



# **CAPACITY BUILDING SEMINAR**

## **“Promoting and reinforcing social dialogue”**

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**FYROM – MONTENEGRO – SERBIA – ALBANIA**

**Podgorica 4-5 October 2018**

# Outline

General overview, actors  
and outcomes of EU social  
dialogue



Examples of EU SD  
instruments

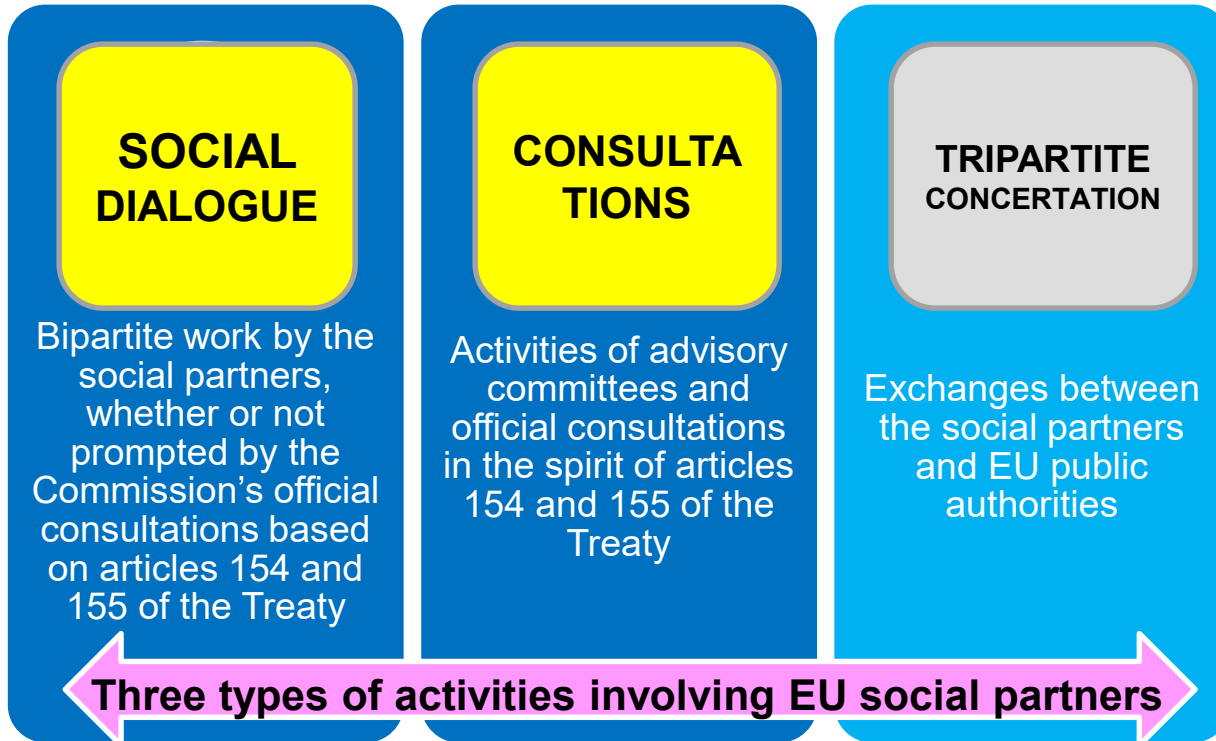


Budget lines



**GENERAL OVERVIEW  
ACTORS  
&  
OUTCOMES**

# EU Social Dialogue



# 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

 <b>The Confederation of European Business</b>	 <b>The European Centre of Employers and Enterprises providing Public services</b>	 <b>The European Association of Craft, Small and Medium-sized Enterprises</b>
Established <b>1958</b>	Established <b>1961</b>	Established <b>1981</b>
<b>39</b> federations from <b>34</b> countries	Enterprises and authorities from the EU, Norway and Turkey (associated members) and several European associations (individual members)	Over <b>80</b> federations (40 full members and 42 associate members)
	Public services providers employ <b>30%</b> of the EU workforce	More than <b>12 million</b> enterprises

# Process

- ❖ 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
  - Directive 97/81/EC of 15 December 1997
- Agreement on **fixed term contracts**, 19 March 1999
  - Directive 99/70/EC of 28 June 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*

# EU cross-industry social dialogue results (2)

## 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)
- Quadripartite Statement on a “New Start for Social Dialogue” (2016)
- Joint declaration on EU social partners’ involvement in the EU economic governance (2013)
- Joint declaration on EU Apprenticeships (2013) + Joint Statement (2016)

## 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**

**WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS 2003-2005**

**INTRODUCTION**

Committed 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 Lisbon European Council in December 2001.

Considering that development of the European social dialogue programme (joint involvement of national employers and trade union leaders, CEEP, UNICE/UEAPME and ETUC) are allowed 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 28 European countries, the 15 Member States of the European Union, the 2 countries which cooperate 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 employees and workers.

Wishing their work programme to make a useful contribution to the Lisbon European strategy as well as to the preparation of the 2006-2007 work programme.



