



CAPACITY BUILDING SEMINAR

“Promoting and reinforcing social dialogue”

North Macedonia – Montenegro – Serbia – Albania
Belgrade 24-25 October 2019

Outline

General overview, actors
and outcomes of EU social
dialogue



Examples of EU SD
instruments

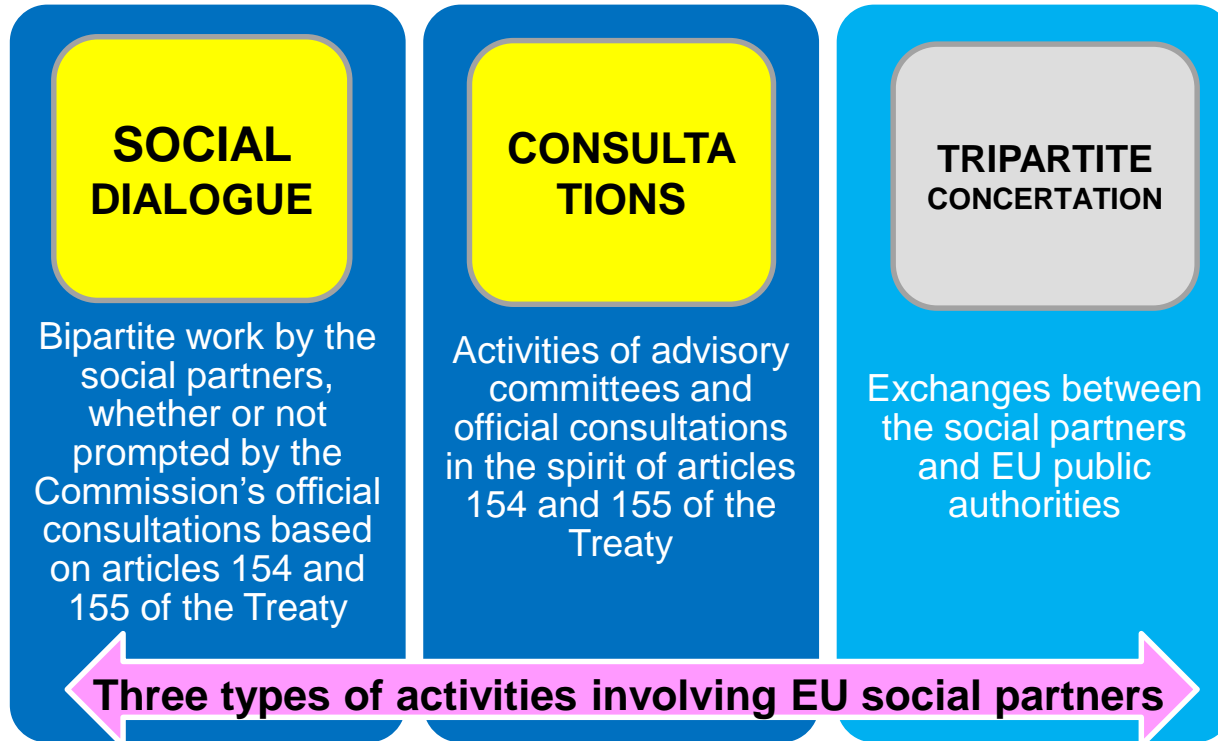


Budget lines



**GENERAL OVERVIEW
ACTORS
&
OUTCOMES**

EU Social Dialogue



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




90 member organisations in **38** countries

10 European Trade Union Federations
Eurocadres (professional & managerial staff)
FERPA (retired & older people)

45 million workers (± 44% women)

Social partners at cross-industry level

Representing European employers

 The Confederation of European Business	 The European Centre of Employers and Enterprises providing Public services	 The European Association of Craft, Small and Medium-sized Enterprises
Established 1958	Established 1961	Established 1981
40 federations from 35 countries	Enterprises and authorities from the EU, Norway and Turkey (associated members) and several European associations (individual members)	Over 80 federations (40 full members and 42 associate members)
	Public services providers employ 30% of the EU workforce	More than 12 million enterprises

Process

- ❖ Consultation of the social partners in the social field (definition of social field in art.153)

Treaty articles art. 154 and 155 TFEU

- ❖ 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 cross-industry social dialogue results (1)

- 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
- Agreement on **active ageing and an inter-generational approach**, 8 March 2017

Autonomous
agreements



Implementation by Social Partners

EU cross-industry social dialogue results (2)

3 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
- Framework of actions on youth employment, June 2013

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

- Joint recommendations on Employee Training (2018)
- Joint recommendations on ESF (2018)
- Quadripartite Statement on a “New Start for Social Dialogue” (2016)
- Joint declaration on EU social partners’ involvement in the EU economic governance (2013)
- Joint declaration on EU Apprenticeships (2013) + Joint Statement (2016)

