



# 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
  - 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*

# Framework agreements

## Autonomous framework Agreement on Inclusive Labour Markets

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

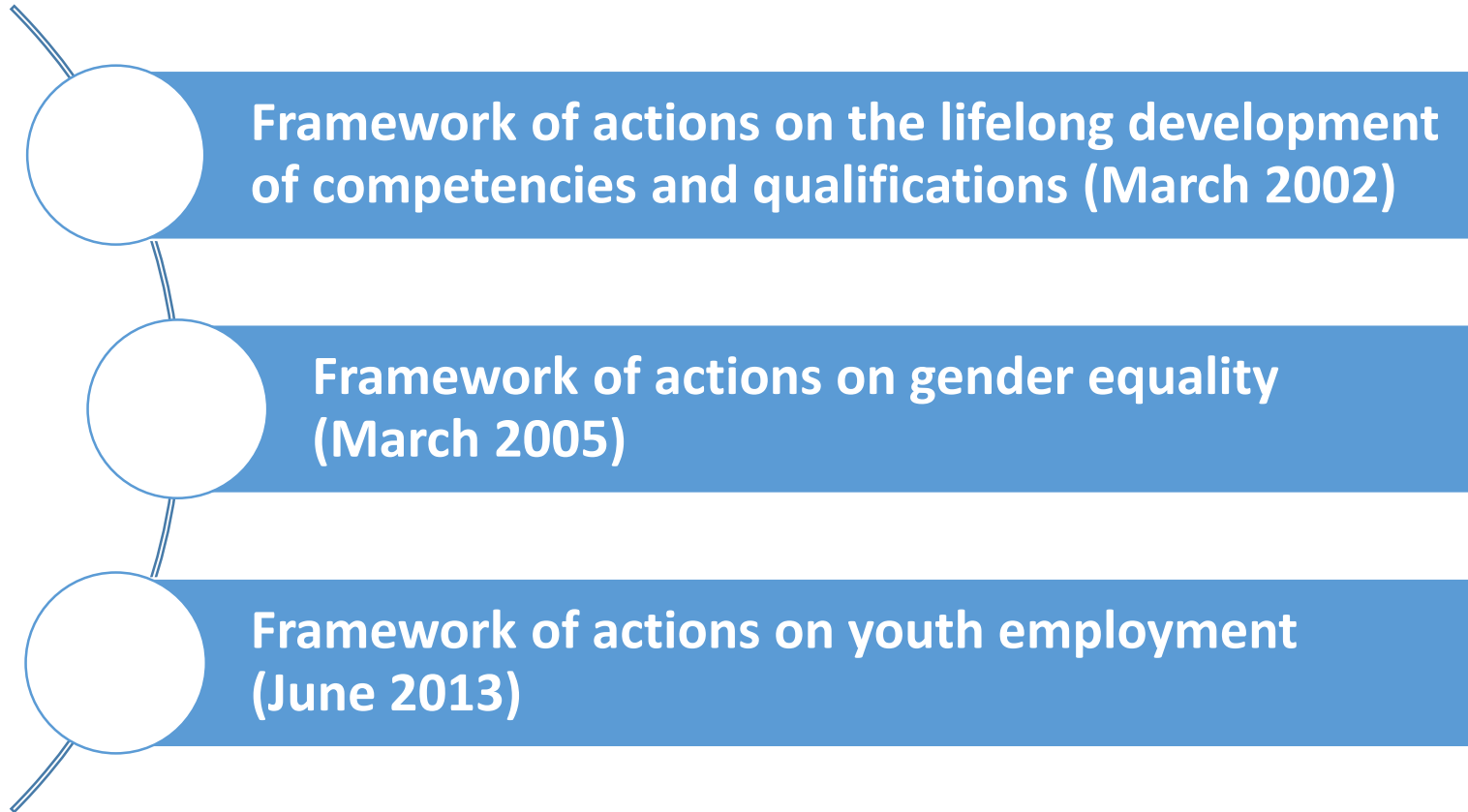
Publication  
available  
online

## Parental leave Directive

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

# Framework of Actions

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# 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**
- **(2010) Joint statement on the Europe 2020 Strategy**
- **(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!**