**UNICE**  
UNION OF INDUSTRIAL CHEMISTS OF EUROPE

**UEAPME**  
EUROPEAN ASSOCIATION OF PUBLIC EMPLOYERS

**EP**  
EMPLOYERS' CONFEDERATION OF EUROPE

**Work Programme of the European Social Partners**



**ETUC/CES** **BUSINESSEUROPE** **CEEP** **UEAPME**

**Work Programme of the European Social Partners 2009 - 2010**

**INTRODUCTION**

Since the Lisbon summit, EURO-COORDINACEECCO members have committed to jointly address European major social, economic and environmental challenges. They wish to set a solid base for the social partners at all levels, in order to ensure the full and sustainable implementation of the Lisbon Strategy and the socio-economic objectives which the European Social Partners will undertake during 2009-2010.

The European social partners believe that their work programme will enable them to address the challenges resulting from both the European integration and the globalisation processes. Moreover, the EU's 2020 vision of the next decade, outlined by the current French and German presidencies, provides a common framework and a clear agenda for the future. Europe needs to restore economic growth to improve competitiveness, productivity and job opportunities for all citizens and to ensure the sustainable development of the European social partners' countries. This requires a renewed economic growth to improve competitiveness, productivity and job opportunities for all citizens and to ensure the sustainable development of the European social partners' countries. This requires a renewed economic growth to improve competitiveness, productivity and job opportunities for all citizens and to ensure the sustainable development of the European social partners' countries.



**BUSINESSEUROPE** **CEEP** **ETUC/CES** **UEAPME**

**WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS 2012-2014**

**OUR APPROACH**

The European Union is busy 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 achieve growth and employment while ensuring the sustainability of public financial and social protection systems.

The challenges facing Europe in the coming years are immense. With more than 215 million inhabitants 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 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 employment, retention and development of workers in European labour markets.

In the economic situation, BUSINESSEUROPE, UEAPME, CEEP, ETUC and the Lisbon committee (EURO-COORDINACEECCO) are not a hindrance. Our success will be measured in our capacity to put forward solutions capable to solve labour market problems in order to contribute to growth, employment and social cohesion.



**THE 2015-2017 WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS**

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

**SYNDICAT EUROPEEN TRADE UNION** **BUSINESSEUROPE** **CEEP** **UEAPME**

Your voice. Your interests. Your future.



## 5<sup>th</sup> 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**

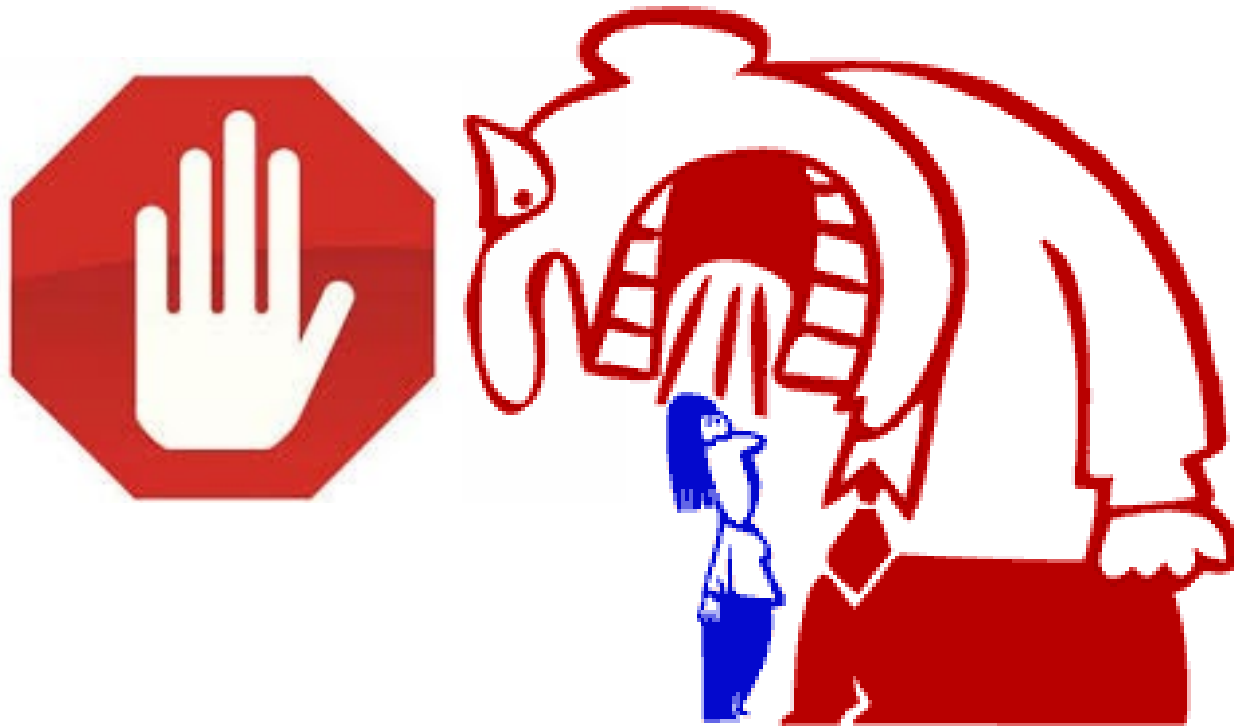
- **Implementation via Directive (EU Directive 2010/18/EEC of 18 March 2010)**
- **Implementation period of two years**
- **First time a framework agreement was revised**

