The European Cross-industry Social Dialogue: *State-of-play*
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 Dialogue
Employers – Trade Unions

Cross-industry
"Val Duchesse"
Covering whole economy:
ETUC, BUSINESSEUROPE, UEAPME, CEEP

Sectoral
Covering 41 specific sectors of the economy

Tripartite Concertation
Tripartite Social Summit
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*
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 cross-industry social dialogue results

from 1996 to 2011

7 Framework Agreements

3 implemented as EU Directives:

- 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 (Directive 96/34/EC revised)
- Agreement on part time work, 6 June 1997
- Agreement on fixed term contracts, 19 March 1999
EU cross-industry social dialogue results

from 1996 to 2011

7 Framework Agreements

4 implemented by Social Partners:

- 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
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.
EU cross-industry social dialogue results

4 Work Programmes

- 2003-2005
- 2006-2008
- 2009-2010 (extended 2011)
- 2012-2014

5 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
- Resource Centre 2012
- New Integrated Programme (upcoming)
Thank you!

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The views expressed herein are those of the European Social Partners and can therefore in no way be taken to reflect the official opinion of the European Commission.