European Social Dialogue
Work Programme 2019-2021

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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
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
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
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