



**MINUTES  
WORKING GROUP MEETING  
20/09/2017**

**Chair:** Fons Bakkes (Intergraf)

**1. Opening of the meeting – Approval of the draft agenda**

The draft agenda was approved and the minutes of the plenary meeting of 12/05/2017 were adopted.

**2. Presentation of AGM**

Isabelle Laurent and Gil Beylemans informed participants about the Commission's online tool to manage meeting's invitations and reimbursements which will be used for the organisation of the next meetings in 2018.

Key messages to remember are:

- Notification emails will be sent to participants;
- First time use will require the creation of an EU login;
- Requests for reimbursements must be submitted within 30 days of the meeting. It will not be possible to claim a reimbursement past this deadline;

**3. Presentation about future skills project of the paper industry**

Bernard de Galembert and Corinna Zierold presented the main conclusions of a joint project carried out by the social partners of the Paper Industry (see [annex](#)). Based on a mapping exercise in 8 countries, the research identified mismatches between typical trajectories in education and current/future skills and recruitment needs in the industry. It also considered possible answers and formulated policy recommendations to address those mismatches. A leaflet summarising the key elements and outcomes of the project is available in 6 languages on [CEPI's](#) and [industriALL's](#) websites.

Bernard de Galembert mentioned CEPI's Roadmap 2050 for the Forest Fibre Industry which notably looks at the policies needed to reach a carbon reduction by 2050 while ensuring the sustainability of the industry. Part of the answer lies with the adaptation of curricula and the enhanced mutual recognition of qualifications to ensure that new competences required by the industry are available.

#### **4. Review of plenary meeting of 12 May 2017**

This point was grouped with the last item of the agenda.

#### **5. Presentation about the state and future of the industry**

Hubert Pédurand proposed a vision of the industry at 5/10 years and presented some challenges faced by the industry with a focus on France (see **annex**). He reported a significant decrease in the number of companies in the sector in the last 5 years and consequently a reduction in staff employed.

Challenges identified for the sector are notably the competition from EU countries with lower labour costs but also a significant evolution in the industry's functioning. The consumption patterns and online ordering have evolved and impacted the industry. It turned from an industry producing and storing large quantities ahead of the sales towards a production dictated by the distribution.

This leads to the automation of certain production processes and the emergence of new players on the market like EPAC, a patented US technology used by Ingram (editor) where production is triggered by online orders. A risk for the future of the printing industry is the emergence of large groups which cover the whole chain (edition, printing, distribution). Hubert Pédurand also mentioned 2 initiatives in France: "ClicEdit" (workflow between editors and printers) and the experimentation of an "expresso book machine" in Paris where books are printed on the spot and per unit.

#### **6. Presentation about the situation of the graphical industry and graphical industrial relations in Croatia**

Darije Hanzelek presented an overview of social dialogue in Croatia (see **annex**). In a nutshell he explained that social dialogue is quite fragmented with over 600 unions (half at national and half at local level) and usually more active at company level than sectoral/regional level. The graphical industry was performing well until 2007 but the crisis led to many bankruptcies. The sector turned less attractive for workers as wages lowered and a number of them left for other countries with better salary conditions.

#### **7. Discussion of potential project(s) / next steps**

Nicola Konstantinou (NC) expressed a high interest in CEPI/industriALL's potential application to the BluePrint for Sectoral Skills as problems faced by their industry are similar to those of the graphical industry (ageing population, attractiveness for young workers, environment constraints). NC suggests meeting with CEPI/industriALL to discuss potential joint efforts with the paper and packaging sectors to tackle those challenges. Fons Bakkes agreed with the proposal but recommends focusing on the paper industry which is further advanced in the project.

Delegates agreed that skills and the attractiveness of the industry must remain key items of next agendas.

#### **8. AOB**

None.

## Annexes

- Point 4 – UNIIC
- Point 5 – CEPI & industriALL
- Point 6 - Croatia

### Annex: List of participants 20/09/2017

<u>Employers</u> Mr Fons BAKKES (NL) Ms Beatrice KLOSE (EU) Ms Alison GRACE (EU) Ms Teresa BORBA (PT) Mr Dale WALLIS (UK) Mr Philippe VAN ONGEVALLE (BE) Mr Henrik SMEDMARK (SW) Mr Alessandro RIGO (IT) Mr Ingi Rafn 'OLAFSSON (ICE) Mr Hubert PEDURAND (FR)  <b>10 employer representatives (3 women, 7 men) (2 EU, 7 EU-15, 1 non-EU)</b>	<u>Workers</u> Mr Nicola KONSTANTINOU (EU) Ms Veronique ERNOULD (EU) Mr Kenneth JOHANSSON (SW) Mr Hans Joachim SCHULZE (DE) Ms Joaquina RODRIGUEZ (ES) Mr Alfredo SANCHEZ (ES) Mr Javier CARLES (CH) Mr Pier VERDERIO (IT) Mr David LETAILLEUR (FR) Mr Darije HANZALEK (CR) Mr Aljosa CEC (SL)  <b>11 worker representatives (2 women, 9 men) (2 EU, 2 EU-13, 6 EU-15, 1 non-EU)</b>
<u>Other participants</u> Ms Corinna Zierold – industriALL Mr Bernard de Galembert - CEPI	
<u>European Commission</u> Ms Isabelle Laurent (EMPL.A.2)	