
Joint Conference “European social dialogue: achievements and challenges ahead”, Budapest 3-4 May 2011

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Social dialogue: a tool to ensure smooth functioning of labour markets

Three types of activities involving the social partners:

I. Social dialogue designates bipartite work by the social partners, whether or not prompted by the Commission’s official consultations based on articles 154 and 155 of the Treaty.

II. Consultation of the social partners designates the activities of advisory committees and official consultations in the spirit of articles 154 and 155 of the Treaty.

III. Tripartite concertation designates exchanges between the social partners and European public authorities.
Bipartite Dialogue
Employers – Trade Unions

Cross-industry
"Val Duchesse"
covering whole economy:
ETUC, BUSINESSEUROPE, UEAPME, CEEP

Sectoral
covering 40 specific sectors of the economy

Tripartite Dialogue
Social Summit

Bipartite and tripartite levels
## History

### Four main stages of development

<table>
<thead>
<tr>
<th>Period</th>
<th>Event</th>
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<tbody>
<tr>
<td>Before 1985</td>
<td>Formal/informal consultations of social partners</td>
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<tr>
<td>1985-1990</td>
<td>Emergence of bi-partite social dialogue (“joint opinion period”)</td>
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<td>1991-2001</td>
<td>Recognition of social dialogue in the Treaty and negotiations of agreements based on articles 138 and 139</td>
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<td>Since 2002</td>
<td>Social partners re-affirm their autonomy and adopt work-programmes for social dialogue</td>
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Representing European workers

European Trade Union Confederation;

- Established in 1973;
- 83 member organisations in 36 countries;
- 60m workers;
- 12 European Industry Federations;
- Eurocadres (professional & managerial staff);
- FERPA (retired & older people)

Representing European employers

BUSINESSEUROPE

- The Confederation of European Business
  - Established 1958;
  - 40 federations from 34 countries;
  - More than 20m companies.

UEAPME

- European Association of Craft, Small and Medium-sized Enterprises

CEEP

- European Centre of Enterprises with Public Participation and of Enterprises with General Economic Interest
Treaty provisions

Treaty articles art. 154 and 155 TFEU

- Consultation of the social partners in the social field (definition of social field in art.153)
- Two-stage consultation (on “possible direction” and “content” of future Union action)
- Possibility to enter negotiations and to conclude an agreement replacing Union action
- Two options regarding implementation
EU Employment & Social policy instruments

Social Agenda

Legislation
Working conditions - Health and Safety
Gender Equality – Anti-discrimination

Open Method of Coordination
Employment
Social Inclusion / Protection

European Social Informatics

European Social Fund
EGF
PROGRESS

International cooperation
EU cross-industry social dialogue results

from 1996 to 2011

7* Framework agreements

- 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 > Implementation by SP
- Agreement on work-related stress, 8 October 2004 > Implementation by SP
- Agreement on harassment and violence at work, 21 April 2007 > Implementation by SP
- Agreement on inclusive labour markets, 25 March 2010 > Implementation by SP
Signed in 1995, revised in 2009
- First time a framework agreement was revised

- Implementation period of two years

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
INCLUSIVE LABOUR MARKETS

- Signed on 25 March 2010
  - Implementation in accordance with procedures and practices specific to management and labour
  - 3 years to be implemented

- Main points of the agreement
  - Promote inclusive labour markets, maximise the full potential of Europe’s labour force, increase employment rates, improve job quality, including through training and skills development
  - FA covers those persons who encounter difficulties in entering, returning to or integrating into the labour market and those who, although in employment, are at risk (IN) of losing their job
  - FA does not focus on specific groups.
  - Common understanding of factors encouraging or discouraging labour market participation: contextual; work-related; individual
  - Common assessment of obstacles to the full integration of individuals
  - Availability of information; recruitment methods; learning opportunities; shared responsibilities; work-life balance
  - Finding solutions: building awareness; cooperation with “third sector” and in education and training systems; implementing effective recruitment methods and induction policies; individual competence development plans; improve transparency and transferability
EU cross-industry social dialogue results

from 1996 to 2011

- 2 Framework of actions
  - Framework of actions on the lifelong development of competencies and qualifications, 14 March 2002
  - Framework of actions on gender equality, 22 March 2005

