



The latest results of the European Social Dialogue

*Seminar “Promoting and reinforcing the EU social dialogue”
16-17 December 2014, Warsaw, Poland*

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

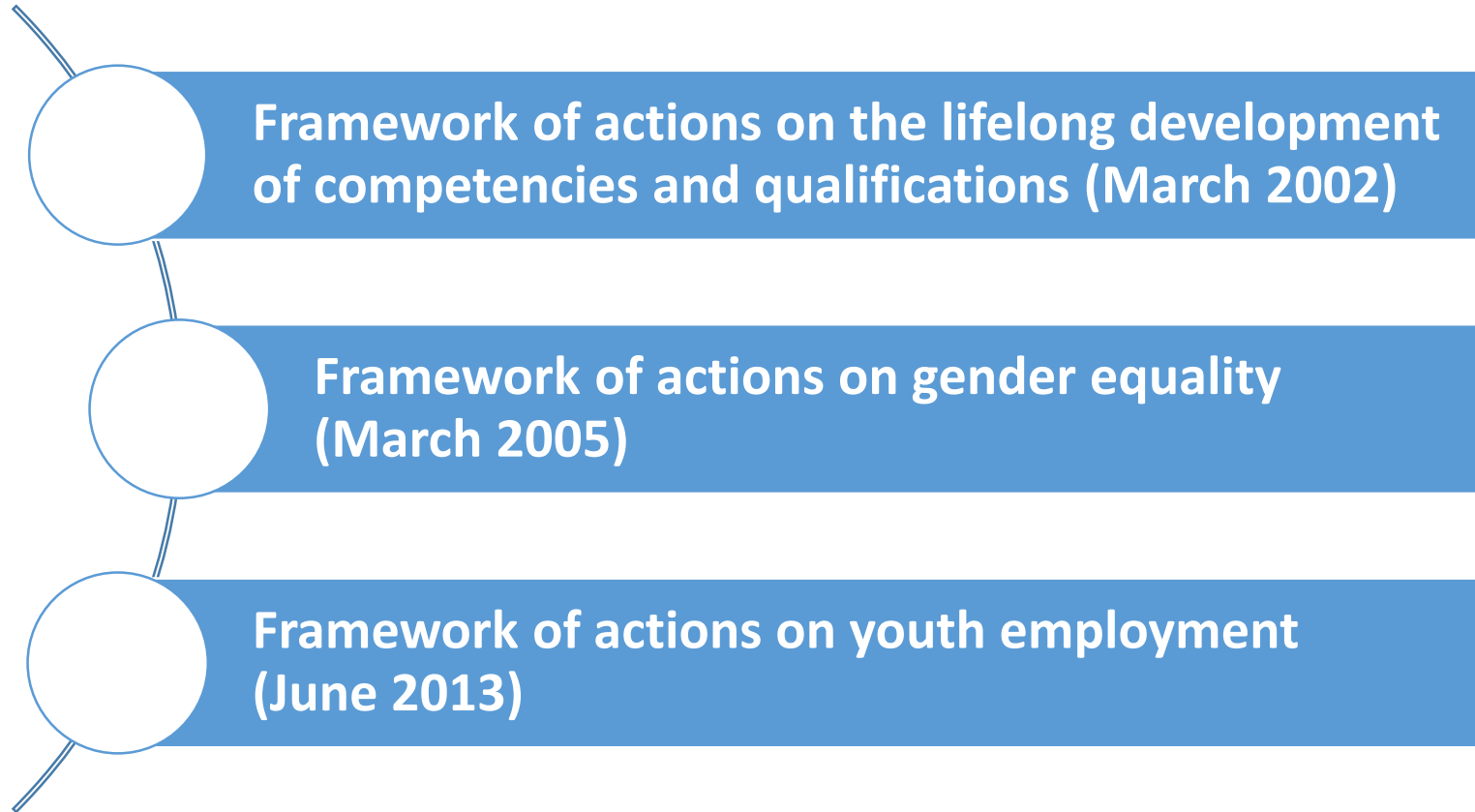
- Final implementation report adopted in September 2014 at the Social Dialogue Committee meeting

Publication
available
online

Parental leave Directive

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

Framework of Actions



Framework of Actions

Framework of Actions on Youth Employment

- First follow-up report adopted in September 2014 at the Social Dialogue Committee meeting
- Process is still on-going: second follow-up report expected September 2015

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 on EU Apprenticeships**
- **(2013) Joint declaration on EU social partners' involvement in the EU economic governance**

