



Brussels, 10 May 2017

Sectoral Social Dialogue Committee on Telecommunications

The meeting was chaired by Mr. Lindhardt.

1. Adoption of the draft agenda and draft minutes of the meeting on 2 February

The agenda and minutes of the previous meeting were adopted.

2. Discussion on how we will approach the issue of opening up the committee to other employer organisations (cf our work programme 2017-18)

The chair explained the scope of the discussion: whilst ETNO is UNI Europa's primary partner, new operators have entered the telecoms market, and technological developments have moved the focus from pure telecoms to more ICT-based solutions. The aim is to convince other employer organisations to join the committee. Having more companies from ETNO attending the meetings will also have positive results. The approach must therefore be twofold: a) to attract more members of ETNO to the meetings and b) to approach other organisations that are active in the telecoms and ICT sectors with an invitation to get involved in the SSDC i.e. as observers to start with.

Mr. Silva mentioned that ETNO is committed to contacting a number of its members in another effort to attract them to the SSDC.

Mr. Godard mentioned that ETNO is preparing a communication to all its members, in agreement with ETNO's board to inform them about the EU social dialogue in telecoms. On other organisations, such as GSMA, social dialogue is not part of their mandate and main aim. During the discussion it was suggested that other organisations may be approached under the frame of EU co-financed projects (calls for proposals in support of social dialogue etc.). Projects could be used to showcase the pertinence of the issues discussed at social dialogue for the organisations in question.

Mr. Gonçalves and Mr Toffaletti noted the lack of progress, on this subject discussed for many years. Mr. Toffaletti underlined the need for concrete action i.e. for an invitation to be extended to other organisations to participate in the SSDC, as observers to begin with, the need for ETNO to invite more members to attend, and the need to enlarge the scope of the committee's activities to cover ICT.

The chair summed up the discussion by saying that a joint strategy is needed to achieve the above goals. UNI Europa will initiate further discussions on this. All parties present confirmed their willingness to work towards this position via concrete initiatives. The representativeness study is awaited.

3. Discussion on the follow-up/implementation of our joint declaration on gender equality (signed last September and also part of our work programme)

The chair launched the discussion by mentioning that the social partners should work towards an overview on gender equality policies. A link can be made with the work under the

women's committee of UNI Europa. The aim is to reach concrete results following the joint statement.

Mr. Gilet mentioned that BT can present best practices from the UK.

Mr. Godard and Mr. Silva mentioned that many efforts have been made on the employer's side since- ETNO companies can share their experience. There are actions linked to regulation at national level.

Mr. Gonçalves wondered if the joint statement has been translated into other EU languages. This would facilitate its dissemination.

It was agreed that further monitoring and follow-up work would be carried out (in-house). The way forward will be discussed further at the next meeting (22 September).

4. Information on progress regarding the project on mental health

The chair updated the group on the state of play for the new project. The deadline for the submission of applications to the EC is 15 June 2017. The new project, if approved for funding, will update the "Good health, good Work" project. It will be a short research project. The booklet will exist only in electronic format and will be translated into 12 languages, to be disseminated on a dedicated website. The target date for starting the project is January 2018, to June 2019.

5. Presentation of BT on wellbeing at the work place

Dr Catherine Kilfedder presented BT's strategy and approach to wellbeing at the work place. BT's holistic model of Wellbeing goes beyond mere health-related issues to include other key drivers such as Security, Relationships and Purpose. The model also emphasises the importance of Wellbeing for sustainable employee engagement. The BT approach is based on an evidence and best practice review which included OECD's guidelines on measuring subjective well-being at work as well as information from the What Works Centre for Wellbeing in the UK (an evidence dissemination centre). The model provides a framework for designing interventions within BT. This includes guidance for line management on how to manage change in a healthy way (toolkits, guides etc.) etc.. Wellbeing outcome is measured using the UK's Office for National Statistics (ONS) life satisfaction question in BT's twice yearly employee survey. The presentation will be circulated.

What Works Centre for Wellbeing: <https://whatworkswellbeing.org/>

Office for National Statistics:

<https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing>

6. Digital coalition on skills and jobs

Mr. Alexander Riedl, deputy head of unit from DG Cnect gave an update on the Digital Skills and Jobs Coalition initiative launched by the European Commission on 1st December 2016. Eurostat has published its latest figures today, showcasing that 37% of the labour force have insufficient digital skills. Under the Coalition, interested parties may either become members, pledge for action or share digital skills initiatives. Member States are encouraged to mobilise resources and actions. The Coalition currently counts 200 members, including 3 from the telecoms sector, and 17 national coalitions. The Commission has also launched a Digital Skills Awards for 2016 (Orange was one of the winners) and it is planning to launch the "Digital Opportunity Internships" in 2018 (concrete details still to be announced). Under the scheme, funding will be provided in the form of vouchers.

During the discussion, questions were raised on the availability of funding opportunities. Mr. Riedl referred to available EU funds under the ERASMUS+, the European Social Fund (ESF) which is managed by the MS, as well as other funds available i.e. under the Rural Development Fund for the training of farmers. He stressed however the importance of national, regional, local and company strategies. Social partners in particular have a specific role to play.

The Commission has also set up a multi-stakeholder expert group with the MS to exchange best practice. This group has developed ‘‘the shared concept for digital skills development’’ which is essentially a repository of best practices on digital.

The presentation will be circulated.

7. A.O.B.

The chair raised the issue of the rotation of languages for interpretation. The current rules were explained and confirmed. Some countries feel that they cannot participate effectively without interpretation (PL and EL mentioned as examples).

Ms. Hadjiantoni informed the group of the publication on April 24 of the Commission’s proposals (legislative and non-legislative) linked to an EU Pillar of Social Rights. The European Pillar of Social Rights sets out a number of key principles and rights to support fair and well-functioning labour markets and welfare systems. More information can be found at the dedicated website: https://ec.europa.eu/commission/priorities/deeper-and-fairer-economic-and-monetary-union/european-pillar-social-rights_en

A full presentation will be provided at the next liaison forum on 26 June.

List of participants – 10 May 2017

<u>Employers (5♂, 1♀)</u>	<u>Workers (13♂, 3♀)</u>
<p>Mr. Godard (FR) Mr. Gillet (BE) Mr. Silva (PT) Dr. Kilfedder (UK BT) Mr. Mrozowski (UK)</p> <p>Observer: Mr. Toffaletti (Digital SME)</p>	<p>Ms. Dedden (UNI Europa) Mr. Andresen Lindhardt (DK) Mr. Chatzidis (DE) Mr Katsaros (EL) Mr. Mariolis (EL) Mr. Verderio (IT) Ms. Scheffer (IE) Mr. Goncalves (PT) Mr. Varela (ES) Mr. Colaço (PT) Mr. Prieto (ES) Mr. Hofmeister (AT) Mr Kaugurs (EST) Ms Flaten (SW) Mr. Iwaszkiewicz (PL) Mr. Mickiewicz (PL)</p>
<p align="center"><u>European Commission</u> Ms. Hadjiantoni (DG EMPL) Ms. Milo (DG EMPL) Mr. Riedl (DG CNECT)</p>	