

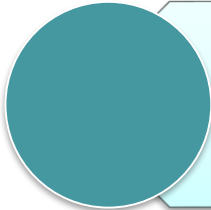


# European Social Dialogue


*the Commission's view*

21 June 2016


# Who can become a European social partner?



be cross-industry or relate to specific sectors or categories and be organized at European level









consist of organizations which are themselves an integral and recognized part of Member States' social partner structures and with the capacity to negotiate agreements, and which are representative of all Member States, as far as possible



have adequate structures to ensure their effective participation in the consultation process

# Who are the European social partners?

|  | <i>Employers</i>   | <i>Workers</i>  |
|--|--|---|
| Cross-industry:<br>general social partner<br>organisations   | <br> |    |
| Cross-industry:<br>organisations<br>representing certain<br>categories of workers or<br>undertakings |   | <br> |
| Sectoral social partner<br>organisations<br><i>43 sectors</i><br><i>73% workforce</i>                | <i>65 sectoral employer<br/>organisations</i>  | <i>16 sectoral worker<br/>organisations</i>   |

# Why do we need social dialogue at the European level?

## ***Impact of social dialogue on:***

- Economic performance (growth, inflation, productivity...)?
- Employment situation (preservation, growth, quality...)?
- Social cohesion (income inequalities, wage distribution...)?

## ***Added-value of social partners***

- Knowledge and expertise of the economy and society
- Political influence and ownership of reforms
- Autonomy and legitimacy (vs. Instrumentalisation)

# **Why is a new start for social dialogue needed and how is it being implemented?**

The background of the slide is a composite image. It features a map of Europe in orange and white, centered on a blue background. Surrounding the map are several hands of different skin tones, reaching out from the edges of the frame, symbolizing unity and social dialogue.

# High Level Conference

## A new start for

# social dialogue

5 March 2015

# New Start for Social Dialogue: Why and How?

## Political commitment

- President Juncker "the President of Social Dialogue"
- Vice-President Dombrovskis for "Euro and Social Dialogue"
- Commissioner Thyssen responsible for promotion of social dialogue

## Economic rationale

- Negative impact of the crisis on social dialogue
- Positive contribution of social dialogue to exit the crisis
- MS with best functioning social dialogue are more resilient

## On-going implementation

- Political momentum followed up by various actions and two thematic groups
  - Theme I: social dialogue, economic governance and capacity building
  - Theme II: social dialogue, policy-making and law-making

# **Theme I – Social dialogue, economic governance and capacity building**



# Economic governance and capacity building (1)

- Employment guideline 7:  
*"In line with national practices, and supporting an improved functioning and effectiveness of social dialogue at national level, Member States should closely involve National Parliaments and social partners in the design and implementation of relevant reforms and policies."*
- No "one" model of social dialogue – diversity of national systems, institutions and practice

# Economic governance: How to involve social partners?

## ***Greater involvement in European Semester***

- EU-level: AGS/JER, country reports/CSRs, policy committees' meetings;
- National level: national reform plans, country visits;
- Formal exchanges with policy committees and informal exchanges with Commission services

## ***Focus on design/implementation of reforms/policies***

- Identification and assessment of the reform and policy areas
- Analysis of the impact of the involvement of social partners



# What do we have to work on?

*How to ensure proper contributions to the AGS/JER and to the country reports?*

*How to assess the involvement of the SP in the design/implementation of reforms/policies?*

*How to improve the involvement of the SP in the European Semester at national level?*

*How to encourage MS to invest more and better into the capacity building of social partners?*

# Capacity building: what does it mean?

*Building institutions*

*Building structures of social dialogue*

*Training and twinning*

*Building trust – time needed*

*Implementation of autonomous agreements*

*Effectiveness*

*Human resources*

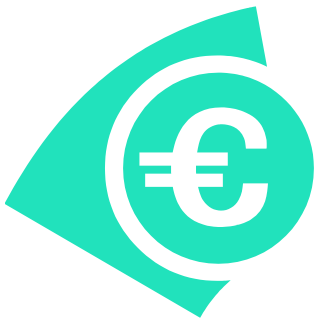
*Participation in EU policy processes*

# Capacity building: how to improve functioning and effectiveness?



## ***Policy instruments***

- European Semester: analysing and assessing functioning and effectiveness of social dialogue
- Mutual learning: identification and sharing of good practices



## ***Financial instruments***

- EU funds and primarily the ESF
- Prerogative budget lines: financing of (joint) projects

# **Theme II - Social dialogue, policy-making and law-making**

# Policy-making: Improving the involvement of social partners(1)

## ***Inside EMPL portfolio (beyond art. 153 TFEU initiatives)***

- Dedicated hearings on priority initiatives: LTU, Mobility, Skills
- Information/consultation in existing fora: Tripartite social summit; (sectoral) social dialogue committees

## ***Outside EMPL portfolio***

- Consultations on forthcoming policy-initiatives.
- Dedicated meetings at high level: Investment Plan, Energy Union, TTIP etc.

# **Policy-making: Improving the involvement of social partners (2)**

- Interconnection between Commission priorities and social partners work programme
- Information and consultation on forthcoming CWP initiatives (format)
- Important inter-institutional actor: influence positions in Council and European Parliament



# Law making

## SP agreements and better regulation (1)

### ***Better regulation package***

- Specificity of social partners' agreements
- Proportionate impact assessment

(Better regulation guidelines tool #7)

- Recent agreements: in-land waterways; sea-fishing...

# Law making

## SP agreements and better regulation (2)



### **Proportionate Impact Assessment incl.:**

- Representativeness of the signatories
- Legality of the agreement vis-à-vis the EU legal framework
- Respect of the subsidiarity and proportionality principles
- Assessment of only two options: proposal and baseline
- No public consultation but publication of agreement by the social partners

# What do we have to work on?

*How to ensure that social partners are informed and consulted when designing and implementing initiatives?*

*How to promote/valorise social dialogue outcomes and how to make them better contribute to our policies (cf. autonomy)?*

*How to support SP in the preparation and implementation of their (autonomous) agreements?*

## **'A new start' - Next steps**

- EPSCO Council adopted Conclusions on a new start for a strong Social Dialogue on 16 June 2016
- Quadripartite statement expected to be signed by end June

# A new start for social dialogue - One year after



[http://ec.europa.eu/social\\_dialogue/](http://ec.europa.eu/social_dialogue/)

# Communication

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# Thank you for your attention!