Autonomous Work Programme

4 autonomous work programmes

- 2003-2005
- 2006-2008
- 2009-2010
- 2012-2014

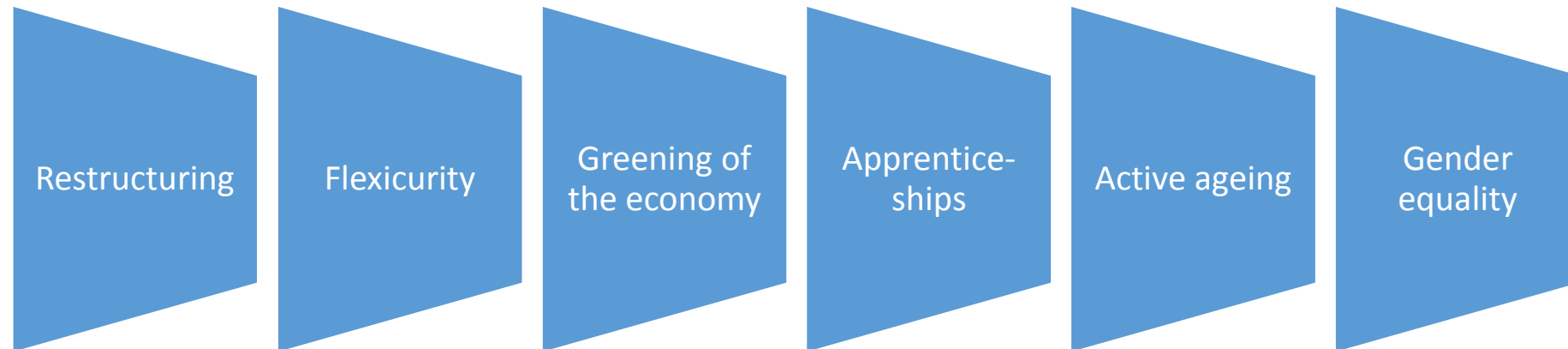


Ongoing negotiations In-depth employment analysis + 5th autonomous work programme

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

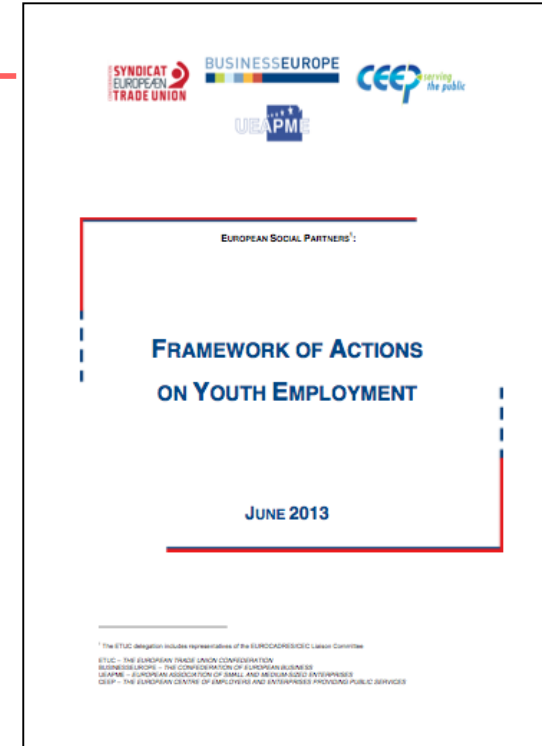
Thematic projects (*examples*):



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

- **1st implementation report**

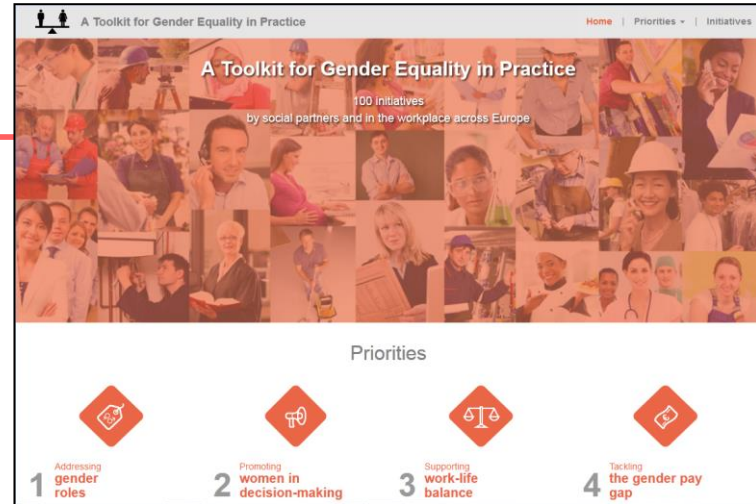
- ✓ Adopted by the Social Dialogue Committee (Sept. 2014)
- ✓ Follow-up reports submitted by 17 MS out of 28
- ✓ FoA text translated into 10 EU languages: Croatian, Czech, Dutch, French, German, Hungarian, Italian, Latvian, Polish and Swedish
- ✓ Several approaches: all priorities at once, one after the other, or only some
- ✓ A variety of partnerships & added value of social dialogue
- ✓ Significant European dimension, and actions needed at grass-roots level
- ✓ 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*)

