

# Implementation and follow up of EU Social Dialogue instruments: ETUC study

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# Methodology & timing



# EU Social Dialogue instruments

## • IMPLEMENTATION

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

Autonomous  
agreements



## • FOLLOW-UP

- Framework of actions on the **lifelong development of competencies and qualifications**, 14 March 2002
- Framework of actions on **gender equality**, 22 March 2005
- Framework of actions on **youth employment**, June 2013

Framework  
of actions



## Results overview

### Replies from TUs of 24 EU and 2 EEA countries

- AT, BE, BG, CZ, CY, DE, DK, EL, ES, **EE**, **FI**, FR, HR, IE, IT, LU, LV, **NL**, PL, **PT**, RO, SE, SI, UK + *LI*, *NO*

### 37 ETUC confederations

- OEGB (AT), CSC/FGTB/CGSLB (*joint*) (BE), CITUB (BG) CMKOS (CZ), SEK (CY); DGB (DE), LO/FTF(DK), **EAKL (EE)**, GSEE (EL), UGT-E/CC.OO (ES), **SAK/STTK/AKAVA (*joint*) (FI)**, CFDT (FR), UATUC (HR), ICTU (IE), UIL/CGIL(\*) & CISL (IT), LANV (Liechtenstein), Secrétariat européen commun de l'OGBL et du LCGB (LU), LBAS (LV), **FNV (NL)** LO (NO), Solidarnosc (PL), **UGT/CGTP-IN (PT)**, BNS (RO), LO/TCO (SE), ZSSS (SI), TUC (UK)

### No reply 5 EU and 2 EEA

- HU, LT, MT, SK + *IS*, *CH*

## Results autonomous FA

Autonomous agreements implemented on average in **17** EU/EEA countries

Only 1/3 (12) EU countries and 1 EEA have implemented ALL FA agreements

- AT, CZ, DK, ES, FR, DE, IE, LU, LV, NL, SE, UK + NO

In two EU countries **NONE** of FA was implemented

- EE, RO

Implementation methods vary, depending on IR. High number of 'other' methods used

# Framework agreements implemented?

## Telework

- **YES 21** (AT, BE, BG, CZ, DE, DK, EL, ES, FI, FR, HR, IE, IT, LU, LT, LV, NL, PL, SE, SI, UK)
- **NO 2** (CY, RO)
- **Disagreement between SPs 2** (EE, PT)
- **No info yet 3** (HU, MT, SK)

## Stress at work

- **YES 17** (AT, BE, CY, CZ, DE, DK, ES, FI, FR, IE, IT, LV, NL, PL, PT, SE, UK)
- **NO 6** (BG, HR, LT, SI, EE, RO)
- **Disagreement between SPs 1** (LU)
- **No info yet 4** (EL, HU, MT, SK)

