



# The latest results of the European Social Dialogue

*Seminar “Reinforcing the EU social dialogue and industrial relations”  
8-9 November 2017, Lisbon, Portugal*

# 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
- **NEW** Agreement on **active ageing and an inter-generational approach**, 8 March 2017

Autonomous  
agreements



*Implementation by Social Partners*

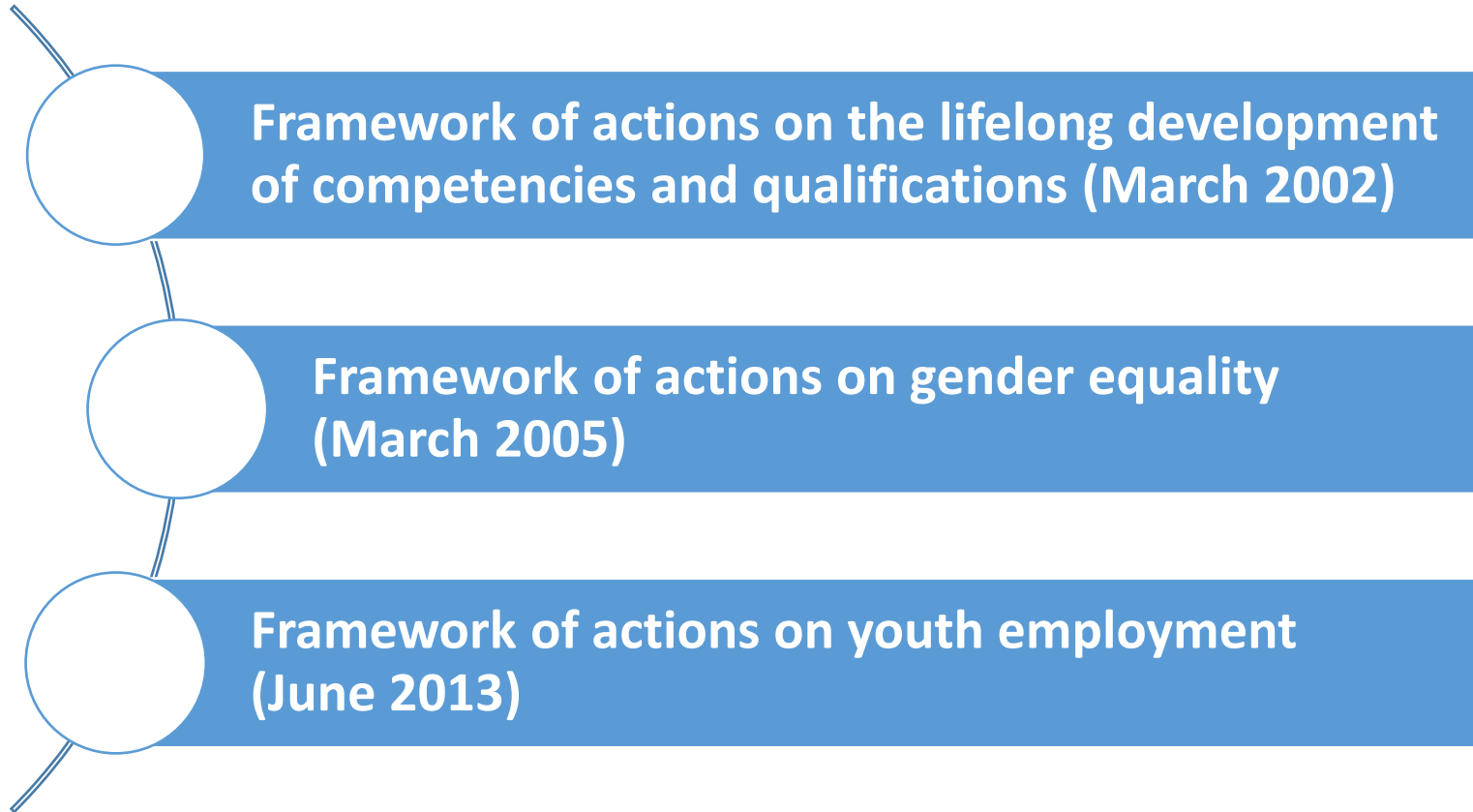
## Framework agreements

### Autonomous framework Agreement on **Active ageing and an intergenerational approach**

- Signed in March 2017
- First implementation report will be adopted in June 2018

# Framework of Actions

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# Framework of Actions

## Framework of Actions on Youth Employment

- Follow-up reports adopted in September 2014, 2015 and 2016
- **NEW** 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.

