OVERVIEW OF MAIN RESULTS ACHIEVED

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Five EU Social Partners’ work-programmes

Available in all EU languages: [http://resourcecentre.etuc.org/Work-programmes-42.html](http://resourcecentre.etuc.org/Work-programmes-42.html)
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

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

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**


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

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

✓ 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)

✓ 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
  

- **June 2016:** Council’s Conclusions

- **June 2016:** Quadripartite Statement
9. Other autonomous bipartite achievements

✓ Joint statement presented at the November 2016 TSS

✓ Declaration on Social Dialogue of the Euromediterranean Social Partners (September 2016)
Joint Statement presented at the Extraordinary Tripartite Social Summit for the 60th Anniversary of the Rome Treaty

Questions? Comments?

Thank you!