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

Seminar “Promoting and reinforcing the EU social dialogue”
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## ETUC Survey

### Methodology & timing

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</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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<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
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
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** (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)
ETUC Survey

Framework agreements implemented?

Member States

Telework Stress H&V ILM

YES NO Dis ? YES NO Dis ? YES NO Dis ? YES NO Dis ?

3 2 3 6 4 4 1 4 1 11 12 2 4

0 7 14 21 28

21 17 19
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