

THE 2015-2017 WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS

**'Partnership for inclusive
growth and employment'**

OVERVIEW OF MAIN RESULTS ACHIEVED

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Five EU Social Partners' work-programmes

WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS 2003-2005



INTRODUCTION

Concerned to play their role to the full, ETUC, CEEP and UNICE/UEAPME affirmed their intention to develop a work programme for a more autonomous social dialogue in the joint declaration to the Laeken European Council in December 2001.

Conscious that development of the European social dialogue presupposes strong involvement of national employer and trade union leaders, CEEP, UNICE/UEAPME and ETUC are pleased to present their work programme on the occasion of the social dialogue summit, in Brussels on 28 November 2002, bringing together the social partners of 30 European countries: the 15 Member States of the European Union, the 2 countries which constitute with them the European Economic Area and the 13 candidate countries.

This work programme, to be carried out over the years 2003, 2004 and 2005, is built on a spectrum of diversified instruments and comprises a balanced range of themes of common interest for employers and workers.


Wishing their work programme to make a useful contribution to the Lisbon European strategy, as well as to the preparation of enlargement, UNICE/UEAPME, CEEP and ETUC have decided to group their actions around three big priorities: **employment, mobility and enlargement.**

2003-2005



Work Programme of the European Social Partners 2006-2008

2006-2008



Work Programme of the European Social Partners 2009 - 2010

INTRODUCTION

and the labour committee EUROCADRES(CECI) reinforce their commitment to jointly address Europe's major social, economic and environmental challenges. This calls for an active role by the social partners at all levels alongside that of the public authorities. This Work Programme spells out the autonomous initiatives which the European Social Partners will undertake during 2009-2010.

The European social partners believe that this third work programme resulting from both the European integration and the globalisation processes. Moreover, the EU SP are aware of the new context created by the current financial and economic crisis and are ready to consider the short, medium and long term implications this will have on workers and employers. To foster sustainable development, the European social partners consider that Europe needs to restore economic growth, to improve competitiveness, productivity and job quality, to achieve full employment and social progress and to enhance environmental protection. In this context, they will seek to evaluate the appropriate mix of macro-economic and labour market policies, combine to discuss the measures and to reaching

2009-2010



WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS 2012-2014

OUR APPROACH

The European Union is living through the worst crisis of its history. After the financial crisis burst in 2008, a deep crisis is shaking several European states. European countries are increasingly facing difficulties in finding resources, and in adopting economic policies and necessary reforms to underpin growth and employment while ensuring the sustainability of public finances and social protection systems.

The challenges facing Europe in the coming years are immense. With more than 23.5 million unemployed in the EU, the EU unemployment rate is at its highest since the early 1990s. Reaching the 75% employment rate target set in the Europe 2020 strategy will require the creation of 17.6 million new jobs.

Europe can only succeed if sound macro-economic policies are put in place. At the same time, resources must be invested as a priority in sustainable growth-enhancing strategies.

In order to create more and better jobs, Europe needs well-functioning labour markets and a labour force with the necessary qualifications. The appropriate framework conditions must be established to ensure employment opportunities for all workers and to allow for the integration, retention and development of workers in European labour markets.

In this exceptional situation, BUSINESSEUROPE, UEAPME, CEEP, ETUC (and the labour committee EUROCADRES(CECI)) are put to a test. Our success will be measured in our capacity to put forward solutions notably to EU labour markets problems in order to contribute to growth, employment and social cohesion.

2012-2014

THE 2015-2017 WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS

'Partnership for inclusive growth and employment'



2015-2017

Social Partners' work-programmes 2015 -2017

Partnership for inclusive growth and employment

Our approach:

- **Contribute** autonomously **to policies** affecting directly or indirectly employment and labour markets
- **Foster** and **strengthen** the **development of autonomous social dialogue** across European countries
- **Act** at **bipartite and tripartite levels**, taking possible European Commission upcoming proposals and initiatives as basis
- **Develop social partners' role** in the process of the **European Semester**