SYNDICAT EUROPEEN TRADE UNION **BUSINESSEUROPE** **CEEP** serving the public **UEAPME**

SOCIAL PARTNER INVOLVEMENT IN EUROPEAN ECONOMIC GOVERNANCE

DECLARATION BY THE EUROPEAN SOCIAL PARTNERS

Introduction

The 2012-2014 European social partners' work programme highlighted the need to analyse the effects of European economic governance processes on social dialogue at EU and national levels. The aim is to define a shared vision on the consequences that the current debate on European economic governance will have on social dialogue at EU and national levels, and with the view to develop possible recommendations at the relevant levels.

The European social partners have an opportunity to address the need to promote growth and jobs, ownership of all the social partners, and to ensure that the European Council is led by the EMU, and will further explore the need to boost competitiveness, referred to the need to coordinate and monitor the European Council, in the next months possible measures to address the social dimension of the EMU.

In 1991, European social partners agreed on a policy. Twenty two years later, they believe that time is ripe to review the renewed EU economic governance.

Through this declaration, the European social partners, BUSINESS EUROPE, UEAPME, and CEEP, shape our future involvement in a series of recommendations.

There might be new developments in the future, their involvement and to coordinate.

Ten Principles

The European social partners highlight the following ten principles which should guide their involvement in EU economic governance.

- 1 The European social partners support Article 3 of the Treaty on European Union (TEU), which sets the objective of working for a highly competitive social market economy and Article 9 of the Treaty on the functioning of the European Union (TFEU) promoting "a high level of employment, the guarantee of adequate social protection, the fight against social exclusion, and a high level of education, training and protection of human health."
- 2 Social dialogue and well-developed industrial relations at all levels are a crucial element of the European social model and democratic government. Appropriate involvement of social partners in economic and employment policies is thus essential.
- 3 Articles 151-152 TFEU state, among others, the principle that the EU should facilitate social dialogue, respecting the autonomy of the social partners.
- 4 The decision on how to organise wage bargaining is a national competence. Wage negotiations are organised at different levels in European countries in line with different industrial relations traditions. Article 153.5 of the TFEU concerning social policy establishes that the issue of pay is out of the scope of EU competences. This should be taken into account by EU institutions, the European social partners and national governments.
- 5 Social dialogue can be a driving force for successful economic and social reforms. Social partners can raise awareness of the consequences of economic and social change on social systems and labour markets. They can also play a key role in putting in place the conditions that will stimulate job creation, notably by facilitating economic recovery and labour market and social inclusion.
- 6 The social dimension of the EMU should contribute to economic and social progress in the EU. This means that policies should be designed to be conducive to economic and social progress.
- 7 Involving social partners in the elaboration and implementation of policies affecting directly or indirectly employment and labour markets all along the different steps of the European semester is essential with the view of taking into account their position. Social partner consultations should be timely and meaningful, allowing the necessary analysis and proposals and fitting within decision making processes.
- 8 A transparent monitoring of employment performances and progress towards the Europe 2020 targets needs to be organised. The European social partners should here be involved in setting the relevant benchmarking indicators.
- 9 There is no need for new structures/mechanisms to involve social partners in European economic governance. Improvements could nevertheless be obtained through a better functioning and coordination as well as in some cases through adapting existing structures/mechanisms as suggested in this statement.
- 10 There needs to be a coherent process of consultation of national and/or European social partners by Governments at national level, and with the Commission/Council/Parliament at European level.

TRIPARTITE SOCIAL SUMMIT - 24-10-2013 Page 2 of 6

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

Expected: In-Depth Employment Analysis and 5th Autonomous Work Programme

High level event with social partners in 2015 (date TBC)

Thank you!



Resources:

<http://resourcecentre.etuc.org/>



Resources:

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