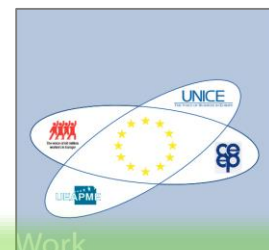
5 joint work programmes

6 Integrated programmes (joint projects)

EU Social Partners' work-programmes

6 autonomous work programmes

- 2003-2005
- 2006-2008
- 2009-2010
- 2012-2014
- 2015-2017
- **2019-2021**



6th autonomous Work Programme (2019-2021)

- 1. Negotiate** an autonomous framework agreement on **Digitalisation**
- 2. Create** a **dedicated working group** on improving labour markets and social systems
- 3. Undertake** a project on **innovation, skills, provision of and access to training.**
- 4. Address** **psycho-social aspects and risks at work**
- 5. Commit to promote** **capacity building** and better **implementation outcomes**
- 6. Analyse** the way in which a **circular economy** contributes to employment growth and/or transformation

**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

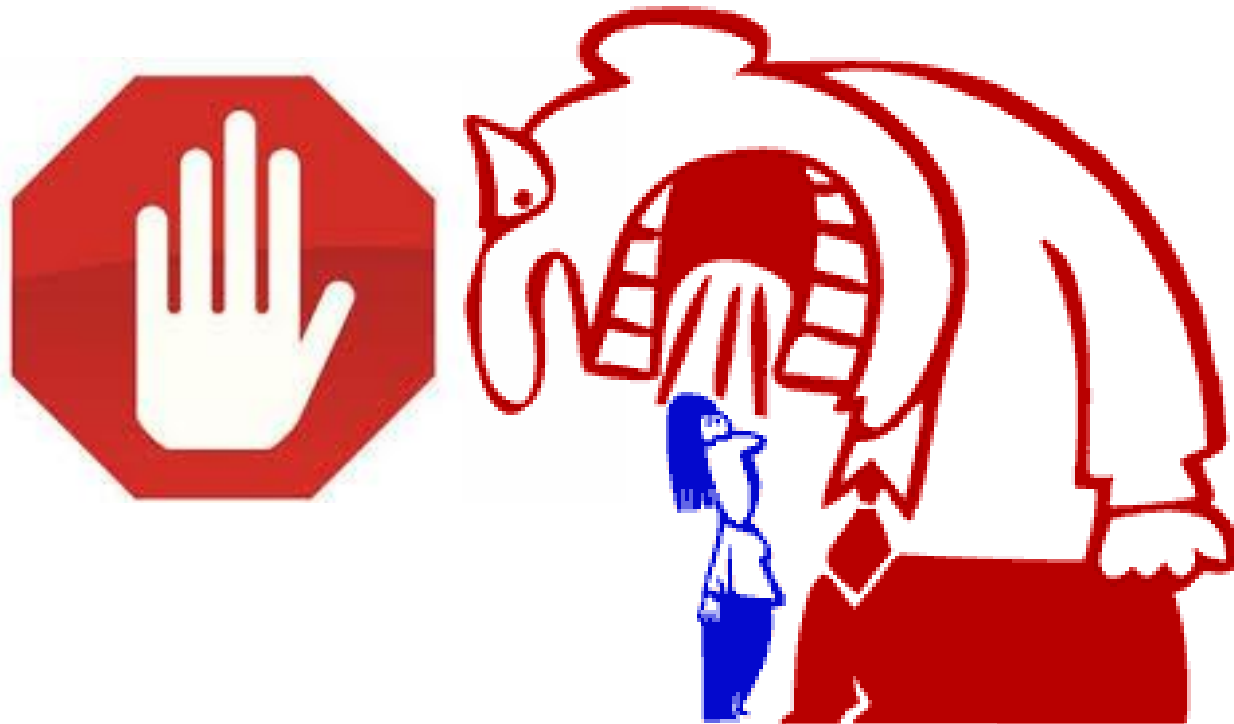
- **Implementation via Directive (EU Directive 2010/18/EEC of 18 March 2010)**
- **Implementation period of two years**
- **First time a framework agreement was revised**

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

FA on Harassment and Violence

Implementation by Social Partners



FA on Harassment & Violence - **Content**

Signed on 26 April 2007

- Implementation in accordance with procedures and practices specific to management and labour (art. 155 TFEU)
- Yearly tables in 2008, 2009, 2010
- Final implementation report adopted in 2011

Main points of the agreement

- H&V firmly condemned in all their forms – ZERO TOLERANCE
- H&V can potentially affect any workplace and any worker, but some sectors and groups more at risk
- H&V can take many different forms (physical, psychological and/or sexual)
- An obligation to prevent, identify and manage H&V at work (including third-party violence)