Main issues in the current work-programme

1. Active ageing & Intergenerational approach

2. Work-life balance & Gender pay gap

3. Mobility & Migration

4. Investments & Industrial policy

5. Skills needs in digital economies

6. Active labour market policies

7. Apprenticeships

8. Capacity building

9. Other autonomous bipartite achievements

1. Active ageing & Intergenerational approach

Objectives

- **Negotiate** an **autonomous framework agreement** to foster **active ageing** and an inter-generational approach
- **Organise** a **joint fact-finding seminar** at the beginning of the negotiations to ensure that the various labour market situations across Europe are taken into account

Outcomes

- ✓ A **joint fact-finding seminar** organised on 9 February 2016
- ✓ **Negotiations** from March to November 2016
- ✓ A **Framework agreement on active ageing and intergenerational approach** officially signed 8 March 2017



1. Active ageing & Intergenerational approach



Content

- 1. Introduction**
- 2. Aims**
- 3. Description**
- 4. Social partners' tools, measures and actions**
 - *Strategic assessments of workforce demography*
 - *Health and safety at the workplace*
 - *Skills and competence management*
 - *Work organisation for healthy and productive working lives*
 - *Inter-generational approach*
- 5. Implementation and follow up**

Web: https://www.etuc.org/sites/www.etuc.org/files/press-release/files/framework_agreement_on_active_ageing_003.pdf

2. Work-life balance & Gender pay gap

Objectives

- **Agree** on **joint conclusions** promoting better **reconciliation** of work, private and family life and gender equality to reduce the gender pay gap
- **Organise** a **joint fact-finding seminar** to identify and promote leave, working arrangements and care facilities that benefit both employers and workers
- **Organise** an **exchange of national social partner practices and existing legislation** aiming to improve the knowledge base regarding equal pay between women and men

Outcomes

Format and content changed after the EPSR:

- ✓ Seminar on Childcare and Gender pay gap
- ✓ June 2018
- ✓ Seminar open to civil society and public authority
- ✓ Lobby exercise

3. Mobility & Migration

Objectives

- **Contribute** to Commission's and Council's efforts to develop a **mobility** package and renew the EU policy on **legal migration**
- Other joint actions going beyond will be **considered**

Outcomes

- × Partially addressed with mixed outcomes
- × **Mobility**: EC consultation on the mobility package but no specific bipartite actions due to strong divergences on the matter, especially on posting
- × **Migration**: joint statement on the refugee crisis at the March 2016 Tripartite Social Summit
- × "Labour Int" project promoting inclusion of asylum-seekers and refugees in the labour market (<http://www.labour-int.eu/>)

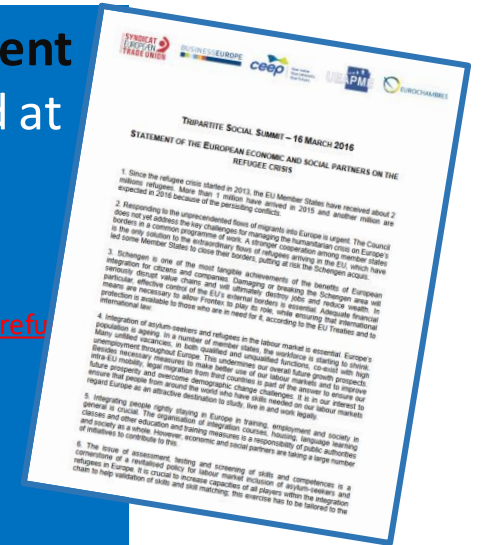
3. Mobility & Migration

Objectives

- **Contribute** to Commission's and Council's efforts to develop a **mobility** package and renew the EU policy on **legal migration**
- Other joint actions going beyond will be **considered**

Outcomes

- ✓ EU Social Partners **joint Statement** on the **refugees crisis** presented at the March 2016 Tripartite Social Summit
https://www.etuc.org/sites/www.etuc.org/files/press-release/files/14.03.16_final_eco_soc_partners_message_refu_crisis.pdf
- ✓ **Joint project "Labour Int"** promoting inclusion of asylum-seekers and refugees in the labour market <http://www.labour-int.eu/>



4. Investments & Industrial Policy

Objectives

→ **Highlight** the importance of **more public and private investments**, in order to reach an optimal growth, to boost job creation and to revive **EU industrial base**

