



European Cross-industry Social Dialogue 1996 – 2011: an overview

Joint Conference “European social dialogue: achievements and challenges ahead”, Budapest 3-4 May 2011

Cinzia Sechi, ETUC - Guillaume Cravero, BUSINESSEUROPE

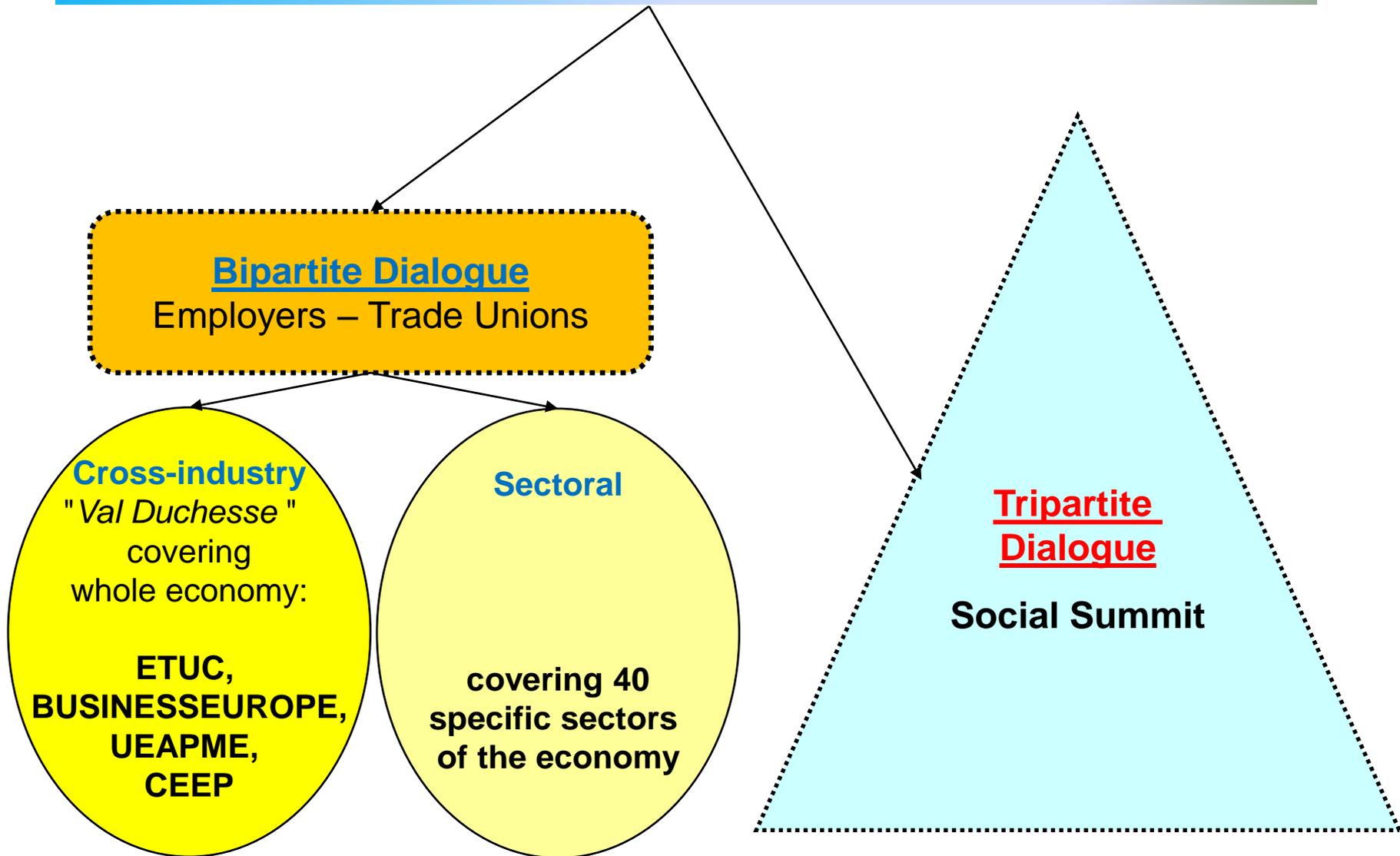
Introduction

Social dialogue: a tool to ensure smooth functioning of labour markets

Three types of activities involving the social partners:

- I. **Social dialogue** designates bipartite work by the social partners, whether or not prompted by the Commission's official consultations based on articles 154 and 155 of the Treaty.
- II. **Consultation of the social partners** designates the activities of advisory committees and official consultations in the spirit of articles 154 and 155 of the Treaty.
- III. **Tripartite concertation** designates exchanges between the social partners and European public authorities.

