



# The latest results of the European Social Dialogue

*Seminar “Reinforcing the EU social dialogue and industrial relations”  
20-21 November 2019, Luxembourg City*

# 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
  - 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



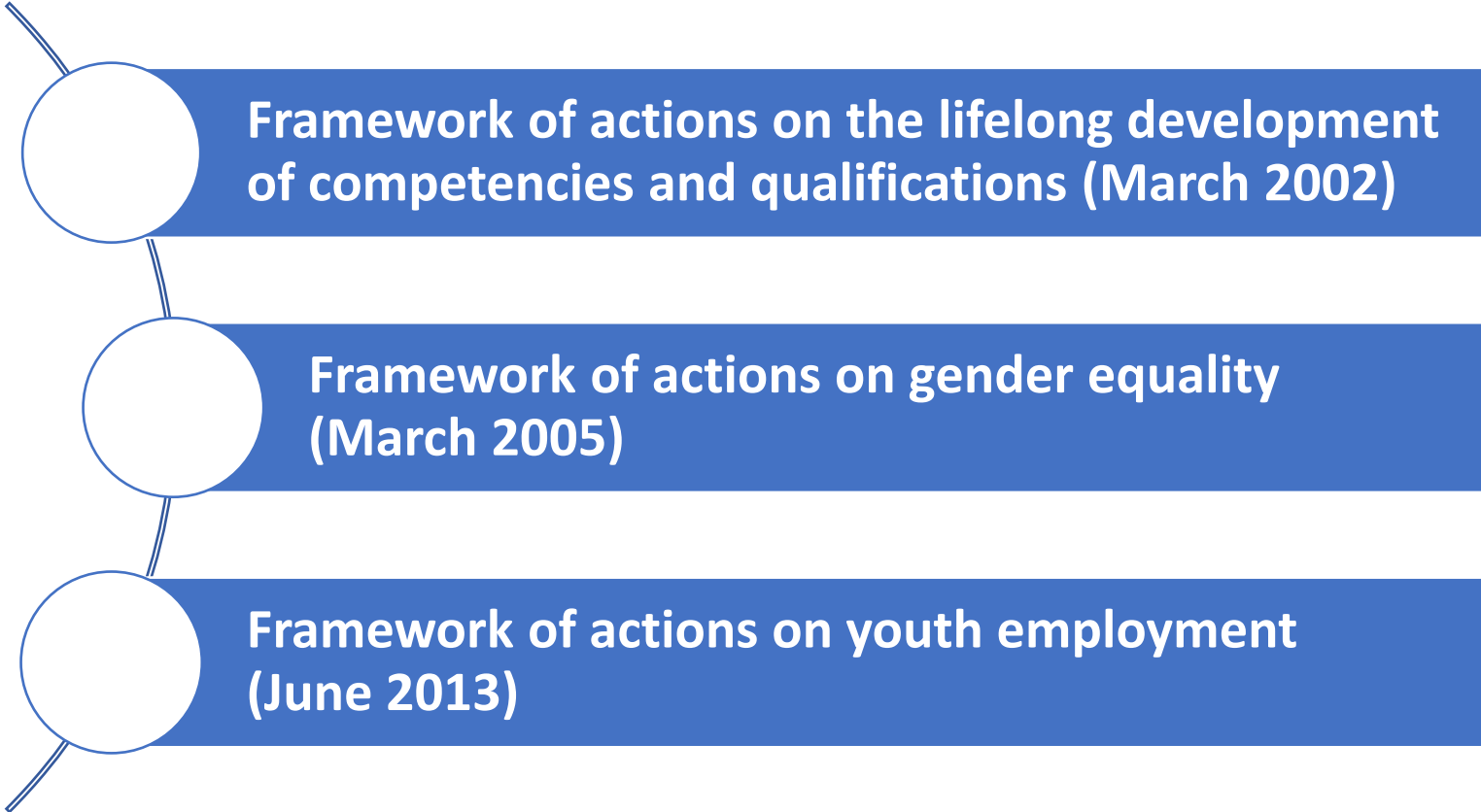
- Agreement on **telework**, 16 July 2002
- Agreement on **work-related stress**, 8 October 2004
- Agreement on **harassment and violence at work**, 21 April 2007
- Agreement on **inclusive labour markets**, 25 March 2010
- Agreement on **active ageing and an inter-generational approach**, 8 March 2017

Autonomous  
agreements



*Implementation by Social Partners*

# 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)

# Quadripartite statement : A New Start for Social Dialogue

*(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



## Commission President Ursula von der Leyen Commissioner-designate for Jobs, Nicolas Schmit

### A commitment to respect EU Social Dialogue and social partners

---

- Ursula Von der Leyen, in her political guidelines: *“I am a firm believer in the value of social dialogue between employers and unions, the people who know their sector and their region the best”*
- In the letter of mission received by Nicolas Schmit, Ursula von der Leyen instructed him to *“promote social dialogue and engage with social partners at the EU level across all of our priorities”*



# Autonomous Work Programmes

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

**INTRODUCTION**

Committed to play their role to the full, ETUC, CEEP and UNICE/EAPME 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 among development of national legislation and trade union leaders, CEEP, UNICE/EAPME and ETUC, are pleased to present their work programme on the occasion of the social dialogue summit in Brussels on 28 November 2002, following together the social partners of 10 European countries, the 15 Member States of the European Union, the 2 countries which associate 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 employers and workers.