Outcomes

- ✓ EU Social Partners **joint Statement on industrial policy** presented at the March 2016 Tripartite Social Summit https://www.etuc.org/sites/www.etuc.org/files/press-release/files/14.03.16_final_statement_industrial_policy.pdf
- ✓ **Joint letter** to Timmermans urging him to include an ambitious industrial policy strategy in the European Commission Work Programme for 2017 (TSS November 2016) https://www.etuc.org/sites/www.etuc.org/files/press-release/files/2016-10-18_businessseurope_and_etuc_letter.pdf



5. Skills needs in digital economies

Objectives

- **Improve skills development** to meet the needs of **digital** economies
- **Exchanges** will be organised in the context of the Social Dialogue Committee
- Further **analytical work** will be **considered** as part of the new Integrated Project

Outcomes

- ✓ EU Social Partners **joint Statement on digitalisation** presented at the March 2016 Tripartite Social Summit

https://www.etuc.org/sites/www.etuc.org/files/press-releases/files/11.03.16_final_draft_susp_message_digitalisation.pdf



- ✓ **Joint fact-finding seminar** (Berlin 14 February 2017)

<https://resourcecentre.etuc.org/joint-fact-finding-seminar-14-02-2017-berlin-140.html>



6. Active labour market policies

Objectives

→ **Exchange views** on the effectiveness and quality of **active labour market policies** in the context of the Social Dialogue Committee

Outcomes

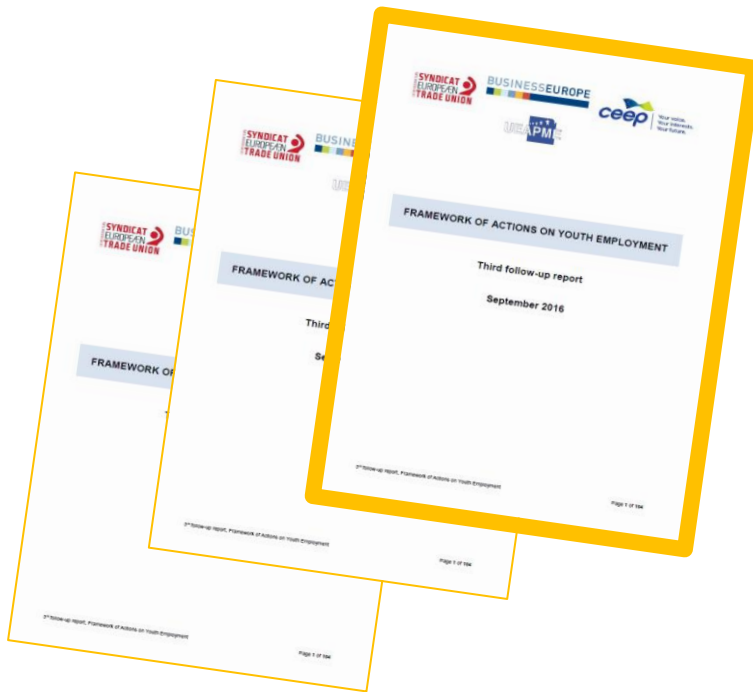
- **Exchange of views** at the Social Dialogue Committee (SDC)
- **On the effectiveness and quality of ALMPs** in order to facilitate transitions from unemployment to employment and towards more and better jobs.
- This discussion took place **in the bilateral meeting of the SDC** on the basis on concrete national examples.

7. Apprenticeships

Objectives

→ **Follow-up** until 2017 the 2013 Framework of Actions on **youth employment** at national level and organise in 2016 a conference on **apprenticeships**

Outcomes: Framework of actions on youth employment



- ✓ Adoption of **third follow-up report** (September 2016)
https://resourcecentre.etuc.org/spaw_uploads/files/3rd%20follow%20up%20report%20FoA%20Youth%20Sept%202016%20-%20Final.pdf
- ✓ **Joint stock-taking Conference** (Brussels, 20 June 2017)