Bipartite and tripartite levels



History

Four main stages of development

- Before 1985:** Formal/informal consultations of social partners
- 1985-1990:** Emergence of bi-partite social dialogue (“joint opinion period”)
- 1991-2001:** Recognition of social dialogue in the Treaty and negotiations of agreements based on articles 138 and 139
- Since 2002:** Social partners re-affirm their autonomy and adopt work-programmes for social dialogue
- (2010):** Articles 154 and 155 of the Treaty on the Functioning of the European Union

Actors at cross-industry level

Representing European workers



European Trade Union Confederation;

- ❖ Established in 1973;
- ❖ 83 member organisations in 36 countries;
- ❖ 60m workers;
- ❖ 12 European Industry Federations;
- ❖ Eurocadres (professional & managerial staff)
- ❖ FERPA (retired retired & older people)

Representing European employers

BUSINESSEUROPE

The Confederation of European Business

- ❖ Established 1958;
- ❖ 40 federations from 34 countries;
- ❖ More than 20m companies.



European Association of Craft, Small and Medium-sized Enterprises



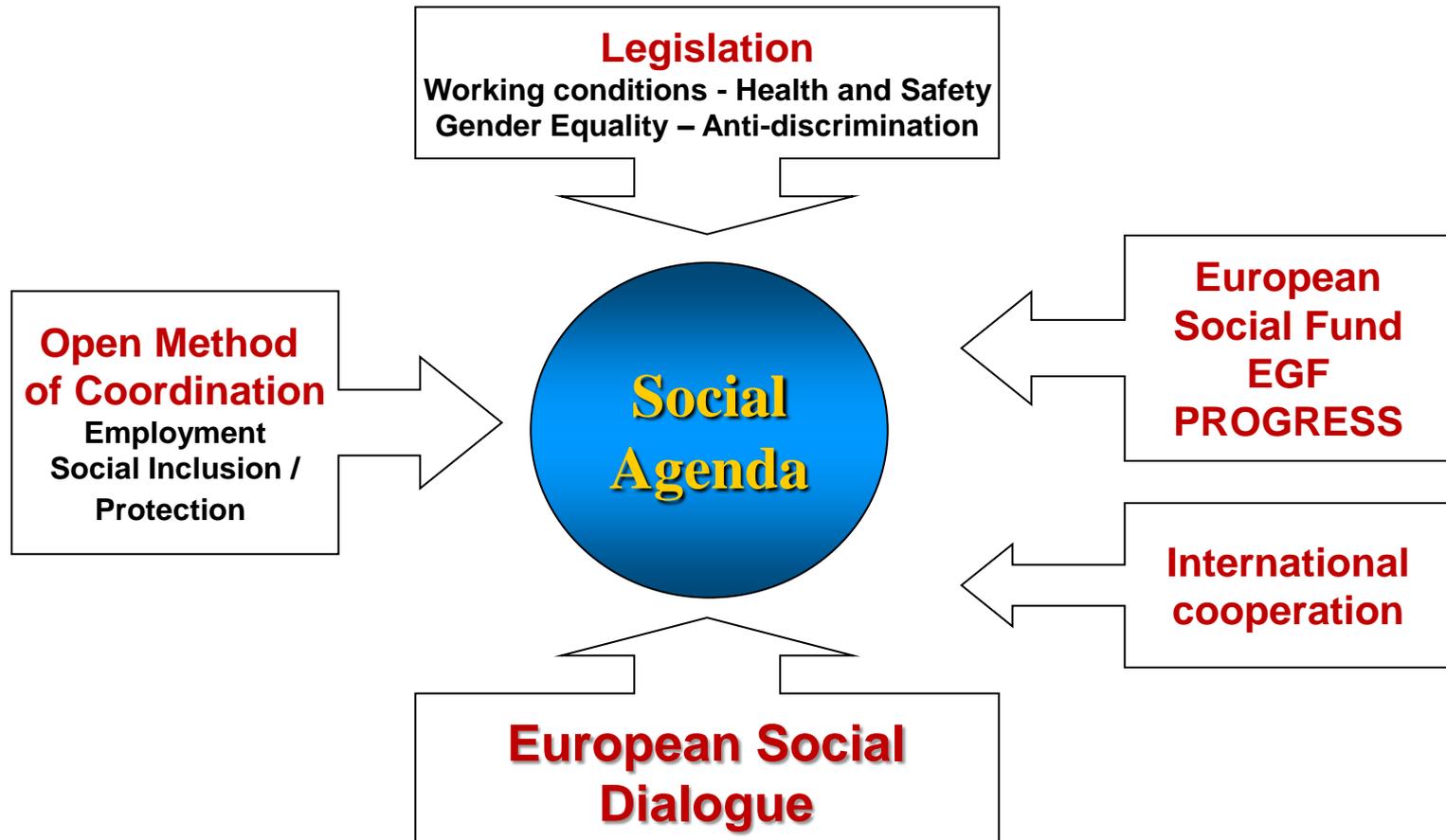
European Centre of Enterprises with Public Participation and of Enterprises with General Economic Interest