- Report on joint work on ECJ rulings in the Viking, Laval, Rüffert and Luxembourg cases, 19 March 2010

- Joint Labour Market Analysis, 18 October 2007

- More than 50 other joint documents: reports, recommendations, declarations, opinions, compendia of good practices, etc.
Example of Framework of Actions

FRAMEWORK OF ACTIONS ON GENDER EQUALITY

Signed in 2005
- 4 years implementation period
- 1 final evaluation report (2009)

Four priorities
- Addressing gender roles
- Promoting women in decision-making
- Supporting work-life balance
- Tackling the gender pay gap

Final implementation report (2009)
- Introduction
- Analysis of the actions taken from 2005 to 2009
- Future perspectives
JOINT ANALYSIS ON THE KEY CHALLENGES OF EUROPE’S LABOUR MARKETS

- Adopted in October 2007
- Contribution of SPs to the Flexicurity debate at EU level
- Joint recommendations of SPs to public authorities at EU and national levels

Key areas of focus:
- Active Labour Market policies and economic policies
- Social protection, cohesion, and inclusion
- Labour regulation and industrial relations
- Flexicurity

Example of other joint documents
JOINT STATEMENT ON THE EUROPE 2020 STRATEGY

- Adopted in June 2010

- Main objectives:
  - Improving competitiveness
  - Maintaining social cohesion

- Policy Priorities:
  - Combining exit and entry strategies
  - Promoting the knowledge triangle (education, research, innovation)
  - Employment and social policies
  - A supportive public environment and access to high-quality, affordable and effective public services

- Governance and procedures:
  - Seeking the appropriate European framework for the implementation of structural reforms in Member States
  - Monitoring progress and alerting (guidelines, recommendations, financial framework)
EU cross-industry social dialogue results

Work Programmes

- 2003-2005
- 2006-2008
- 2009-2010

Four Integrated Programmes of the EU Social Partners

- Seminars capacity building on EU social dialogue
  - Resource centres
  - Websites
  - Joint Translation Fund
  - Training & Mentoring
  - 2nd level trainings on social dialogue
  - Seminars on demand / Twinnings

- Study on restructuring EU 27
- Study on Flexicurity
- Study on Climate Change
- Study on Social Dialogue
http://resourcecentre.etuc.org/
www.erc-online.eu

LATEST NEWS

1 April 2011
Flexicurity final conference, Brussels

USEFUL LINKS

EUROPESEUROPE
UEAPME
CEEP
ETUC

European Commission
DG EMPL

Eurofound - European Foundation for the improvement of living and working conditions

EIRO - European Industrial Relations Observatory

EU SOCIAL DIALOGUE
Database of texts and documents of the EU social dialogue

STUDY ON FLEXICURITY
The implementation of flexicurity and the role of social partners (2010 - ongoing)

STUDY ON CLIMATE CHANGE
The employment impact of climate change policies (2010 - ongoing)

PROJECTS ON THE SOCIAL DIALOGUE
- EU social dialogue seminar (2011)
- What are the social partners needs? (2003-2009)
- Competency development Package Tools

STUDY ON RESTRUCTURING
National studies on social and economic change in EU Member States (2005-2010)

EU FINANCIAL SUPPORT
- On demand seminar fund;
- Translation fund;
- Mentoring programme;
- EU funding opportunities

ABOUT ERC

The Employers’ Resource Centre has been created as a service to respond to the needs of employer federations. It provides information on the European Social Dialogue, on joint projects being undertaken by European Social Partners, and on financial opportunities for their members that exist.

You can find further information on how to fund your own projects, how to access funds to translate Social Dialogue agreements, and how to finance visits to Brussels for attending meetings, by clicking on the above links.
Concluding remarks

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

- The (relatively new) context of EU 27

- Important results achieved since 1996, but time for reflexion

- Social dialogue and tripartite concertation must not be confused

- Autonomy of social partners must be respected
THANK YOU!
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