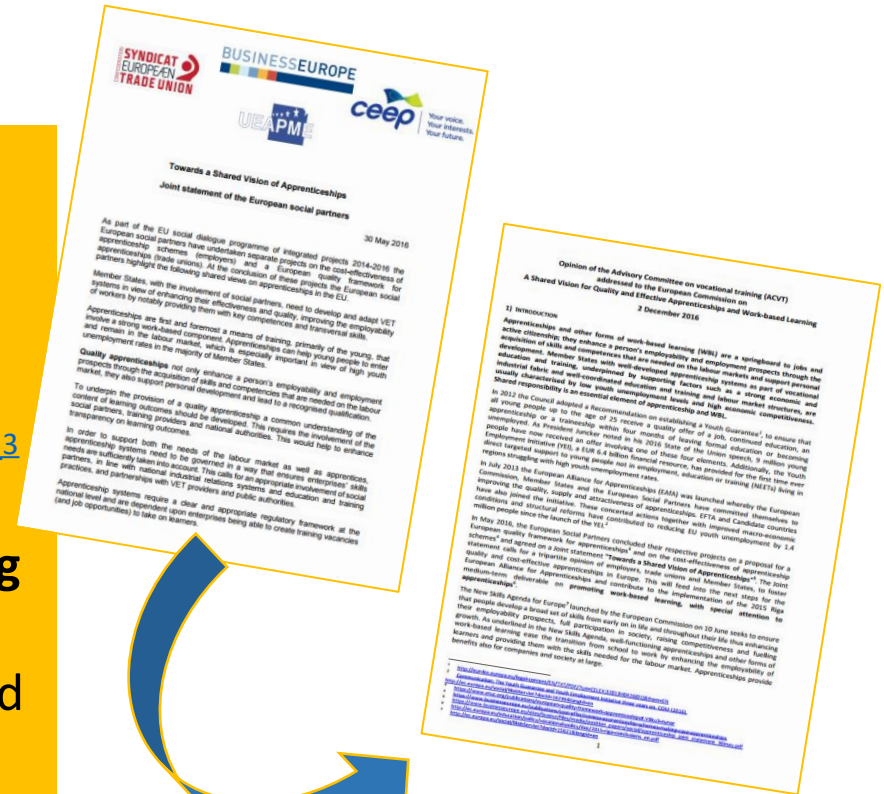
7. Apprenticeships

Objectives

→ **Follow-up** until 2017 the 2013 Framework of Actions on **youth employment** at national level and organise in 2016 a conference on **apprenticeships**

Outcomes: Apprenticeships

- ✓ **Joint Conference “Towards a shared vision of apprenticeships”** (26-27 May 2016)
- ✓ **Joint statement “Towards a shared vision of apprenticeships”** (May 2016)
https://www.etuc.org/sites/www.etuc.org/files/document/files/apprenticeship_joint_statement_30may.pdf
- ✓ **Opinion of the Advisory Committee on vocational training (ACVT) addressed to the European Commission on “A Shared Vision for Quality and Effective Apprenticeships and Work-based Learning”**



8. Capacity building

Objectives

- **Create** a **sub-group** mandated to look into follow-up and implementation of autonomous SD instruments. It will meet in the context of the SDC, report to it and propose supportive actions.
- Its effectiveness would be **assessed** after two years and **further supportive actions** could be **examined**

- **Develop orientations** aiming to achieve better implementation outcomes in the countries where progress is needed
- **Undertake** an **overview** on the state of play of implementation of autonomous agreements in the **28 Member States**
- **Undertake** a **new approach targeted at the 8-10 countries** where a lack of or sufficient implementation has been observed, including up to 5 **country visits**

8. Capacity building

Outcomes: Subgroup

- ✓ **Mandate** of the subgroup adopted by the SDC in February 2016
- ✓ **Joint bipartite meetings**
- ✓ **Discussions** on several country cases & capacity building actions
- ✓ **Reported** to the SDC
- ✓ **Assessment**
- ✓ **Further actions needed?**
TBC Current WP negotiations

- **Create** a **sub-group** mandated to look into follow-up and implementation of autonomous SD instruments. It will meet in the context of the SDC, report to it and propose supportive actions.
- Its effectiveness would be **assessed** after two years and **further supportive actions** could be **examined**

