CAPACITY BUILDING SEMINAR
“Promoting and reinforcing social dialogue”

FYROM – MONTENEGRO – SERBIA – ALBANIA
Podgorica  4-5 October 2018
Outline

General overview, actors and outcomes of EU social dialogue

Examples of EU SD instruments

Budget lines
GENERAL OVERVIEW
ACTORS
&
OUTCOMES
EU Social Dialogue

Three types of activities involving EU social partners:

**SOCIAL DIALOGUE**
Bipartite work by the social partners, whether or not prompted by the Commission’s official consultations based on articles 154 and 155 of the Treaty.

**CONSULTATIONS**
Activities of advisory committees and official consultations in the spirit of articles 154 and 155 of the Treaty.

**TRIPARTITE CONCERTATION**
Exchanges between the social partners and EU public authorities.
Bipartite and tripartite social dialogue

**Bipartite**
Employers / Trade Unions

- Cross industry: covering the whole economy
- Sectoral: 43 SSDC

**Tripartite**
Employers / Trade Unions / EU institutions

- Tripartite Social summit
- Advisory committees
Social partners at cross-industry level

Representing European workers

Established 1973

90 member organisations in 38 countries

10 European Trade Union Federations
 Eurocadres (professional & managerial staff)
 FERPA (retired & older people)

45 million workers (± 44% women)
### Social partners at cross-industry level

**Representing European employers**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Year Established</th>
<th>Members and Activities</th>
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<tbody>
<tr>
<td>The Confederation of European Business</td>
<td>1958</td>
<td>39 federations from 34 countries</td>
</tr>
<tr>
<td>The European Centre of Employers and Enterprises providing Public services</td>
<td>1961</td>
<td>Enterprises and authorities from the EU, Norway and Turkey (associated members) and several European associations (individual members)</td>
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<tr>
<td>The European Association of Craft, Small and Medium-sized Enterprises</td>
<td>1981</td>
<td>Over 80 federations (40 full members and 42 associate members)</td>
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<td><strong>Public services providers employ 30% of the EU workforce</strong></td>
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<td><strong>More than 12 million enterprises</strong></td>
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Consultation of the social partners in the social field (definition of social field in art.153)

**Treaty articles art. 154 and 155 TFEU**

- Two-stage consultation (on “possible direction” and “content” of future Union action)
- Possibility to enter negotiations and to conclude an agreement replacing Union action
- Two options regarding implementation
EU cross-industry social dialogue results (1)

- Agreements on parental leave, 14 December 1995 + 18 June 2009
  - Directive 96/34/EC of 3 June 1996
  - Directive 10/18/EC of 8 March 2010
- Agreement on part time work, 6 June 1997
- Agreement on fixed term contracts, 19 March 1999

Transposed via Directive

- Agreement on telework, 16 July 2002
- Agreement on work-related stress, 8 October 2004
- Agreement on harassment and violence at work, 21 April 2007
- Agreement on inclusive labour markets, 25 March 2010
- Agreement on active ageing and an inter-generational approach, 8 March 2017

Autonomous agreements

Implementation by Social Partners
3 Framework of actions

- Framework of actions on the lifelong development of competencies and qualifications, 14 March 2002
- Framework of actions on gender equality, 22 March 2005
- Framework of actions on youth employment, June 2013

More than 50 other joint documents: reports, recommendations, declarations, opinions, compendia of good practices, etc.

- Joint recommendations on Employee Training (2018)
- Joint recommendations on ESF (2018)
- Joint declaration on EU social partners’ involvement in the EU economic governance (2013)

5 joint work programmes

6 Integrated programmes (joint projects)
EU Social Partners’ work-programmes

5 autonomous work programmes

- 2003-2005
- 2006-2008
- 2009-2010
- 2012-2014
- 2015-2017
5th autonomous Work Programme (July 2015)

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
EXAMPLES
OF EU SOCIAL DIALOGUE
CROSS-INDUSTRY INSTRUMENTS
FA on Parental Leave

Transposed via Directive
FA on Parental Leave - Content

**Signed in 1995, revised in 2009**

- Implementation period of two years
- First time a framework agreement was revised

**Main points of the agreement**

- Reconciling professional and family responsibilities
- Promoting equal opportunities and treatment between men and women
- FA covers all categories of workers
- The length of parental leave increased from 3 to 4 months
- 1 month non-transferrable
- Role of income is acknowledged
- Specific conditions to parents of children with disabilities or long-term illness
- Notice periods to be determined at national level
- Diverse family structures are recognised
- Flexible working arrangements
FA on Harassment and Violence

Implementation by Social Partners
Signed on 26 April 2007

- Implementation in accordance with procedures and practices specific to management and labour (art. 155 TFEU)
- Final implementation report adopted in 2011

Main points of the agreement

- H&V firmly condemned in all their forms – ZERO TOLERANCE
- H&V can potentially affect any workplace and any worker, but some sectors and groups more at risk
- H&V can take many different forms (physical, psychological and/or sexual)
- An obligation to prevent, identify and manage H&V at work (including third-party violence)
### National cross-industry social partners’ agreements

- **Overarching CA:** DK, FR, LV, LU, NL, NO, SW
- **Joint guidance:** AT, DK, IE, NO, SL, UK
- **Joint declaration/statement:** AT, CY, PL, SW
- **Integration into existing agreement:** DK (state sector, regions and municipalities); IT, SL

### Sectoral SPs agreement

- CZ, NL, PT, ES

### Company agreement

- CZ (guidelines for companies), DE (Deutsche Telekom), IT (Poste Italiane)