Working their work programme to make a useful contribution to the Lisbon European strategy, as well as the preparation of enlargement, UNICE/EAPME, CEEP and ETUC have decided to group their various interests under five priorities: employment, mobility and retraining.



2003-2005

**Work Programme of the European Social Partners 2006-2008**



2006-2008

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



2009-2010

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

**OUR APPROACH**

The European Union is facing the worst crisis of its history. After the financial crisis in 2008, a deep crisis is shaking Europe. European countries are increasingly facing difficulties in budgetary, economic, and social domains. It is necessary to ensure the sustainability of public finances 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 1970s. Reaching the 75% employment rate target set in the Europe 2020 strategy will require the creation of 172 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/employment 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 citizens and to allow for the integration, retention and development of workers in European labour markets.

In the exceptional situation, BUSINESS EUROPE, LEAPME, CEEP, ETUC and the various national EURO-SOCIAL PARTNERS are joined in a joint declaration. Our members will be measured in our capacity to put forward solutions together in EU labour market problems in order to contribute to growth, employment and social cohesion.



2012-2014

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

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



2015-2017

**EUROPEAN WORK PROGRAMME 2019 - 2021**

**SOCIAL DIALOGUE**

**PERFORMING LABOUR MARKETS & SOCIAL SYSTEMS**

**DIGITALISATION**

**CIRCULAR ECONOMY**

**SKILLS**

**STRONG SOCIAL DIALOGUE**

**WELL-BEING AT WORK**



**SYNDICAT EUROPEEN TRADE UNION** **BUSINESSEUROPE** **ceep** **sme united**

EUROPEAN SOCIAL DIALOGUE / WORK PROGRAMME 2019-2021

2019-2021

# INTRODUCTION

“Social dialogue at all levels is particularly relevant for fair, responsible and effective labour markets”

## 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 Negotiations are on-going*



## (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 focused 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 took place in October 2019 and joint project in 2020-2021*



## (4) 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 mandate of the sub-group of the social dialogue committee on the implementation of social dialogue agreements and capacity building was renewed in 2019. **The focus of the work is on 9 countries (Bulgaria, Croatia, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, Slovakia).**

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



# (6) 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
- Already translated in PL, DE, BG, CZ, NL, SE, EE, FR ( + others underway)
- 1<sup>st</sup> and 2<sup>nd</sup> annual implementation reports – translation of the agreement; awareness-raising activities such as websites, campaigns, events; identifying the key issues at national level.

# FOCUS ON

## 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*

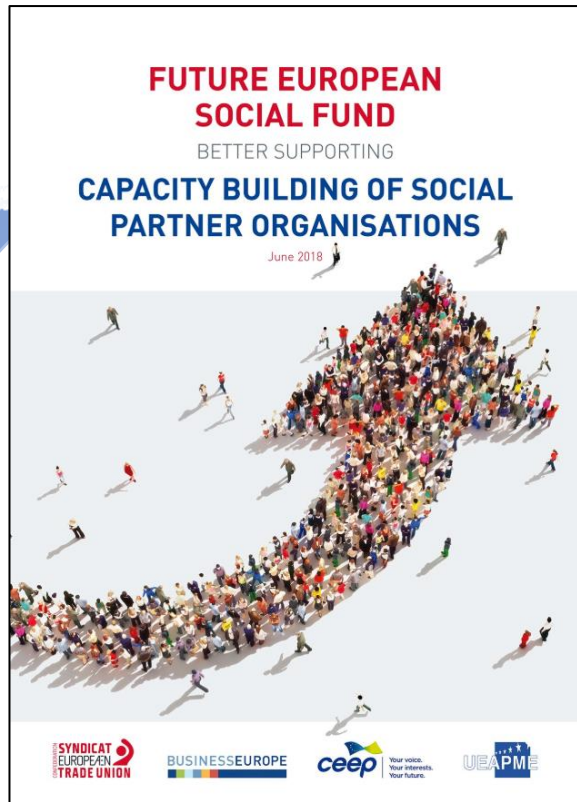
### 5. Implementation and follow up



# Sub-group of the Social Dialogue Committee

## ~~Sub-group of the Social Dialogue Committee~~

- Two meetings held so far under the new mandate.
- Objective is to improve implementation and follow-up of EU social dialogue outcomes, with a particular focus on capacity building needs.
- Working on identifying the concrete capacity building needs that social partners have in the nine countries selected.
- Work supported by 2 external experts (Antonio Alfaiate and Peter Scherrer).
- Following an initial analysis of the capacity building needs identified by the national social partners, the experts will conduct interviews with the respective employer and trade union organisations to conduct a more detailed assessment of their needs and the support that could be available to help address them.



## European Social Fund

# Capacity building for social partners through the European Social Fund

- European social partners jointly advocating to the European Commission and the national ESF managing authorities the importance of capacity building support for our members.
- The new phase for the preparation of ESF programmes has already been launched and through our involvement in the ESF committee and a previous joint project on capacity building we are trying to make the case for support for national social partners.
- Joint recommendations in 2018 on:
  - Ensuring the respect of the partnership principle and realising the full added value of the involvement of social partners in ESF implementation
  - Assessing social partners' capacity building needs to allow for a tripartite decision at national level on the allocation of ESF resources to social partners
  - Focusing ESF support on projects improving the functioning and fairness of labour markets as foreseen in the European Pillar of Social Rights, in line with the reform priorities agreed in the European semester, taking account of the findings of employment and social policy benchmarking
  - Improving the overall ESF architecture to facilitate the planning and execution of ESF activities for managing authorities and social partners

# 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>