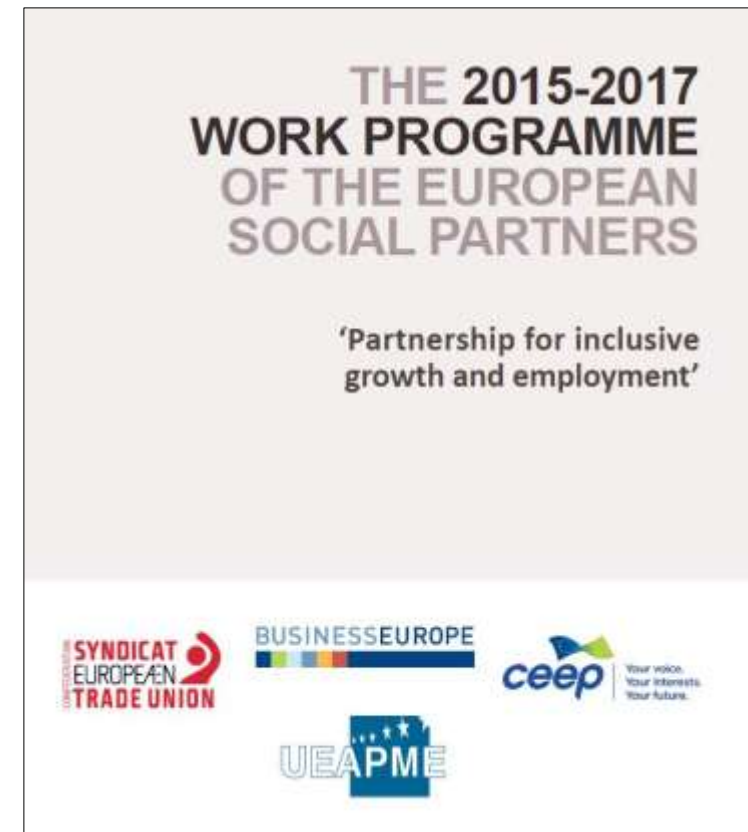


# 5<sup>th</sup> autonomous Work Programme (July 2015)

*(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

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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.**

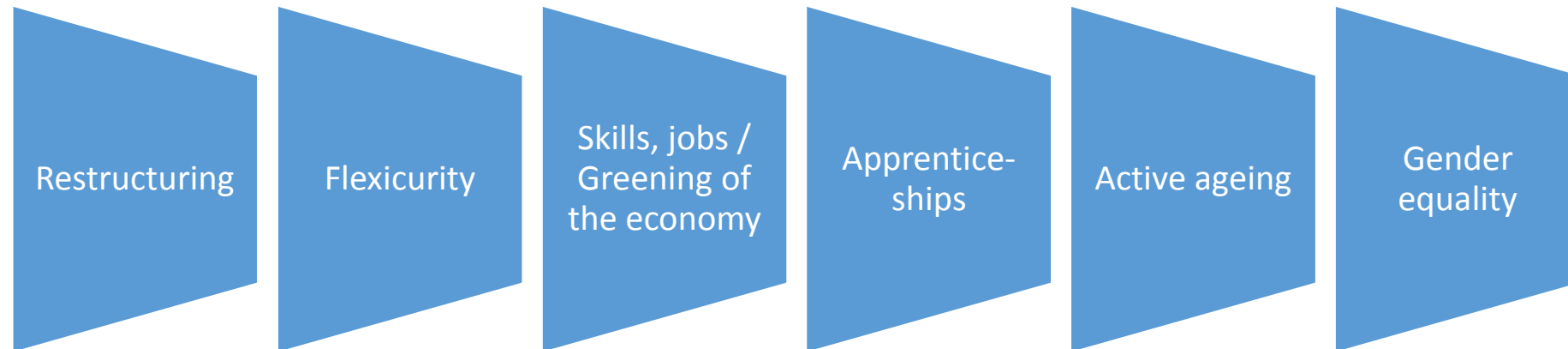
In addition, the European social partners are currently working on:

- 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

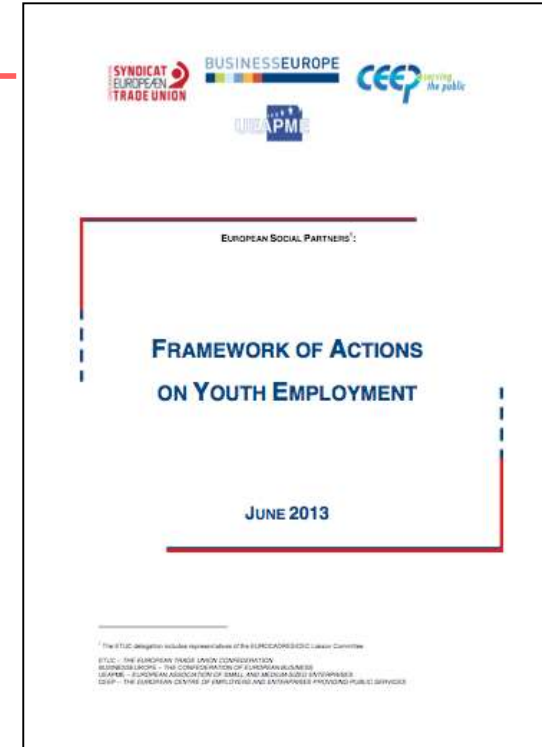
## Thematic projects (*examples*):