Treaty provisions

Treaty articles art. 154 and 155 TFEU

- ❖ Consultation of the social partners in the social field (definition of social field in art.153)
- ❖ Two-stage consultation (on “possible direction” and “content” of future Union action)
- ❖ Possibility to enter negotiations and to conclude an agreement replacing Union action
- ❖ Two options regarding implementation

EU Employment & Social policy instruments



EU cross-industry social dialogue results

from 1996 to 2011

7* Framework agreements

- Agreements on **parental leave**, 14 December 1995* + 18 June 2009*
 - Directive 96/34/EC of 3 June 1996
 - Directive 10/18/EC of 8 March 2010
- Agreement on **part time work**, 6 June 1997
 - Directive 97/81/EC of 15 December 1997
- Agreement on **fixed term contracts**, 19 March 1999
 - Directive 99/70/EC of 28 June 1999

- Agreement on **telework**, 16 July 2002 > Implementation by SP
- Agreement on **work-related stress**, 8 October 2004 > Implementation by SP
- Agreement on **harassment and violence at work**, 21 April 2007 > Implementation by SP
- Agreement on **inclusive labour markets**, 25 March 2010 > Implementation by SP

Example of Framework agreement

PARENTAL LEAVE

- **Signed in 1995, revised in 2009**
 - ❖ First time a framework agreement was revised

- **EU Directive 2010/18/EEC of 18 March 2010**
 - ❖ Implementation period of two years

- **Main points of the agreement**
 - ❖ Reconciling professional and family responsibilities
 - ❖ Promoting equal opportunities and treatment between men and women
 - ❖ FA covers all categories of workers
 - ❖ The length of parental leave increased from 3 to 4 months
 - ❖ 1 month non transferrable
 - ❖ Role of income is acknowledged
 - ❖ Specific conditions to parents of children with disabilities or long-term illness
 - ❖ Notice periods to be determined at national level
 - ❖ Diverse family structures are recognised
 - ❖ Flexible working arrangements

Example of autonomous FA

INCLUSIVE LABOUR MARKETS

- **Signed on 25 March 2010**

- ❖ Implementation in accordance with procedures and practices specific to management and labour
- ❖ 3 years to be implemented

- **Main points of the agreement**

- ❖ Promote inclusive labour markets, maximise the full potential of Europe's labour force , increase employment rates, improve job quality, including through training and skills development
- ❖ FA covers those persons who encounter difficulties in entering, returning to or integrating into the labour market and those who, although in employment, are at risk (IN) of losing their job
- ❖ FA does not focus on specific groups.
- ❖ Common understanding of factors encouraging or discouraging labour market participation: contextual; work-related; individual
- ❖ Common assessment of obstacles to the full integration of individuals
- ❖ Availability of information; recruitment methods; learning opportunities; shared responsibilities; work-life balance
- ❖ Finding solutions: building awareness; cooperation with "third sector" and in education and training systems; implementing effective recruitment methods and induction policies; individual competence development plans; improve transparency and transferability

EU cross-industry social dialogue results

from 1996 to 2011

▪ **2 Framework of actions**

- ❖ Framework of actions on the lifelong development of competencies and qualifications, 14 March 2002
- ❖ Framework of actions on gender equality, 22 March 2005

▪ **Report on joint work on ECJ rulings in the Viking, Laval, Rüffert and Luxembourg cases**, 19 March 2010

▪ **Joint Labour Market Analysis**, 18 October 2007

- More than **50 other joint documents**: reports, recommendations, declarations, opinions, compendia of good practices, etc.

