The latest results of the European Social Dialogue

Seminar “Promoting and reinforcing the EU social dialogue”
17-18 November 2015, Helsinki, Finland
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
- 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

Transposed via Directive

Autonomous agreements

Implementation by Social Partners
Framework agreements

Autonomous framework Agreement on Inclusive Labour Markets

- Final implementation report adopted in September 2014 at the Social Dialogue Committee meeting

Parental leave Directive

- Monitoring report on the transposition to be published by the Commission: expected in 2015

Publication available online
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)
Framework of Actions

Framework of Actions on **Youth Employment**

- First follow-up report adopted in September 2014 at the Social Dialogue Committee meeting
- Second follow-up report adopted September 2015 at the Social Dialogue Committee meeting

Framework of Actions on **Gender Equality**

- “Toolkit for Gender Equality in Practice”

Web-based
Declarations, etc.

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

- (2008) Joint letter on childcare
- (2013) Joint tripartite declaration launching the European alliance for apprenticeships
- (2013) Joint declaration on EU social partners’ involvement in the EU economic governance
- (2015) In-depth employment analysis
NEW In-depth employment analysis

(Adopted: June 2015 - Autonomous work programme 2012-2014)

I. Introduction
II. Employment, investment, growth, competitiveness
III. Productivity, research and development, innovation, education and training
IV. Labour markets
V. Industrial relations
VI. Social protection and cohesion
VII. Demography

For each chapter: a number of recommendations aimed at the EU, Member States and social partners
Autonomous Work Programme

5 autonomous work programmes

- 2003-2005
- 2006-2008
- 2009-2010
- 2012-2014
- 2015-2017 new!
5th autonomous Work Programme (July 2015)

(Adopted: June 2015)

Our approach:

→ Contribute autonomously to policies affecting directly or indirectly employment and labour markets

→ Foster and strengthen the development of autonomous social dialogue across European countries

→ Act at bipartite and tripartite levels, taking possible European Commission upcoming proposals and initiatives as basis

→ Develop social partners’ role in the process of the European Semester
2015-2017 Joint Actions

1. Fostering active ageing and an inter-generational approach
2. Promoting better reconciliation of work, private and family life and gender equality to reduce the gender pay gap
3. Mobility and migration
4. Investment package and strengthening the industrial base in Europe
5. Skills needs in digital economies
6. Active Labour Market Policies
7. Fostering apprenticeships to increase youth employment
8. Committing to promote capacity building and better implementation outcomes
NEW Subgroup

*dedicated to better implementation outcomes*

In an EU which has enlarged to 28 Member States, implementation processes have highlighted some challenges that need to be overcome. The European social partners will **create a subgroup (with a geographical balance)** mandated to look into the follow-up and implementation of autonomous social dialogue instruments and propose supportive actions in order to **achieve better implementation outcomes and aiming at coverage in all member States.**

In addition, the European social partners are currently working on:

- An overview on the state of play of implementation of autonomous agreements in the 28 Member States.
- A new approach targeted at the 8-10 Member States where the implementation has been identified as insufficient.
Joint Projects (past and current)

- Seminars capacity building on EU social dialogue
- Seminars on Training & Mentoring, On Demand / Twinnings
- Mix of joint & separate events / initiatives
- Resource Centres, Websites, Translation Fund

Thematic projects (examples):

- Restructuring
- Flexicurity
- Skills, jobs / Greening of the economy
- Apprenticeships
- Active ageing
- Gender equality
FOCUS ON

Framework of Actions on Youth Employment

• Urgency of the situation
• Priority in our work programme 2012-14
• Four priorities: Learning, Transition, Employment, Entrepreneurship
• Long-term / Short-term approach
• Social partners actions
• Recommendations
• Dissemination
**FOCUS ON**

**Framework of Actions on Youth Employment**

- Translated into 10 languages: CZ, DE, DK, FR, HR, HU, IT, LV, PL, SE
- 1st follow-up report adopted Sept. 2014
  - Follow-up reports submitted by 17 MS out of 28
  - Several approaches: all priorities at once, one at a time, only some
- 2nd follow-up report adopted Sept. 2015
  - Follow-up reports submitted by 21 MS out of 28
  - Collective agreements used to find solutions
  - Sectoral approach in apprenticeships and VET
  - Regional approach characterising intervention
  - Macro-economic situation continues to pose challenges
  - Role of European funding opportunities

NEW
FOCUS ON

Toolkit For Gender Equality In Practice

- Up to 100 initiatives
- 1 website (2 URL addresses)
- brochure in 24 EU languages
- 7 video interviews

And we’re regarding two options in the framework of this call...
FOCUS ON

Declaration SPs Involvement in EU Economic Governance

• 10 principles
• Focus on EU Semester
• Social dimension of the EMU
• Consultation prior to publication of the Annual Growth Survey
• Bi- and tri-partite dialogues
• Improvement of the functioning of the Social Dialogue Committee (new bipartite session)
Conclusions

The EU social dialogue delivers a number of outcomes with a variety of tools used to address issues at EU level.

Context of 28 Member States

Importance of coordination between European and national levels

Follow-up: New SPs Autonomous Work Programme

Follow-up: European Commission “New Start” for Social Dialogue
Thank you!

Resources:
http://resourcecentre.etuc.org/

Resources:
http://www.erc-online.eu