### Assessment of existing legislation

- BE, CZ, DK, FI, IS, IR, IT, LV, NL, PO, SL

### Complementary activities (research, training, events, communication tools)

- AT, CZ, DK, FI, IR, LV, NL, PT, SL, SW, UK

### Impact at EU level

- **Multisectoral guidelines to tackle third-party violence** (EPSU, UNIEuropa, ETUCE, HOSPEEM, CEMR, EFEE, Eurocommerce, COESS); **Joint declaration** (Eurogas, EPSU, EMCEF); **EU project to stop third-party violence** (UNIEuropa-Eurocommerce); **EU Project** (ETUCE)
FoA on Youth Employment
Signed in June 2013

- Three years follow-up period
- Final evaluation report adopted in 2017

Main points of the framework of actions

- Four priorities: I) **Education**; II) **Transition**; III) **Employment**; IV) **Entrepreneurship**
- Promotion, actions and follow-up
EU social dialogue driving forces

- Follow-up during and after the negotiations
- The consensual nature and relevance of the topics covered, to create a climate of confidence
- Mature industrial relations at national level
- A favourable political context / support of EU institutions
- Responsible actors
- The “shadow of the law”
- The unity and consistency of national and EU social partners’ strategies
- Political independence
- The quality of the negotiators involved, their expertise and dedication
BUDGET LINES
DG EMPL: 3 ‘social dialogue’ budget lines

Implemented in 2018 via 4 calls for proposals:

1) VP/2018/001: Support for Social Dialogue (TU projects must involve employers)
2) VP/2018/002: Information and training measures for workers organisations
3) VP/2018/006: information, consultation and participation of workers at company-level
4) VP/2018/004: improving expertise in the field of industrial relations
Promoting Social Dialogue at cross-industry or sectoral level, and more particularly, developing European social dialogue in its different dimensions:

- information exchange
- consultations
- negotiations
- joint actions

These projects can therefore include meetings to prepare EU social dialogue negotiations, but also follow-up activities to facilitate the implementation of agreements resulting from EU social dialogue.

VP/2018/002: Objectives

To support projects promoting information and training measures for workers’ organisations.

These measures should strengthen the capacity of TUs to address, at EU/transnational level, issues such as:

- The European Pillar of Social Rights (20 principles)
- Anticipation and management of change and restructuring
- Health & safety, working conditions
- Youth employment
- Gender equality and equal opportunities
- Skills
- Mobility and migration
VP/2018/006: objectives

- Facilitating the implementation of EU law (the acquis communautaire) in matters of information and consultation rights of workers in national and multinational companies;
- Facilitating the establishment of worker representation bodies (EWCs, SEWCs, etc)
- Strengthening the role of worker representation bodies in the anticipation of corporate restructuring processes and the resolution of labour conflicts
- familiarising the actors represented at company level with Transnational company agreements
Improving expertise in the field of industrial relations, which includes the collection of information and practices, comparative studies, exchange of experiences and of knowledge on industrial relations systems, etc.

**Priority** will be given in particular to projects which contribute to the research and analytical products of the EU: ‘Employment and Social Developments in Europe’ report, etc.
‘Social dialogue’ budget lines: what kind of projects?

- **Pre-requisite:**
  - Projects must have a clear **European dimension** and a strong link to industrial relations developments at EU-level.
  - The purpose of these budget lines is to **stimulate social partners collaboration on a transnational level.**
  - Novelty for 01 and 02 calls: a ‘**genuine involvement**’ of a European-level Social Partner organisation, as a formal partner in the project:
    - ETUC
    - ETUFs (IndustriAll, UNI Europa, EPSU, EFFAT, etc...)
    - BusinessEurope, UEAPME, CEEP
‘Social dialogue’ budget lines: what kind of projects?

- **Overarching objective:**
  To help strengthen the capacity of social partners for contributing to the employment and social dimensions of the EU policy
  - Commission Communication On steps towards Completing Economic and Monetary Union (COM(2015)600)
  - European Pillar of Social Rights, 20 principles and implementation
  - Commission Communication On steps towards Completing Economic and Monetary Union (COM(2015)600)
  - White Paper on the Future of Europe (COM(2017)2025) and associated reflection papers

- **Eligible beneficiaries / target audience:** social partners (no need to have a legal personality)

- **Eligible countries:** EU28 + candidate countries
‘Social dialogue’ budget lines: what kind of projects?

- **Eligible project activities:**

  - Transnational events (seminars, conferences, short trainings, workshops, expert working groups)
  
  - Reports and studies (collection of information, questionnaires & interviews, case studies and analyses)

  - Means of communication / dissemination (publications, websites, newsletters, e-tools, short video productions)
Administrative and financial aspects

• These budget lines are implemented in the form of grant agreements for the successful applicants (with the co-financing principle).

• **Process:**

  - Publication of the call (which includes relevant information: priority objectives, eligibility, deadlines, administrative & financial aspects)
  - Deadline for the submission of applications (online + by post)
  - Evaluation period at the Commission (at least 2 months)
  - Grant agreement signed with the beneficiaries
Administrative and financial aspects

• Novelties in 2014: **longer & larger projects encouraged**
  • Minimum grant requested: 108,000 EUR
  • Increased co-financing rate: the Commission’s grant may cover up to 90% of the total cost of a project.
  • Increased eligible duration of projects: 24 months

• Novelty in 2016: eligible starting date of the projects
  • New provision in the grant agreements: the eligible duration of the project starts on the 1st day of the month following the date of signature of the agreement.
Concluding remarks

- Existence of strong and independant social partners organisations with voluntary membership is a pre-condition for social democracy
- Important results achieved since 1996, but time for reflexion
- Social dialogue and tripartite concertation must not be confused
- Autonomy of social partners must be respected
- Relevance of issues covered and acting responsibly
Thank you!