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
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.

Activities of advisory committees and official consultations in the spirit of articles 154 and 155 of the Treaty.

Exchanges between the social partners and EU public authorities.

Three types of activities involving EU social partners.
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

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Established</th>
<th>Description</th>
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<tr>
<td>The Confederation of European Business</td>
<td>1958</td>
<td>40 federations from 35 countries</td>
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<tr>
<td>The European Centre of Employers and Enterprises providing Public services</td>
<td>1961</td>
<td>Enterprises and authorities from the EU, Norway and Turkey (associated members) and several European associations (individual members)</td>
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<td>The European Association of Craft, Small and Medium-sized Enterprises</td>
<td>1981</td>
<td>Over 80 federations (40 full members and 42 associate members)</td>
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<td>Public services providers employ 30% of the EU workforce</td>
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<td>More than 12 million enterprises</td>
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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
- Agreement on fixed term contracts, 19 March 1999

Autonomous agreements

- 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

Transposed via Directive

Implementation by Social Partners
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)
- Joint declaration on EU social partners’ involvement in the EU economic governance (2013)

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 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)
- 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
- 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.

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
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)
Existence of strong and independent social partners organisations with voluntary membership is a precondition for social democracy

Important results achieved since 1996, but time for reflection

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!