's steering group.

Mr Siebern-Thomas (European Commission) pointed out that project management should be kept separate from social dialogue meetings, and highlighted the need to keep the Commission informed of any changes to the project. If the translation of documents is a concern, he reminded social partners of the possibility to apply for a follow-up project afterwards, to aid in implementation and to cover items such as translations. Finally, Mr Siebern-Thomas mentioned the possibility of presenting the project in a liaison forum sometime in 2010 on the topic of health and safety.

### **3. Corporate Social Responsibility (CSR)**

UNI europa presented a draft text on CSR, based on the previous joint statement, but linking it to the current economic crisis and incorporating the importance of skills and training and new technologies. With this initiative UNI hoped to achieve a more concrete social dialogue outcome.

ETNO questioned the remit of the statement, including environmental aspects, in the context of this working group.

The Chair clarified the evolution of the social dialogue committee's working groups, which has led to the group on work organisation also taking on the topic of CSR. It would need to be decided whether this should continue, or whether a new working group should be started. The goal would be to adopt a text by the December plenary, but as the document was just presented today, everyone needs time to read and consider it.

ETNO asked for the opportunity to consider these questions.

The Chair suggested an email exchange on the text before the next working group meeting on 26 October, so that it can be discussed then.

### **4. Any other business**

For the meeting on 26 October, the topics to be discussed are skills and training, an update on the Good Work – Good Health project, and the draft text on CSR.

Mr Schwarz (European Commission) pointed out the resource constraints currently faced in organising social dialogue meetings, and that the next meeting cannot be guaranteed to take place in the customary format with interpretation. UNI europa called for interpretation and the organisation of meetings to be guaranteed by the Commission, as was the case in the past 20 years, to which ETNO agreed. The Commission responded that meetings would need to be prioritised, and that a detailed agenda is needed to evaluate whether the Telecoms social dialogue meeting could indeed be organised as usual.

The Chair closed the meeting by suggesting that an agenda justifying the 26 October meeting be circulated well in advance, and he also called on the Commission to involve the social dialogue committee in consultations that concern the telecoms sector.