



State of play of the European social dialogue

FYROM – MONTENEGRO - SERBIA

Belgrade 22-23/01/2015

Outline

General overview, actors
and outcomes of EU social
dialogue



Examples of EU SD
instruments

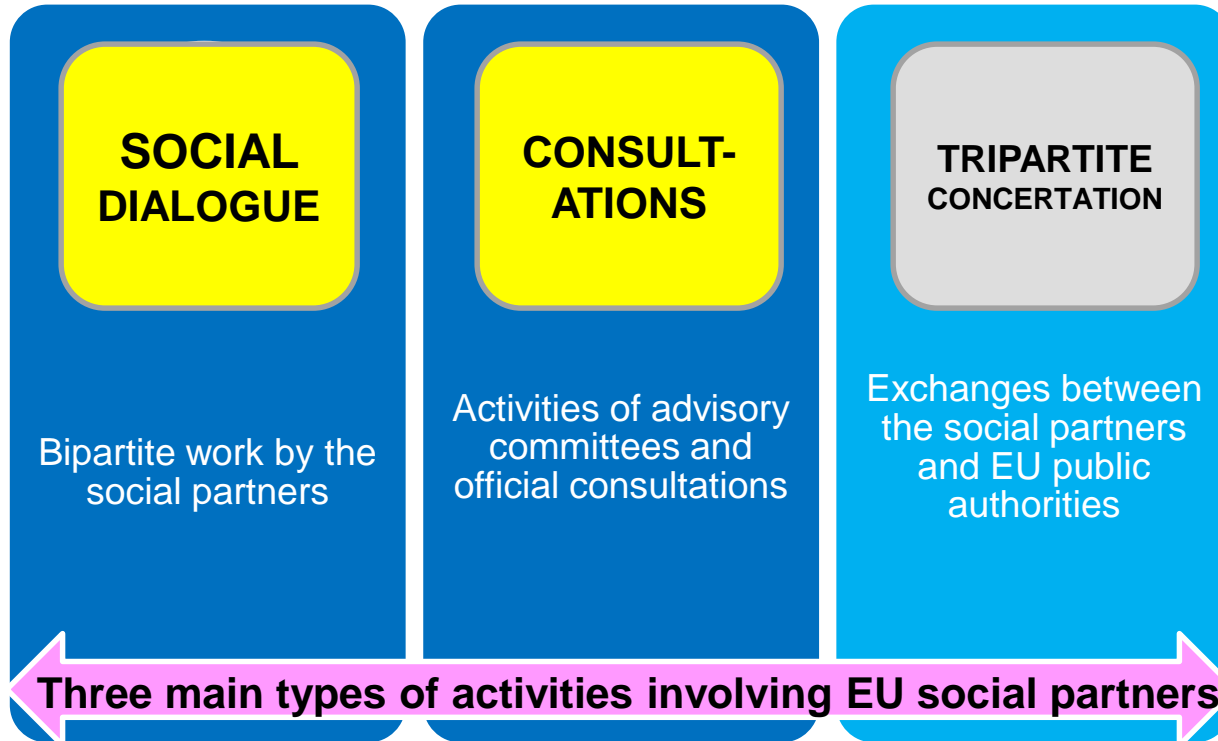


Budget lines



**GENERAL OVERVIEW
ACTORS
&
OUTCOMES**

EU Social Dialogue



Bipartite and tripartite social dialogue

Bipartite

Employers /
Trade Unions

- **Cross industry: covering the whole economy**
- **Sectoral: 43 SSDC**

Tripartite

Employers /
Trade Unions /
EU institutions

- **Tripartite Social summit**
- **Advisory committees**

Social partners at cross-industry level



Representing European workers

Established 1973




88 member organisations in **37** countries

10 European Trade Union Federations
Eurocadres (professional & managerial staff)
FERPA (retired & older people)

60 million workers (± 44% women)

Social partners at cross-industry level

Representing European employers

 The Confederation of European Business	 The European Centre of Employers and Enterprises providing Public services	 The European Association of Craft, Small and Medium-sized Enterprises
Established 1958	Established 1961	Established 1981
39 federations from 33 countries	Enterprises and authorities from the EU, Norway and Turkey (associated members) and several European associations (individual members)	Over 80 federations (40 full members and 42 associate members)
Advocating for growth and competitiveness	Public services providers employ 30% of the EU workforce	More than 12 million enterprises

EU cross-industry social dialogue results (1)

- 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
- Agreement on **part time work**, 6 June 1997
 - Directive 97/81/EC of 15 December 1997
- Agreement on **fixed term contracts**, 19 March 1999
 - Directive 99/70/EC of 28 June 1999

Transposed
via Directive



- 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



Implementation by Social Partners

EU cross-industry social dialogue results (2)

3 Framework of actions

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

More than **50 other joint documents**: reports, recommendations, declarations, opinions, compendia of good practices, etc.

- Joint declaration on EU social partners' involvement in the EU economic governance (2013)
- Joint declaration on EU Apprenticeships (2013)
- Joint statement on the Europe 2020 Strategy (2010)
- Joint letter on childcare (2008)

4 autonomous work programmes

5 integrated programmes (joint projects)

Four EU Social Partners' work-programmes



2003-2005



2006-2008



2009-2010



2012-2014

**Ongoing negotiations:
5th work programme; In-depth employment analysis**

**EXAMPLES
OF EU SOCIAL DIALOGUE
CROSS-INDUSTRY INSTRUMENTS**

FA on Parental Leave

Transposed via Directive



FA on Parental Leave - Content

Signed in 1995, revised in 2009

- **Implementation via Directive (EU Directive 2010/18/EEC of 18 March 2010)**
- **Implementation period of two years**
- **First time a framework agreement was revised**

Main points of the agreement

- Reconciling professional and family responsibilities
- Promoting equal opportunities and treatment between men and women
- FA covers all categories of workers
- The length of parental leave increased from 3 to 4 months
- 1 month non transferrable
- Role of income is acknowledged
- Specific conditions to parents of children with disabilities or long-term illness
- Notice periods to be determined at national level
- Diverse family structures are recognised
- Flexible working arrangements

FoA on Youth Employment



FoA on Youth Employment - **Content**

Signed in June 2013

- Three years follow-up period
- Yearly tables in 2014, 2015, 2016
- Final evaluation report to be adopted in 2017

Main points of the framework of actions

- Four priorities: I) **Learning**; II) **Transition**; III) **Employment**; IV) **Entrepreneurship**
- Promotion, actions and follow-up

BUDGET LINES

DG EMPL: 4 'social dialogue' budget lines

European Social Fund

DG EMPL lines:

Implemented in 2014 via **4 calls for proposals:**

- 1) **VP/2014/001**: Support for Social Dialogue
- 2) **VP/2014/002**: Information and training measures for workers organisations
- 3) **VP/2014/003**: information, consultation and participation of workers at company-level
- 4) **VP/2014/004**: improving expertise in the field of industrial relations

ESF support available for candidate countries

Concluding remarks

Existence of strong and independent social partners organisations with voluntary membership is a pre-condition for social democracy

Social dialogue and tripartite concertation must not be confused

Autonomy of social partners must be respected

Relevance of issues covered and acting responsibly

Thank you!