

European Social Dialogue Work Programme 2019-2021

Juliane Bir - ETUC Senior Advisor

Robert Plummer - BusinessEurope Senior Advisor



Six EU Social Partners' work-programmes



2003-2005



2006-2008



2009-2010



2012-2014



2015-2017



2019-2021

INTRODUCTION

“Social dialogue at all levels is particularly relevant for fair, responsible and effective labour markets”

- Social partners well-placed
 - To accompany the process of transformation of the economy
 - To design balanced measures and solutions that contribute to economic and social progress
- This WP supports the objectives of the 2016 quadri-partite statement on “A New Start for Social Dialogue” to strengthen social dialogue at European and national levels
- The 2019-2021 Work-Programme addresses six concrete and focused priorities
- The European social partners may decide to tackle other issues

Six Priorities

1 - DIGITALISATION

2 - IMPROVING THE PERFORMANCE OF LABOUR MARKETS AND SOCIAL SYSTEMS

3 - SKILLS

4 - ADDRESSING PSYCHO-SOCIAL ASPECTS AND RISKS AT WORK

5 - CAPACITY-BUILDING FOR A STRONGER SOCIAL DIALOGUE

6 - CIRCULAR ECONOMY

(1) Digitalisation

- In the world of work, digitalisation can be an opportunity and a challenge.
- The whole world, and particularly Europe, is currently facing a fundamental transformation in the world of work. Many aspects of the ongoing digitalisation process are not yet clear or understood.
- EU SPs Will organise a joint fact-finding seminar to explore different experiences relating to issues, such as the acquisition of digital skills, work organisation, including possibilities and modalities of connecting and disconnecting, and working conditions.

INSTRUMENT: *Fact-finding seminar and Autonomous Framework Agreement*



(2) Improving the performance of Labour Markets and Social Systems

- EU SPs will create a dedicated group reporting to the SDC reflecting on common themes jointly identified, taking into account the challenges highlighted in the semester process for mutual learning purposes.
 - In 2019, the two meetings will focus on:
 - 1) NEETs
 - 2) Active labour markets policies.
 - In 2020, two meetings will focus respectively on:
 - 1) Demographic challenges
 - 2) Child care
- *themes to be confirmed by the European social partners*

INSTRUMENT: *Dedicated working group*



(3) Skills

- A skilled workforce is one of the main assets of the European social and economic model.
- Rapid labour market changes such as the industry 4.0 revolution, digitalisation, social, demographic and environmental transitions and global challenges require joint actions on improving education and training systems.
- Social dialogue and collective agreements play an important role in the governance of training systems, in creating training opportunities and in improving the relevance and provision of employee training.
- The focus of the joint actions will be on innovation, skills, provision of and access to training.

INSTRUMENT: *Fact-finding seminar and joint project*



(4) Addressing Psycho-Social Aspects and Risks at work

- Psycho-social risks are among the most challenging and growing health and safety concerns at work. They impact not only workers but also companies and the society as a whole.
- Factors that can affect psycho-social aspects of health could be linked to work load, work content, working time, working conditions, communication or work organisation and others originating outside the working environment.
- A seminar will be organised aiming to refine a common understanding to support social partners in companies and sectors, to identify recent developments and main issues in relation with psycho-social risks at work.

INSTRUMENT: *Fact-finding seminar in view of reaching joint conclusions and identifying possible further joint actions*



(5) Capacity-Building for a stronger Social Dialogue

- Capacity building activities remain a priority for the European social partners.
- They recognise that in order for the European social dialogue to have a positive impact, much needs to be done to strengthen and support social dialogue at all levels.
- The sub group will continue its work on the basis of a renewed mandate, looking into both implementation of outcomes and the issue of capacity building.

INSTRUMENT: *Subgroup of the SDC +
Integrated Projects on Capacity Building*



(6) Circular Economy

- Moving towards a circular economy is a key requirement for decarbonising the European economy as well as to ensure EU's prosperity in a world where the competition to access natural resources will become more challenging.
- Such a shift implies significant changes in the technology used in many industrial processes as well as the uptake of new business models in many sectors. Even though the circular economy is a political priority for the EU, its consequences for the labour market are not well understood.
- The European social partners will organise a joint project to analyse the way in which a circular economy contributes to employment growth and/or transformation. A research report will be prepared by end of 2021.

INSTRUMENT: Joint Project



For more INFO – Please contact

ETUC - Ms. Juliane Bir

Boulevard du Roi Albert II, 5

B – 1210 Brussels

jbir@etuc.org

Tel: +32 2 22 40 418

BusinessEurope - Mr. Robert Plummer

Avenue de Cortenbergh 168

B – 1000 Brussels

r.plummer@businessseurope.eu

Tel: +32 2 23 76 575

CEEP – Mr. Guillaume Afellat

Rue des Deux Eglises 26

B – 1000 Brussels

guillaume.afellat@ceep.eu

Tel: +32 2 229 21 54

SMEunited - Ms Silke Van den Bogaert

Rue Jacques de Lalaing, 4

B – 1040 Brussels

s.vandenbogaert@smeunited.eu

Tel: +32 2 285 07 20