Example of Framework of Actions

FRAMEWORK OF ACTIONS ON GENDER EQUALITY

- **Signed in 2005**
 - ❖ 4 years implementation period
 - ❖ 3 annual implementation reports (2006, 2007, 2009)
 - ❖ 1 final evaluation report (2009)

- **Four priorities**
 - ❖ Addressing gender roles
 - ❖ Promoting women in decision-making
 - ❖ Supporting work-life balance
 - ❖ Tackling the gender pay gap

- **Final implementation report (2009)**
 - ❖ Introduction
 - ❖ Analysis of the actions taken from 2005 to 2009
 - ❖ Future perspectives

Example of other joint documents

JOINT ANALYSIS ON THE KEY CHALLENGES OF EUROPE'S LABOUR MARKETS

- **Adopted in October 2007**
- **Contribution of SPs to the Flexicurity debate at EU level**
- **Joint recommendations of SPs to public authorities at EU and national levels**

- **Key areas of focus:**
 - ❖ Active Labour Market policies and economic policies
 - ❖ Social protection, cohesion, and inclusion
 - ❖ Labour regulation and industrial relations
 - ❖ Flexicurity

Example of other joint documents

JOINT STATEMENT ON THE EUROPE 2020 STRATEGY

- **Adopted in June 2010**
- **Main objectives:**
 - ❖ Improving competitiveness
 - ❖ Maintaining social cohesion
- **Policy Priorities:**
 - ❖ Combining exit and entry strategies
 - ❖ Promoting the knowledge triangle (education, research, innovation)
 - ❖ Employment and social policies
 - ❖ A supportive public environment and access to high-quality, affordable and effective public services
- **Governance and procedures:**
 - ❖ Seeking the appropriate European framework for the implementation of structural reforms in Member States
 - ❖ Monitoring progress and alerting (guidelines, recommendations, financial framework)

EU cross-industry social dialogue results

Work Programmes

- ❖ 2003-2005
- ❖ 2006-2008
- ❖ 2009-2010

Four Integrated Programmes of the EU Social Partners

- ❖ **Seminars capacity building on EU social dialogue**
 - ✓ Resource centres
 - ✓ Websites
 - ✓ Joint Translation Fund
 - ✓ Training & Mentoring
 - ✓ 2nd level trainings on social dialogue
 - ✓ Seminars on demand / Twinnings
- ❖ **Study on restructuring EU 27**
- ❖ **Study on Flexicurity**
- ❖ **Study on Climate Change**
- ❖ **Study on Social Dialogue**

<http://resourcecentre.etuc.org/>

ETUC :: Resource Centre - Mozilla Firefox

File Edit View History Bookmarks Tools Help

http://resourcecentre.etuc.org/

Most Visited Getting Started Latest Headlines

USO Unión Sindical Obrera - Igualdad UGT [Sindicato Unión General de T... Equality News » Equality » Congres... europea commission reconciliatio... ETUC :: Resource Centre

Resource Centre

European Trade Union Confederation (ETUC)

"The ETUC Resource Centre backs up trade union representatives on EU social dialogue developments"

| Sitemap | Contact | Search by subject by country Search in PDF files also Go

Home EU social dialogue Integrated Programme Resource Centre Links

20-28 - SDC adopted 2nd implementation report of the Framework Agreement on Harassment and Vi

» Home

* Latest news

- European Social Partners commitment on inclusive labour markets**
25.03.2010
- European Social Partners' revised agreement on parental leave: one extra month of parental leave**
18.06.2009

[View all news](#)

* Latest publications

- Capacity-building: SYNTHESIS REPORT - 2010 (Phase IV) TK**
30.01.2010
- Capacity-building: SYNTHESIS REPORT - 2010 (Phase IV) RO**
30.01.2010

[View all reports](#)

* Forthcoming seminars

Apr 2011						
Mo	Tu	We	Th	Fr	Sa	Su
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1
2	3	4	5	6	7	8

Today

* EU Social Dialogue

The European social dialogue is a fundamental element of the European social model that is formally recognised by the EC Treaty. It encompasses the discussions, consultations, negotiations and joint actions undertaken by the social partner organisations representing the two sides of industry (workers and employers). In particular, at Community level, workers are represented by the European Trade Union Confederation (ETUC) and European employers are represented by three different organisations: the Confederation of European Business (BUSINESSEUROPE formerly UNICE), the European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP) and, following a cooperation agreement signed in 1998, the European Association of Craft Small and Medium-Sized Enterprises (UEAPME), which participates in the social dialogue as a member of the BUSINESSEUROPE delegation.

