



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social dialogue, Social rights, Working conditions, Adaptation to Change  
**Social dialogue, Industrial relations**

**Meeting:** Sectoral social dialogue committee, **Gas, Working Group**

**Time:** 02. 12.2009

<b>TRADE UNIONS</b>	<b>EMPLOYERS</b>
<b>1. BAUR Didier (FR)</b>	<b>1. BICHLER Brigitte (AT)</b>
<b>2. GOUDRIAAN Jan Willem (EPSU)</b>	<b>2. GENTGES Peter (DE)</b>
<b>3. MATTHEWS Rob (UK)</b>	<b>3. IFFLAENDER-WEBER Marina (FR)</b>
<b>4. MUSOI Catalin (RO)</b>	<b>4. SPIRK Jaroslav (CZ)</b>
<b>5. SENICA Susanne (DE)</b>	
<b>6. SZEKELY Tamas (HU)</b>	
<b>7. VARGA Gyula (HU)</b>	
<b>8. VOJIKOVA Sarka(CZ)</b>	
<b>9. Zierold Corinna (EMCEF)</b>	

Commission: DLOUCHY Dorota DG EMPL

### **Draft Minutes**

#### **1. Introduction**

Welcome by the chair Mr Peter Gentges (Eurogas) He shortly informs about new Commissioner For Energy, Mr Oettinger.

#### **2. Approval of the Agenda**

Agenda approved.

#### **3. Approval of the minutes**

Minutes approved without changes

#### **4. Project on demographic change and skills:**

- Feed-back and de-briefing on the 4<sup>th</sup> of November conference
- next steps

The chair states that the conference was very successful. He shortly reminds the programme of the conference and the results obtained through the project. The study, done for the project, warns that starting from 2013 there may be difficulties in obtaining highly skilled workforce in the Gas sector and starting from 2019 the labour market will be shrinking. These results were underlined in the press release.

EPSU agrees with the positive evaluation of the conference done by the chairman. The final versions of the toolkit and study are already available on-line on the EPSU website. The results will be sent to the EC.

EPSU proposes to prepare a joint letter to the national affiliates informing them about a toolkit and recommending organizing a discussion/ roundtables at the national level. It is also proposed to ask affiliates to give a feedback on their activities concerning the subject within 6 months from the date the letter is sent. Additionally, EPSU proposes to send a study and toolkit to the Energy Community Secretariat.

Eurogas is rather reluctant as a joint letter is concerned as this issue was not discussed in the employers group. It is proposed that the steering committee of the project will decide on the idea.

Martina Ifflander- Weber believes that the current situation in the companies as far as HR policies should be analyzed. Also, according to her 6 months is not enough for the follow-up at the national level. At least one year would be needed.

The discussion on approach to demographic changes followed. It was mentioned that the policies tackling demographic change should be long-term and fit into European approach. The chair also underlines that the message to the national level should not be in any way patronizing but rather offer a support and expertise.

The telephone conference will be organized to discuss the issue of the follow-up (letters to national affiliates and European Commission). EPSU stressed that DG ENER should be informed ASAP on the study in order to contribute to the Energy road maps.

#### **5. Work program 2010: Planned project on CSR**

Demographic change will stay on the agenda in 2010. As far as CSR is concerned, Eurogas would like to be involved in such a project, however the affiliates must be asked for support

and more publicity concerning this project has to be made among Eurogas members. Eurogas has to discuss it internally still.

Moreover, the objective of this project has to be better defined. The project should focus more on practical aspects of CSR, on tools that can be introduced in a daily work. According to Eurogas, first of all, the activities of SSDC in this area should focus on existing practices and tools developed by national affiliates.

Eurogas also adds that a way to tackle CSR is to write a joint position paper on CSR that could be used as an orientation paper for the national affiliates; another possibility is to have a deeper discussion on CSR in form of the project, which would result in a toolkit. In second case, some specific, clearly defined aspects should be discussed.

EPSU welcomes Eurogas' readiness to tackle the issue. Mr. Goudriaan reminds that Eurogas proposed last year that: H&S, restructuring and equality should be included under the CSR "umbrella", which was accepted by trade unions. Then TU made a presentation how to bring forward this project. TU proposed at that time to prepare an "authorative guidelines" or best practices focusing on social aspects of CSR. It was agreed that Eurogas would come with a reaction to this specific presentation.

He also reminds about the deadlines for the budget lines of EC: March 2010 and September 2010.

Eurogas cannot at this point commit to prepare a project for the EC deadline. The chairman proposes to discuss the existing material together at the steering committee and to define terms of reference of the possible studies.

EPSU proposes to put in the WP also question of the transnational agreements. SSDC could reflect on how such an agreement should look like.

Additionally, EPSU believes that in the field of energy policy following aspects could be followed:

- the energy road maps
- question of smart meters
- DSO unbundling (maybe joint position)

Eurogas agree the SSDC should anticipate developments and prepare joint opinions early in time.

The Commission reminds about the necessity of submitting the WP to the EC in the beginning of the year.

## **6. EU activities on skills and competencies**

The Commission representative informs of the study on future skills and competencies in the electricity, gas and waste sector. The complete results of studies in 18 sectors will be presented in the restructuring forum on 7 and 8 December. At the same meeting the feasibility study on Sectoral skills councils will be presented. She encouraged SSDC members to look into the issue. Sectoral skills councils are to be created with active participation of social partners.

Trade unions drafted a joint letter to EC on a study on future skills and sector skills council. Eurogas will analyze a letter and come back to TU on this issue at the Steering Committee meeting. At this point, Eurogas welcomes initiative of trade unions. Additionally, Ms Ifflander-Weber underlines the need of reliable data for the work of the Committee. She also welcomes the idea of skills councils.

## **7. Interpretative Notes on the 3rd package (with regard to restrictions for ITO and DSO companies)**

The point was moved to the next meeting due to unavailability of the DG TREN speaker.

## **8. Calendar of next meetings to confirm**

19 March WG

9 September WG

17 November PL