# FOCUS ON

## Framework of Actions on Youth Employment

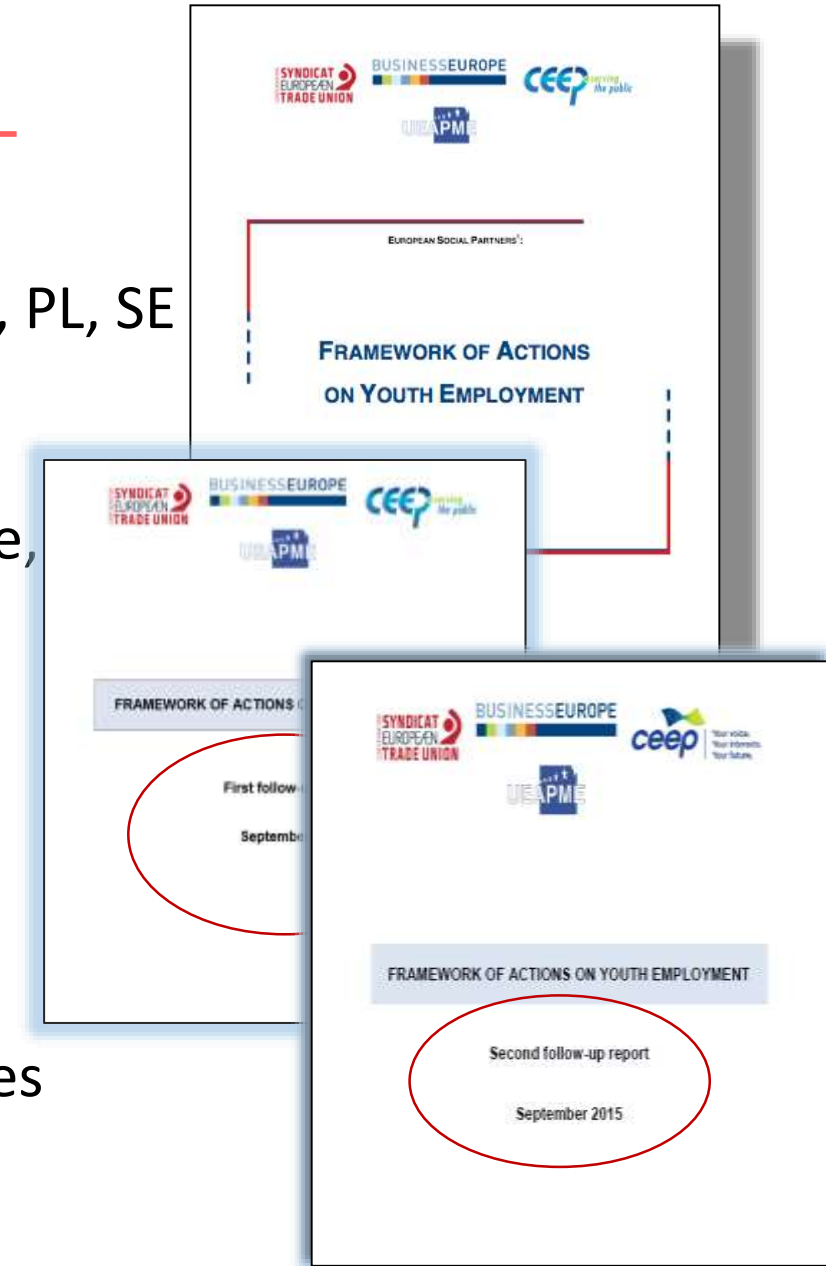
- Urgency of the situation
- Priority in our work programme 2012-14
- Four priorities: Learning, Transition, Employment, Entrepreneurship
- Long-term / Short-term approach
- Social partners actions
- Recommendations
- Dissemination



# 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



# 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



# 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.etcuc.org/>



Resources:

<http://www.erc-online.eu>