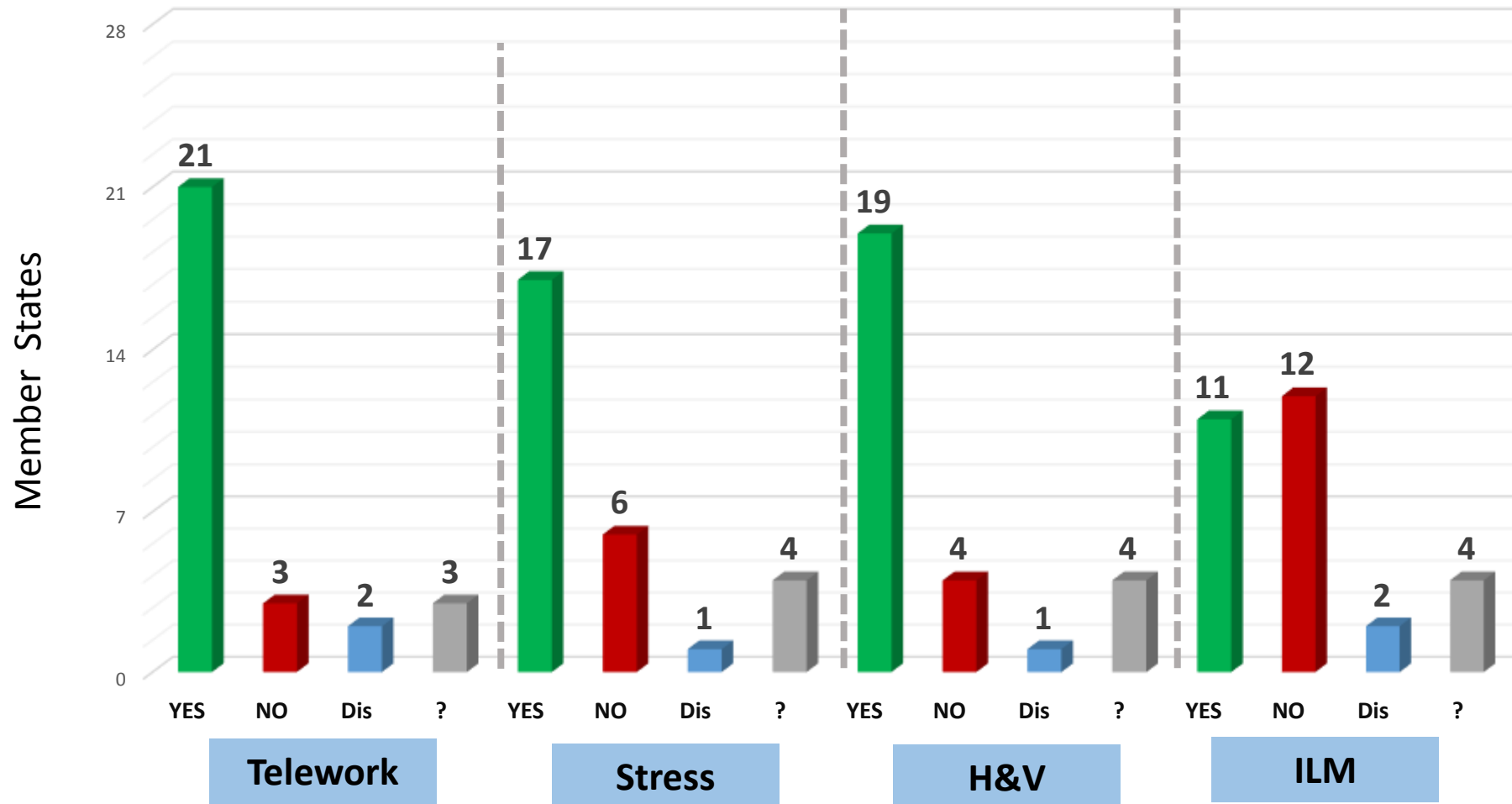
## Violence and harassment

- **YES 19** (AT, BE, CY, CZ, DE, DK, ES, FI, FR, HR, IE, LU, LV, NL, PL, PT, SE, SI, UK)
- **NO 4** (IT, EE, LT, RO)
- **Disagreement between SPs 1** (BG)
- **No info yet 4** (EL, HU, MT, SK)

## Inclusive Labour Market

- **YES 11** (AT, BE, , DE, DK, FI, FR, IE, LV, NL, SE, UK)
- **NO 12** (BG (partly), CY, CZ, EL, ES, HR, IT, LT (partly), LU, SI, EE, RO)
- **Disagreement between SPs 2** (PL, PT)
- **No info yet 3** (MT, HU, SK)

# Framework agreements implemented?



# Framework of actions follow up?

## Lifelong development of competencies and qualifications

- **Follow-up:** **YES 10**, Partly: **9**, **NO: 4** (BE, DE, EE, HR + LIE)
- **Priorities** mostly tackled: recognition and validation of competences and qualifications + information, support and advice