8. Capacity building

Outcomes: Subgroup

- ✓ Completed first **joint overview** on the state of play of implementation of autonomous agreements in the **28 Member States** & presented at the Social Dialogue Committee (December 2016)
- ✓ **Experts' report** completed and presented at the joint Social Dialogue **Conference** "Promoting and reinforcing the EU social dialogue" (5-6 July 2016).
 - **Focus on 10 member states:** Bulgaria, Croatia, Cyprus, Malta, Estonia, Greece, Hungary, Lithuania, Romania, Slovakia
 - **6 Country visits:** Bulgaria, Estonia, Hungary, Lithuania, Croatia, Slovakia

- **Develop orientations** aiming to achieve better implementation outcomes in the countries where progress is needed
- **Undertake** an **overview** on the state of play of implementation of autonomous agreements in the **28 Member States**
- A **new approach targeted at the 8-10 countries** where a lack of or sufficient implementation has been observed, including up to 5 **country visits**



9. Other autonomous bipartite achievements

→ Other issues than those contained in this work programme could be **considered** by the European Social partners



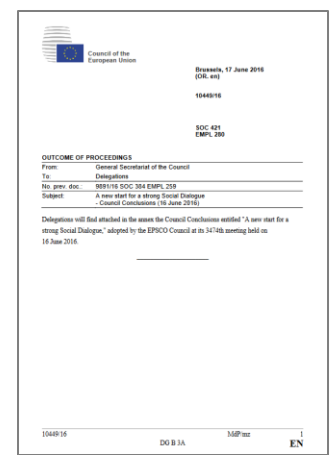
✓ January 2016:
EU Social Partners agree on a joint declaration on a new start for a strong social dialogue

Approved by the SPs at Thematic Group meeting on 26/27 of January 2016

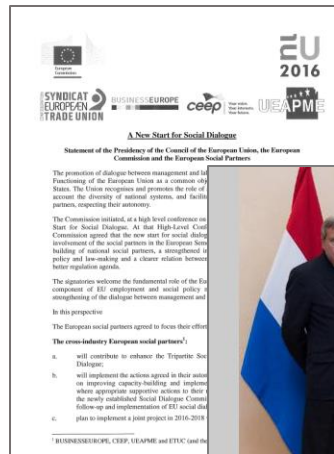
Declaration on a new start for a strong Social Dialogue

1. Recalling that article 9 TFEU stipulates that the Union shall take into account promotion of high levels of employment and social considerations in definition and implementation of all its policies.
2. Recalling that in article 151 TFEU the promotion of dialogue between management and labour is recognised as a common objective of the EU and the Member States and that in article 152 TFEU the European Union recognises and promotes the role of social partners at its level, irrespective of the enterprises or workers they represent and on an equal footing, taking into account the diversity of national systems. It shall facilitate dialogue between the social partners, respecting their autonomy.
3. Recognising that social dialogue forms part of the European social model and is a crucial factor for a well-functioning social market economy. Social dialogue also implies industrial relations models in which social partners can autonomously exercise their practices of collective bargaining and employee participation.
4. Acknowledging that social dialogue can be organised at cross-industry, sectoral or territorial level, taking place at all appropriate levels from the company to the regional, national and European level. In all cases, social dialogue requires social partners that are strong, representative, autonomous, mandated and equipped with the capacities needed. Social partners also need to dispose of the institutional settings allowing for their dialogue to take place and to be effective.
5. Welcoming the fundamental role of the European social dialogue as a significant component of EU employment and social policy making. It contributes to devise arrangements and instruments that balance the needs of enterprises and workers across Europe. The European social dialogue has developed gradually, at cross-industry level since its inception in the Maastricht Treaty, and at sectoral level at the end of the 1990s. A more autonomous dialogue has taken shape progressively since the signature of the EU Social Partners' Laeken Declaration in 2001 (reference to box*), which is positive. Nevertheless, further progress towards a stronger social dialogue is necessary.
6. Acknowledging that there is no blueprint for a functioning social dialogue. Social dialogue arrangements and processes vary across Member States, reflecting the countries' different histories and economic and political situations. While this diversity must be respected, social partners' role should be promoted. A precondition for a successful, value-adding social dialogue is that it is result-oriented. Highlighting that social partners are uniquely placed to address work-related issues through the dialogue and negotiation process that characterises their relationship. They can also assess the direct or indirect impact of EU policies on employment and social affairs. Their knowledge and experience of the employment and social situation, their legitimacy, representativeness, mandate and capacity to negotiate make social partners essential actors to improve governance and policy-making. They must be clearly distinguished from other organisations representing civil society.

