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

Seminar “Promoting and reinforcing the EU social dialogue”
25 – 26 June 2015, Paris, France

Cinzia Sechi, ETUC Advisor csechi@etuc.org
<table>
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<tr>
<th>Date</th>
<th>Event Description</th>
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<tr>
<td>Oct-Nov 2013</td>
<td>Survey sent to ETUC affiliates and Social Dialogue Committee members</td>
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<td>12 – 13 Dec</td>
<td>EU Social Partners joint Conference</td>
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<td>January 2014</td>
<td>Check and filling gaps</td>
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<td>20 Feb</td>
<td>Social Dialogue Committee meeting: first results presentation (trade unions only)</td>
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<td>9 April</td>
<td>EU Social Partners Conference on ILM agreement</td>
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<td>25 June</td>
<td>Social Dialogue Committee meeting: final results presentation, discussion &amp; follow-up (bilateral)</td>
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<td>July-ongoing</td>
<td>New Integrated Project of the EU Social Partners</td>
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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

**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

Autonomous agreements

Framework of actions
ETUC Survey
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/COTP-IN (PT), BNS (RO), LO/TCO (SE), ZSSS (SI), TUC (UK)

No reply 5 EU and 2 EEA

- HU, LT, MT, SK + IS, CH
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
ETUC Survey

Framework agreements implemented?

Telework

• **YES** 21 EU + 2 EEA
• **NO** 7 EU (CY, EE, LT?, MT?, PT, RO, SK) + 2 EEA (CH, LIE)

Stress at work

• **YES** 18 EU + 2 EEA
• **NO** 8 EU (BG, HR, EE, HU, LU, LT?, MT? RO, SK, SI) + 2 EEA (CH, LIE)

Violence and harassment

• **YES** 19 EU + 2 EEA
• **NO** 9 EU (BG, EE, EL, HU?, LT?, IT, MT?, RO, SK?) + 2 EEA (CH, LIE)

Inclusive Labour Market

• **YES** 14 EU + 1 EEA
• **NO** 14 EU (CY, EL, EE, ES, HR, HU, IT, LT?, MT?, PL, PT, RO, SI, SK?) + 3 EEA (IS, CH, LI)
ETUC Survey
Framework agreements implemented?

Source: ETUC survey 2013-2015
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
ETUC Survey

Framework of actions follow-up?

Source: ETUC survey 2013-2015