State of play of the European social dialogue

FYROM – MONTENEGRO - SERBIA
Belgrade 22-23/01/2015
General overview, actors and outcomes of EU social dialogue

Examples of EU SD instruments

Budget lines
GENERAL OVERVIEW
ACTORS
&
OUTCOMES
EU Social Dialogue

Three main types of activities involving EU social partners:

1. **SOCIAL DIALOGUE**
   - Bipartite work by the social partners

2. **CONSULTATIONS**
   - Activities of advisory committees and official consultations

3. **TRIPARTITE CONCERTATION**
   - Exchanges between the social partners and EU public authorities
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

<table>
<thead>
<tr>
<th>Organization</th>
<th>Year Established</th>
<th>Features</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Confederation of European Business</td>
<td>1958</td>
<td>39 federations from 33 countries, advocating for growth and competitiveness</td>
</tr>
<tr>
<td>The European Centre of Employers and Enterprises providing Public services</td>
<td>1961</td>
<td>Enterprises and authorities from the EU, Norway and Turkey (associated members) and several European associations (individual members), public services providers employ 30% of the EU workforce</td>
</tr>
<tr>
<td>The European Association of Craft, Small and Medium-sized Enterprises</td>
<td>1981</td>
<td>Over 80 federations (40 full members and 42 associate members), more than 12 million enterprises</td>
</tr>
</tbody>
</table>
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
Agreement on fixed term contracts, 19 March 1999

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
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 letter on childcare (2008)

4 autonomous work programmes

5 integrated programmes (joint projects)
Four EU Social Partners’ work-programmes

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 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
- 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**
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!