Briefly, the involvement of the social partners at the European level can be distinguished in three different types of activities: 1) tripartite consultation, which takes place between the social partner organisations and the European public authorities; 2) consultation of the social partners, in the spirit of Article 154 of the Treaty and 3) the European social dialogue, which is the name given to the bipartite work of the social partners, whether or not it stems from the official consultations of the Commission based on Articles 154 and 155 of the Treaty.

Through this Resource Centre, the ETUC aims to provide information and practical assistance to social partner representatives (and especially trade union organisations) as well as practitioners in industrial relations on policy and legislative developments on European social dialogue. The Resource Centre has been developed under the framework of the **work programmes** of the European social partner organisations.

* Integrated Programme

Restructuring	Since 2004 the ETUC has been realizing so-called "Integrated Programmes" together with BUSINESSEUROPE, UEAPME and CEEP, co-financed by the European Commission. These Integrated Programmes aimed at addressing specific objectives objectives that the EU Social Partners had agreed in their work programmes through concrete activities and join projects.
Capacity building	
Climate Change	
Flexicurity	The Integrated Programmes consist of activities that are jointly or unilaterally managed in view to foster respective members' knowledge, understanding and involvement in the implementation of the EU social dialogue instruments and processes. The themes that

Done

FR 17:17 27/04/2011



[HOME](#)

[EU SOCIAL DIALOGUE](#) [FLEXICURITY](#) [CLIMATE CHANGE](#) [PROJECTS SOCIAL DIALOGUE](#) [RESTRUCTURING](#) [EU FINANCIAL SUPPORT](#)

LATEST NEWS

1 April 2011
Flexicurity final conference,
Brussels



USEFUL LINKS

[BUSINESSEUROPE](#)
[UEAPME](#)
[CEEP](#)
[ETUC](#)

[European Commission
DG EMPL](#)

[Eurofound - European
Foundation for the
improvement of living and
working conditions](#)

[EIRO - European Industrial
Relations Observatory](#)

EU SOCIAL DIALOGUE

Database of texts
and documents of
the EU social
dialogue

STUDY ON FLEXICURITY

The
implementation of
flexicurity and the
role of social
partners
(2010 - ongoing)

STUDY ON CLIMATE CHANGE

The employment
impact of climate
change policies
(2010 - ongoing)

PROJECTS ON THE SOCIAL DIALOGUE

- EU social dialogue seminar (2011)
- What are the social partners needs? (2003-2009)
- Competency development Package Tools

STUDY ON RESTRUCTURING

National studies on
social and
economic change
in EU Member
States
(2005-2010)

EU FINANCIAL SUPPORT

- On demand seminar fund;
- Translation fund;
- Mentoring programme;
- EU funding opportunities

ABOUT ERC

The Employers' Resource Centre has been created as a service to respond to the needs of employer federations. It provides information on the European Social Dialogue, on joint projects being undertaken by European Social Partners, and on financial opportunities for their members that exist.

You can find further information on how to fund your own projects, how to access funds to translate Social Dialogue agreements, and how to finance visits to Brussels for attending meetings, by clicking on the above links.

Concluding remarks

- **Existence of strong and independent social partners organisations with voluntary membership is a pre-condition for social democracy**
- **The (relatively new) context of EU 27**
- **Important results achieved since 1996, but time for reflexion**
- **Social dialogue and tripartite concertation must not be confused**
- **Autonomy of social partners must be respected**



THANK YOU!

Contacts



Ms Cinzia Sechi

ETUC

Bvd du Roi Albert II, 5
B-1210 Brussels

Tel: +32 (0)2 224 04 17

Fax: + 32 (0)2 224 04 54

Email: csechi@etuc.org



Mr Guillaume Cravero

BUSINESSEUROPE

Av. de Cortenbergh, 168
B-1000 Brussels

Tel: +32 (0) 2 237 65 92

Fax: +32 (0) 2 231 14 45

g.cravero@businessseurope.eu