FA on H&V – Implementation tools

National cross-industry social partners' agreements

- **Overarching CA:** DK, FR, LV, LU, NL, NO, SW
- **Joint guidance:** AT, DK, IE, NO, SL, UK
- **Joint declaration/statement:** AT, CY, PL, SW
- **Integration into existing agreement:** DK (state sector, regions and municipalities); IT, SL

Sectoral SPs agreement

- CZ, NL, PT, ES

Company agreement

- CZ (guidelines for companies), DE (Deutsche Telekom), IT (Poste Italiane)

Assessment of existing legislation

- BE, CZ, DK, FI, IS, IR, IT, LV, NL, PO, SL

Complementary activities (research, training, events, communication tools)

- AT, CZ, DK, FI, IR, LV, NL, PT, SL, SW, UK

Impact at EU level

- **Multisectoral guidelines to tackle third-party violence** (EPSU, UNIEuropa, ETUCE, HOSPEEM, CEMR, EFEE, Eurocommerce, COESS); **Joint declaration** (Eurogas, EPSU, EMCEF); **EU project to stop third-party violence** (UNIEuropa-Eurocommerce); **EU Project** (ETUCE)

FoA on Youth Employment



FoA on Youth Employment - **Content**

Signed in June 2013

- Three years follow-up period
- Yearly tables in 2014, 2015, 2016
- Final evaluation report adopted in 2017

Main points of the framework of actions

- Four priorities: I) **Education**; II) **Transition**; III) **Employment**; IV) **Entrepreneurship**
- Promotion, actions and follow-up

BUDGET LINES

DG EMPL: 3 'social dialogue' budget lines

Implemented in 2018 via **4 calls for proposals**:

- 1) VP/2019/**001**: Support for Social Dialogue (TU projects must involve employers)
- 2) VP/2019/**002**: Information and training measures for workers organisations
- 3) VP/2019/**007**: information, consultation and participation of workers at company-level
- 4) VP/2019/**004** : improving expertise in the field of industrial relations

VP/2019/001 : Objectives

- Promoting Social Dialogue at cross-industry or sectoral level, and more particularly, developing European social dialogue in its different dimensions:
 - information exchange
 - consultations
 - negotiations
 - joint actions
- These projects can therefore include meetings to prepare EU social dialogue negotiations, but also follow-up activities to facilitate the implementation of agreements resulting from EU social dialogue.
- Examples of framework agreements: work-related stress (2004) harassment and violence at work (2007), Active Ageing and an Inter-generational Approach (2017).

VP/2019/002: Objectives

To support projects promoting **information and training measures for workers' organisations.**

These measures should strengthen the capacity of TUs to address, at EU/transnational level, issues such as:

- The European Pillar of Social Rights (20 principles)
- Anticipation and management of change and restructuring
- Health & safety, working conditions
- Youth employment
- Gender equality and equal opportunities
- Skills
- Mobility and migration

VP/2019/007: objectives

- Facilitating the implementation of EU law (the *acquis communautaire*) in matters of information and consultation rights of workers in national and multinational companies;
- Facilitating the establishment of worker representation bodies (EWCs, SEWCs, etc)
- Strengthening the role of worker representation bodies in the anticipation of corporate restructuring processes and the resolution of labour conflicts
- familiarising the actors represented at company level with Transnational company agreements

VP/2019/004 : Objectives

Improving expertise in the field of industrial relations, which includes the collection of information and practices, comparative studies, exchange of experiences and of knowledge on industrial relations systems, etc.

Priority will be given in particular to projects which contribute to the research and analytical products of the EU: 'Employment and Social Developments in Europe' report, etc.

'Social dialogue' budget lines: what kind of projects?

- **Pre-requisite:**

- Projects must have a clear **European dimension** and a strong link to industrial relations developments at EU-level.

- The purpose of these budget lines is to **stimulate social partners collaboration on a transnational level.**

- Novelty for 01 and 02 calls: a '**genuine involvement**' of a European-level Social Partner organisation, as a formal partner in the project:

- ETUC

- ETUFs (IndustriAll, UNI Europa, EPSU, EFFAT, etc...)

- BusinessEurope, SMEunited, CEEP

'Social dialogue' budget lines: what kind of projects?

- **Eligible project activities:**

- Transnational events (seminars, conferences, short trainings, workshops, expert working groups)
- Reports and studies (collection of information, questionnaires & interviews, case studies and analyses)
- Means of communication / dissemination (publications, websites, newsletters, e-tools, short video productions)

Concluding remarks

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

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

Relevance of issues covered and acting responsibly

Thank you!