✓ June 2016:
Council's Conclusions



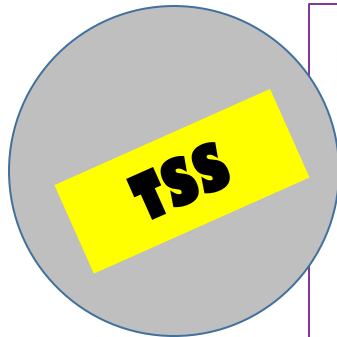
✓ June 2016:
Quadripartite Statement



https://www.etuc.org/sites/www.etuc.org/files/press-release/files/08.02.16_declaration_social_dialogue_to_commission_council.pdf

9. Other autonomous bipartite achievements

✓ **Joint statement presented at the November 2016 TSS**
<https://www.etuc.org/press/tripartite-social-summit-european-social-partners-joint-statement-letter#.WO3tPaJlNl8>



TRIPARTITE SOCIAL SUMMIT – 19 OCTOBER 2016
STATEMENT OF THE EUROPEAN SOCIAL PARTNERS

Europe is faced with unprecedented economic, social and political challenges. These challenges – insufficient competitiveness, lack of growth and employment, migration, security issues, and the need to redefine EU-UK relations - require European solutions.

European social partners strongly believe in the European Union. Populism, nationalism, xenophobia, anti-European sentiments, isolationism or protectionism can only create a downward spiral that will damage everyone. European and national commitment can and must go hand-in hand.

European employers and European Trade Unions regret but respect the decision of the United-Kingdom to leave the European Union. They are determined to contribute to finding solutions to mitigate the negative effects of this decision for companies and workers across Europe. Companies and workers must not pay the price for Brexit.

Our aim is to preserve as close economic relations between the European Union and the United-Kingdom as possible, while preserving the integrity of the Single Market, and fully respecting the four freedoms linked to it, i.e. free movement of goods, services, capital and persons.

European social partners also insist on the need to improve Europe's attractiveness as a place to invest and create jobs.

After a decade of under-investment, increasing efficient and productive private and public investment is essential for Europe's present and future growth and employment, particularly on fields like physical and social infrastructures, circular economy, digitalisation, innovation and research, education and training for better skills, etc. We therefore support the extension of the so-called Juncker Plan for investment (European Fund for Strategic Investment – EFSI), drawing the necessary lessons from the first year of application on the need to improve additionally, facilitate cross-border projects and support countries experiencing difficulties in mobilising this instrument.

In parallel, EU and national efforts to remove obstacles to investment and job creation in Europe must be stepped up.

To reverse the relative decline of European industry including SMEs and given the importance of manufacturing and related services for growth and job creation in all sectors of the economy, we call on the European Commission to include an ambitious industrial policy strategy in the 2017 work programme.

✓ **Declaration on Social Dialogue of the Euromediterranean Social Partners (September 2016)** <https://www.etuc.org/press/euro-mediterranean-social-partners-joint-declaration-social-dialogue#.WO4c-aJlNl8>



The Euro-Mediterranean Social Partners*

DECLARATION ON SOCIAL DIALOGUE

Third Union for the Mediterranean Employment and Labour Ministerial Conference of 26 and 27 September in, Jordan

Jordan, 26 September 2016

The Euro-Mediterranean Social Partners (thereafter, the Social Partners) welcome the 3rd Union for the Mediterranean (UfM) Ministerial Conference on Employment and Labour taking place in Jordan the 26 and 27 September. They value the exchange which took place between the Social Partners and Ministers before the Conference.