**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





# FA on Harassment & Violence - **Content**

## **Signed on 26 April 2007**

- Implementation in accordance with procedures and practices specific to management and labour (art. 155 TFEU)
- Yearly tables in 2008, 2009, 2010
- 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)

# FA on H&V – Implementation tools

## 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



# FoA on Youth Employment - **Content**

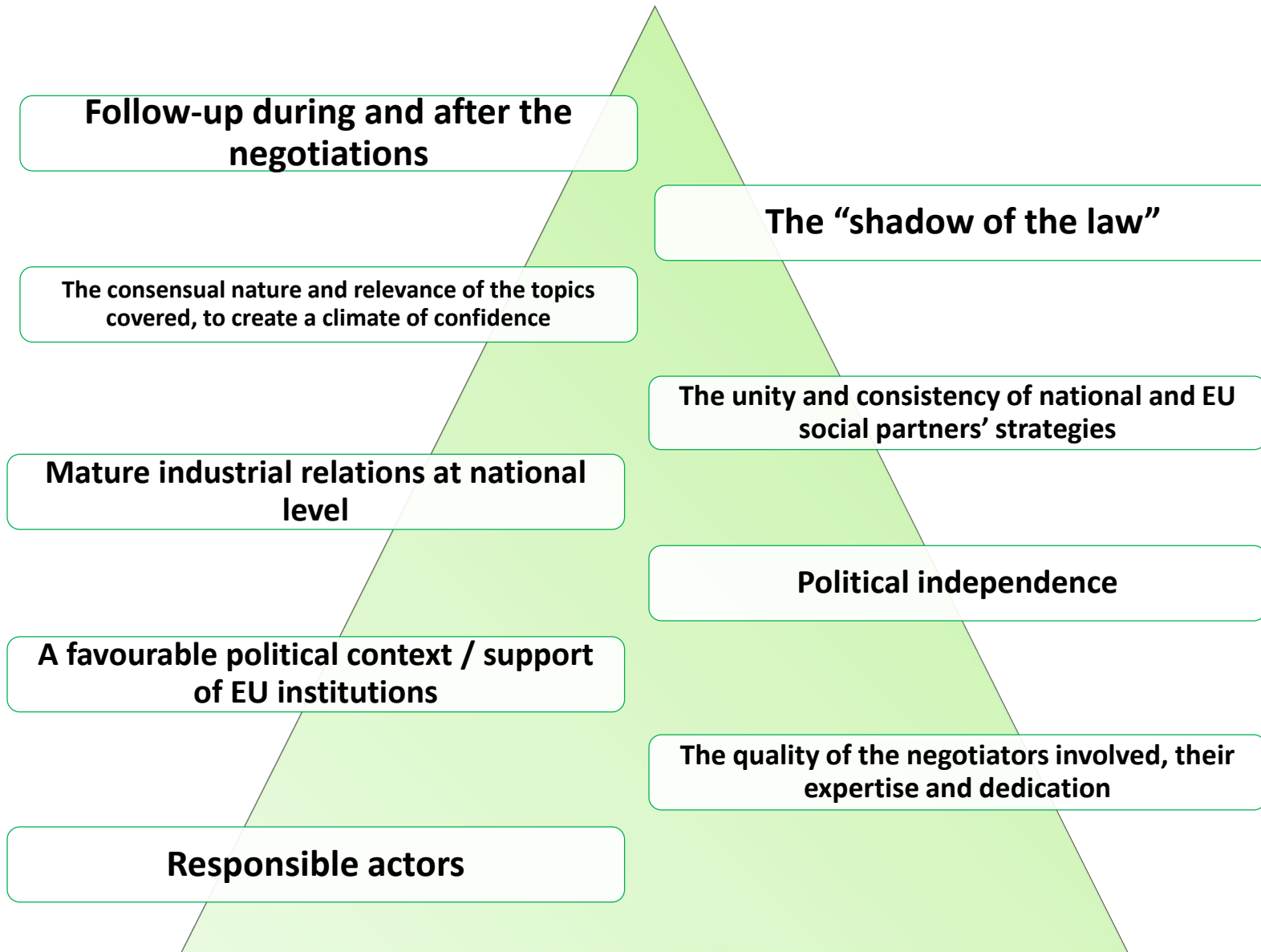
## **Signed in June 2013**

- Three years follow-up period
- Yearly tables in 2014, 2015, 2016
- 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



# **BUDGET LINES**

## DG EMPL: 3 'social dialogue' budget lines

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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

# VP/2018/001 : Objectives

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- 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.
- Examples of framework agreements: work-related stress (2004) harassment and violence at work (2007), Active Ageing and an Inter-generational Approach (2017).



# VP/2018/002: Objectives

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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

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- 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

## VP/2018/004 : Objectives

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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?

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- **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?

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- **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?

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- **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

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- 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

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- **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 independent 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!**