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

Seminar “Promoting and reinforcing the EU social dialogue”
20-21 May 2015, Athens, Greece

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### ETUC Survey

**Methodology & timing**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Oct-Nov 2013</td>
<td>• Survey sent to ETUC affiliates and Social Dialogue Committee members</td>
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<tr>
<td>12 – 13 Dec</td>
<td>• EU Social Partners joint Conference</td>
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<tr>
<td>January 2014</td>
<td>• Check and filling gaps</td>
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<tr>
<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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<tr>
<td>25 June</td>
<td>• Social Dialogue Committee meeting: final results presentation, discussion &amp; follow-up (bilateral)</td>
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<tr>
<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/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
ETUC Survey

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
<table>
<thead>
<tr>
<th>Topic</th>
<th>Yes</th>
<th>EU</th>
<th>EEA</th>
<th>No</th>
<th>EU</th>
<th>EEA</th>
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</thead>
<tbody>
<tr>
<td>Telework</td>
<td>21</td>
<td>2</td>
<td>0</td>
<td>5</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Stress at work</td>
<td>18</td>
<td>2</td>
<td>0</td>
<td>10</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Violence and harassment</td>
<td>17</td>
<td>2</td>
<td>0</td>
<td>11</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Inclusive Labour Market</td>
<td>14</td>
<td>1</td>
<td>0</td>
<td>14</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

- Yes: EU (country codes) + EEA (country codes)
- No: EU (country codes) + EEA (country codes)
- Partly: EU (country codes)
ETUC Survey

Framework agreements implemented?

Telework
Stress
H&V
ILM

Source: ETUC survey 2013-2015
ETUC Survey
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
ETUC Survey
Framework of actions follow-up?

Source: ETUC survey 2013-2015