The latest results of the European Social Dialogue

Seminar “Reinforcing the EU social dialogue and industrial relations”
21 March 2019, Bucharest, Romania
Framework agreements

- 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

- 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

Implementation by Social Partners

Transposed via Directive
Autonomous framework
Agreement on **Active ageing and an intergenerational approach**

- Signed in March 2017
- First implementation report was adopted in June 2018
Framework of Actions

- Framework of actions on the lifelong development of competencies and qualifications (March 2002)
- Framework of actions on gender equality (March 2005)
- Framework of actions on youth employment (June 2013)
Framework of Actions

Framework of Actions on **Youth Employment**

- Follow-up reports adopted in September 2014, 2015 and 2016
- Final follow-up report adopted in September 2017
- In case of absence of reporting after 4 years, EU SPs encourage their members in the countries concerned on whether or not additional action is required in one or more of the priority areas
- The European social partners will discuss about their support during the next SDC meetings in order to develop targeted follow-up activities.

Framework of Actions on **Gender Equality**

- “Toolkit for Gender Equality in Practice”
Declarations, etc.

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

- (2013) Joint tripartite declaration launching the European alliance for apprenticeships
- (2013) Joint declaration on EU social partners’ involvement in the EU economic governance
- (2015) In-depth employment analysis
- (2016) Quadripartite statement
- (2016) Towards a Shared Vision of Apprenticeships
Quadripartite statement

(Adopted: June 2016 – Quadripartite statement)

• Statement of the Presidency of the Council of the European Union / the European Commission / the European Social Partners

• Commitments from the signatory parties
Autonomous Work Programmes
Social partners well-placed
• To accompany the process of transformation of the economy
• To design balanced measures and solutions that contribute to economic and social progress

This WP supports the objectives of the 2016 quadri-partite statement on “A New Start for Social Dialogue” to strengthen social dialogue at European and national levels

The 2019-2021 Work-Programme addresses six concrete and focused priorities

The European social partners may decide to tackle other issues
Six Priorities

1 - DIGITALISATION

2 - IMPROVING THE PERFORMANCE OF LABOUR MARKETS AND SOCIAL SYSTEMS

3 - SKILLS

4 - ADDRESSING PSYCHO-SOCIAL ASPECTS AND RISKS AT WORK

5 - CAPACITY-BUILDING FOR A STRONGER SOCIAL DIALOGUE

6 - CIRCULAR ECONOMY
(1) Digitalisation

• In the world of work, digitalisation can be an opportunity and a challenge.
• The whole world, and particularly Europe, is currently facing a fundamental transformation in the world of work. Many aspects of the ongoing digitalisation process are not yet clear or understood.
• EU SPs Will organise a joint fact-finding seminar to explore different experiences relating to issues, such as the acquisition of digital skills, work organisation, including possibilities and modalities of connecting and disconnecting, and working conditions.

INSTRUMENT: Fact-finding seminar and Autonomous Framework Agreement
(2) Improving the performance of Labour Markets and Social Systems

• EU SPs will create a dedicated group reporting to the SDC reflecting on common themes jointly identified, taking into account the challenges highlighted in the semester process for mutual learning purposes.

• In 2019, the two meetings will focus on:
  1) NEETs
  2) Active labour markets policies.

• In 2020, two meetings will focus respectively on:
  1) Demographic challenges
  2) Child care

➢ themes to be confirmed by the European social partners

**INSTRUMENT:** Dedicated working group
(3) Skills

• A skilled workforce is one of the main assets of the European social and economic model.

• Rapid labour market changes such as the industry 4.0 revolution, digitalisation, social, demographic and environmental transitions and global challenges require joint actions on improving education and training systems.

• Social dialogue and collective agreements play an important role in the governance of training systems, in creating training opportunities and in improving the relevance and provision of employee training.

• The focus of the joint actions will be on innovation, skills, provision of and access to training.

**INSTRUMENT:** Fact-finding seminar and joint project
Addressing Psycho-Social Aspects and Risks at work

- Psycho-social risks are among the most challenging and growing health and safety concerns at work. They impact not only workers but also companies and the society as a whole.

- Factors that can affect psycho-social aspects of health could be linked to work load, work content, working time, working conditions, communication or work organisation and others originating outside the working environment.

- A seminar will be organised aiming to refine a common understanding to support social partners in companies and sectors, to identify recent developments and main issues in relation with psycho-social risks at work.

**INSTRUMENT:** Fact-finding seminar in view of reaching joint conclusions and identifying possible further joint actions
(5) **Capacity-Building for a stronger Social Dialogue**

- Capacity building activities remain a priority for the European social partners.
- They recognise that in order for the European social dialogue to have a positive impact, much needs to be done to strengthen and support social dialogue at all levels.
- The sub group will continue its work on the basis of a renewed mandate, looking into both implementation of outcomes and the issue of capacity building.

**INSTRUMENT:** Subgroup of the SDC + Integrated Projects on Capacity Building
Circular Economy

- Moving towards a circular economy is a key requirement for decarbonising the European economy as well as to ensure EU’s prosperity in a world where the competition to access natural resources will become more challenging.

- Such a shift implies significant changes in the technology used in many industrial processes as well as the uptake of new business models in many sectors. Even though the circular economy is a political priority for the EU, its consequences for the labour market are not well understood.

- The European social partners will organise a joint project to analyse the way in which a circular economy contributes to employment growth and/or transformation. A research report will be prepared by end of 2021.

**INSTRUMENT:** Joint Project
FOCUS ON

Agreement on Active Ageing and an Intergenerational approach

- Signed in March 2017
- First implementation report last June 2018
- Already translated in PL, DE, BG (CZ and HU underway)
- 1st year of implementation – key activities so far – translation of the agreement; awareness-raising activities such as websites, campaigns, events; identifying the key issues at national level; (with a link to the implementation report).
Agreement on Active Ageing and an Intergenerational approach

1. Introduction

2. Aims
   - Increasing the awareness and understanding [...] of the challenges and opportunities deriving from demographic change;
   - Providing [...] approaches and/or measures to promote and manage active ageing in an effective manner;
   - Ensuring and maintaining a healthy, safe and productive working environment;
   - Fostering innovative life-cycle approaches with productive and quality jobs to enable people to remain in work until legal retirement age;
   - Facilitating exchanges, mutual cooperation and fostering concrete actions to transfer knowledge and experience between generations at the workplace.

3. Description
   - Definitions of AA and IA

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
Conclusions

The EU social dialogue delivers a number of outcomes with a variety of tools used to address issues at EU level

Context of 28 Member States

Importance of coordination between European and national levels

Future of the European social dialogue
Thank you!

Resources:
http://resourcecentre.etuc.org/

Resources:
http://www.erc-online.eu