

## **Project: Identifying common interests for Social Dialogue in the waste industry**

### **Seminar “Skills and skills needs in a changing waste industry”**

**14 June 2012**

**ITUH, Room B - Blvd. Roi Albert II, 5 – 1210 Brussels**

### **Report**

On 14 June 2012 EPSU organised the third seminar in the **project on identifying common interests and avenues for cooperation in the Waste industry**. This was the last seminar in this project. The issue that was addressed was: “skills and skill needs in a changing waste industry.”

The waste industry is facing many changes in structure and working patterns at the moment due to globalisation and higher demands for re-use and recycling of waste. The focus in the industry is shifting from disposal (“how to get rid of waste”) to re-use (“how to regain the most of the resources in waste”).

In the seminar specific attention was given to ‘*how these changes affect workers and what this means for skill needs of workers and future jobs*’. Rationale was to assess if there is a need and a wish for cooperation between employers organisations and trade unions and how social dialogue can play a role to anticipate on changes in jobs and skills.

First part of the seminar gave an introduction on the changes that are taking place in the transformation towards a “green economy”: **The Waste industry in a green economy**.

The first presentation was given by Michel Sponar from DG Environment who explained about resource efficiency and the European goals in the framework of the flagship initiative towards a resource efficient society.

[http://ec.europa.eu/resource-efficient-europe/pdf/resource\\_efficient\\_europe\\_en.pdf](http://ec.europa.eu/resource-efficient-europe/pdf/resource_efficient_europe_en.pdf)

The second presentation was given by Jerry van den Berge from EPSU that focused on jobs and skills in the waste industry in a green economy.

Second part of the seminar the focus shifted to more concrete experiences in waste companies and the prospects from a company view on transformation of the sector: **The Future of Jobs and Skills/skill needs**.

A presentation was given by Ian MacKenzie representing Municipal Waste Europe. He explained about the practice how municipal waste companies have to deal with market

developments, legislation and workers capacities and rights and at the same time find a balance between company interests, public interests and workers interests.

A speech was given by Giuseppe Mulazzi from Rubes Triva Foundation on cooperation between Employers and employee representatives in the waste sector in Italy.

The last presentation was given by Maarten van Klaveren from AIAS, University of Amsterdam , about the changes that have taken place in Essent Waste division in the Netherlands, nowadays part of the Essent-RWE multi-utility, after the merger of municipal waste units into a regional waste company.

All presentations are attached or can be found on our website: <http://www.epsu.org/r/37>