The Social Partners want to contribute positively to the process of setting up strong, independent and effective social dialogues in the 43 countries of the Union for the Mediterranean.

Being two neighbouring regions in the world, the European Union and the Southern Mediterranean region are inter-connected between themselves and impacted by broader trends and challenges of global scale.

In this respect, the Social Partners wish to highlight the particular importance of two global agendas in which they should be involved, namely:

- the COP 21 agreement follow-up, which implies a well-managed transition process and far-reaching transformations in global production and consumption patterns with major implications on labour markets;
- the multi-faceted discussions on Global Supply Chains, including the need to fully exploit their potential in terms of economic growth and employment, while progressing on the development of due diligence based on international frameworks and reducing deficits of decent work and labour rights.

9. Other autonomous bipartite achievements



60TH ANNIVERSARY OF THE TREATY OF ROME
24 MARCH 2017
STATEMENT OF THE EUROPEAN SOCIAL PARTNERS

UNDER EMBARGO UNTIL 24.03.2017

The European social partners gathered in Rome on the invitation of the Italian government, the Maltese Presidency, the Presidencies of the European Council and the European Commission, to celebrate the 60th anniversary of the Treaty of Rome, solemnly declare their full commitment to the European Union and dedication to continuing to contribute to a successful project and united Europe that delivers for its workers and enterprises.

Seven decades of peace and stability in Europe is an historic achievement. The European Union, which created a union among the peoples of Europe and, step by step, tied together European States with a common purpose, made this possible.

Europe is faced with many economic, social and political challenges: lack of inclusive, balanced and sustainable growth, insufficient competitiveness and employment creation, inequalities, exceptional migration flows, security issues, and the need to redefine EU-UK relations. These challenges require ambitious European solutions. Together, the European Union and its member states have the means to provide common answers, show solidarity, and make a difference in a moment of geopolitical instability, economic problems, rising populism and extremism. Only united are we strong at the global level.

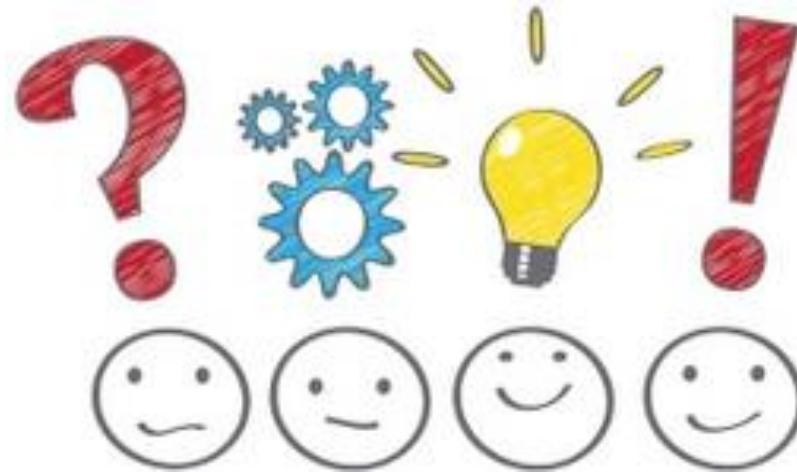
European social partners strongly believe in the European Union. Populism, nationalism, xenophobia, anti-European sentiments, isolationism or protectionism come from poor economic and social performance and people's fears about the future. This should be addressed through a serious, fact-based, transparent, and open-debate, and concrete initiatives that can improve workers and companies' everyday life, thereby preventing a downward spiral that will damage everyone. European and national commitment can and must go hand-in hand.

Our social market economies combine free markets, private initiative, economic freedoms, free movement of people and social rights, a well-functioning welfare state and high-performing public services. Both economic and social cohesion should be improved. A particular effort is needed to lift up our youth, to give them back prospects of a bright future.



✓ **Joint Statement** presented at the Extraordinary Tripartite Social Summit for the 60th Anniversary of the Rome Treaty
https://www.etuc.org/sites/www.etuc.org/files/press-release/files/2017-03-24_sp_joint_statement_on_the_occasion_of_60th_anniversary_of_treaty_of_rome.pdf

Questions? Comments?



Thank you!