## Gender equality

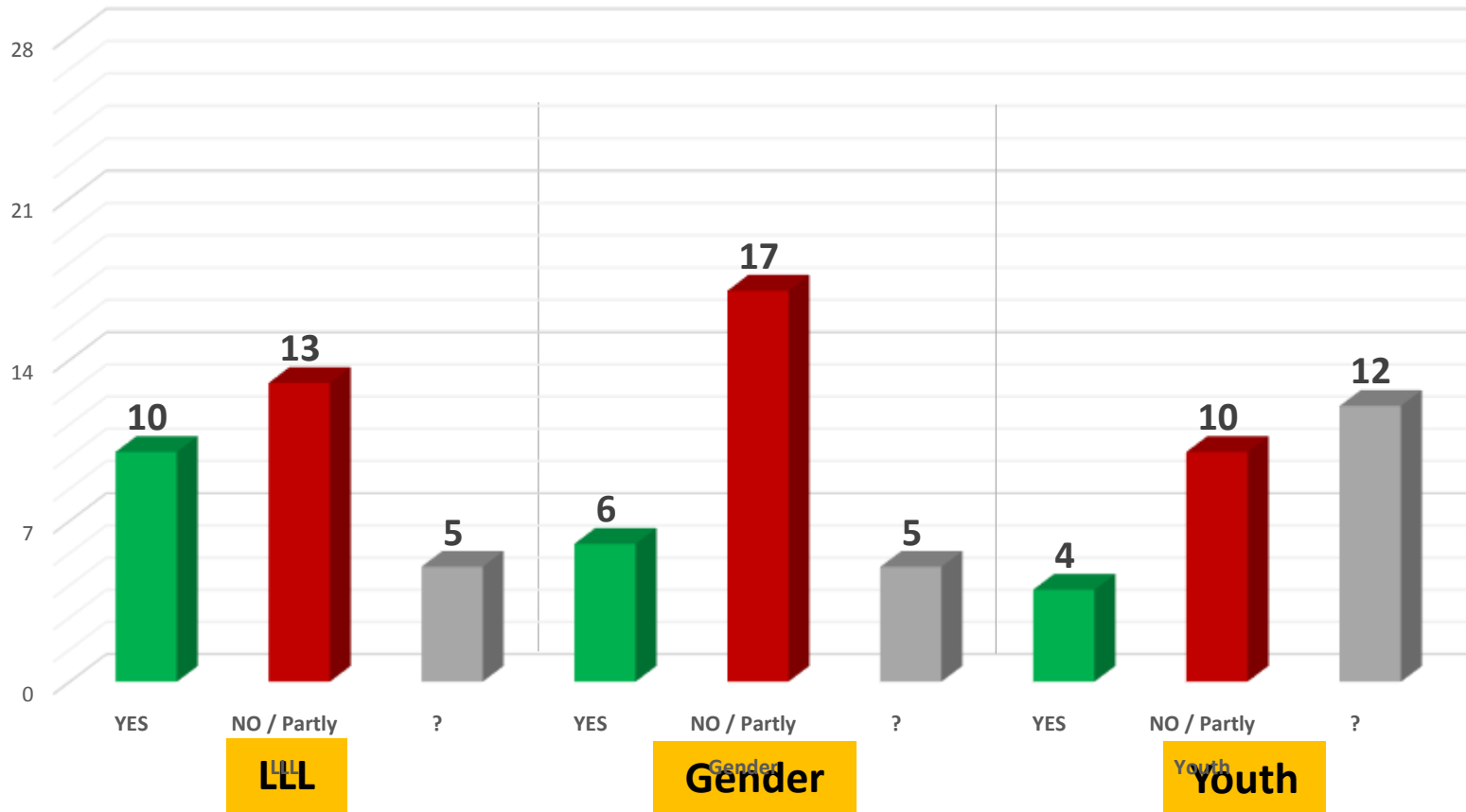
- **Follow-up:** **YES 6**, partly **15**, **NO 4** (BE, EE, HR, LU)
- All **priorities** being considered “moderately targeted”

## Youth employment

- **Follow-up:** **9 out of 21** respondents consider that (certain parts of) the framework of actions are followed-up
- **14** respondents report that it is still **too early** but that follow-up actions are launched or envisaged.
- The **priorities** “learning” and “transition” seem to be the ones most targeted



# Framework of actions follow-up?



Source: ETUC survey 2013-2015