

The 2015-2017 European Social Dialogue Work Programme

*‘Partnership for inclusive growth and
employment’*

5th autonomous Work Programme (July 2015)

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



2015-2017 Joint Actions

1. Fostering **active ageing** and an inter-generational approach
2. Promoting better **reconciliation** of work, private and family life and gender equality to reduce the gender pay gap
3. **Mobility and migration**
4. **Investment package** and strengthening the **industrial base** in Europe
5. **Skills** needs in **digital** economies
6. **Active** Labour Market Policies
7. Fostering **apprenticeships** to increase **youth employment**
8. Committing to promote **capacity building** and better **implementation outcomes**

Fostering active ageing and an inter-generational approach

While the EU is facing a demographic challenge longer careers would also contribute to maintaining sustainability and adequacy of pensions, social inclusion and cohesion and inter-generational solidarity in Europe.

The European social partners will **negotiate an autonomous framework agreement.**

- A joint fact-finding seminar will be organised at the beginning of the negotiations to ensure that the various labour market situations across Europe are duly taken into account and to reinforce the ownership of national social partners.

Promoting better reconciliation of work, private and family life and gender equality to reduce the gender pay gap

While the availability, quality and accessibility of adequate social care services and infrastructures remains crucial, an integrated and ambitious approach to reconciliation policies is needed.

The European social partners will **agree on joint conclusions**, which could include guidance and other follow-up initiatives and, where appropriate, recommendations to public authorities.

As part of this, the European social partners will organise:

- A joint fact-finding seminar to identify and promote leave, working arrangements and care facilities.
- An exchange of national social partner practices and existing legislation aiming to improve the knowledge base regarding equal pay for the work of equal value between men and women.

Committing to promote capacity building and better implementation outcomes

In an EU which has enlarged to 28 Member States, implementation processes have highlighted some challenges that need to be overcome.

The European social partners will **create a subgroup** (with a geographical balance) mandated to look into the follow-up and implementation of autonomous social dialogue instruments and propose supportive actions in order **to achieve better implementation outcomes and aiming at coverage in all member States.**

In addition, the European social partners are currently working on:

- 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 Member States where the implementation has been identified as insufficient.

Other activities

European social partners will:

- **Investment package and strengthening the industrial base in Europe**

Highlight the importance of **more public and private investments**, in order to revive the EU industrial base, contribute to a better investment climate, and create rapidly the conditions for growth, job creation, and quality goods and services. The European social partners will continue to contribute actively to the rolling out of the investment plan, including in a bi- and tripartite format.

- **Mobility and migration**

Contribute to Commission's and Council's efforts to develop a mobility package and renew the EU policy on legal migration.

Other activities

European social partners will:

- **Fostering apprenticeships to increase youth employment**

Follow-up until 2017 of the 2013 Framework of Actions on youth employment at national level and organise in 2016 a conference on apprenticeships. Further joint activities will be explored including with a view to achieving higher levels of mobility of apprentices across Europe.

Other activities

European social partners will:

- **Skills needs in digital economies**

Improve skills development to meet the needs of digital economies and to address skills mismatches through exchanges of practices which could lead to further analytical work in 2016.

- **Active labour market policies**

Exchange views on the effectiveness and quality of active labour market policies to facilitate transitions from unemployment to employment and towards more and better jobs.

More information

The 2015-2017 Work Programme is available on the social partners' websites:



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