Web-based

## Framework of Actions on Gender Equality

- “Toolkit for Gender Equality in Practice”

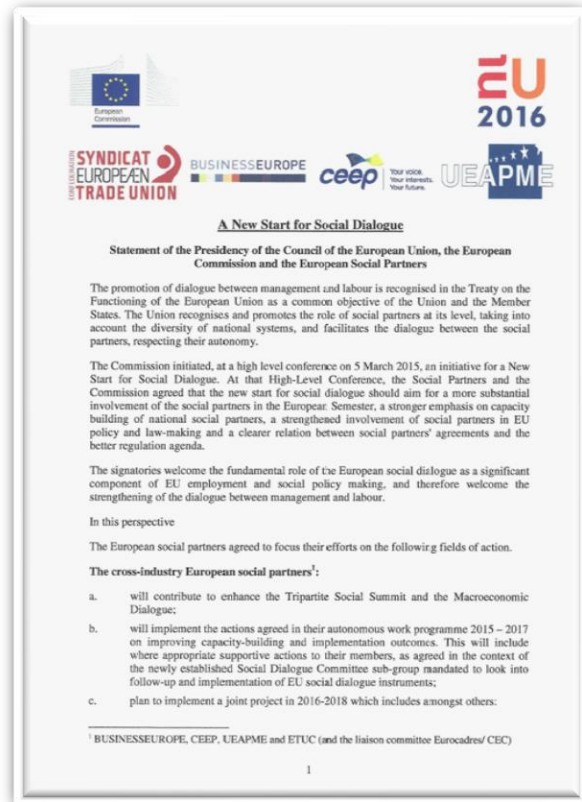
## Declarations, etc.

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

- **(2010) Joint statement on the Europe 2020 Strategy**
- **(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)*

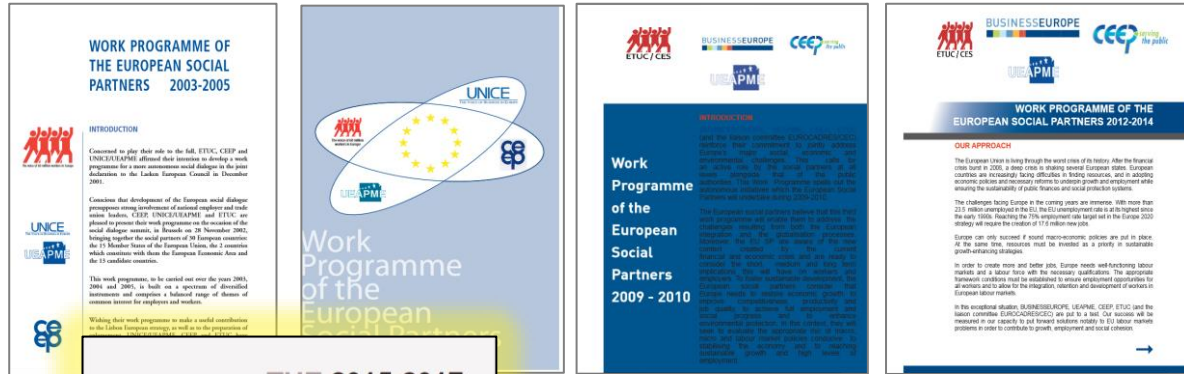


- **Statement of the Presidency of the Council of the European Union / the European Commission / the European Social Partners**
- **Commitments from the signatory parties**

# Autonomous Work Programme

## 5 autonomous work programmes

- 2003-2005
- 2006-2008
- 2009-2010
- 2012-2014
- **2015-2017**



**Work programme 2015-2017**  
 → Extension until 2018

**Future Work programme**  
 → Negotiations in 2018



# 5<sup>th</sup> autonomous Work Programme (July 2015)

*(Adopted: June 2015)*

Our approach:

- **Contribute autonomously to policies** affecting directly or indirectly employment and labour markets
- **Foster and strengthen the development of autonomous social dialogue** across European countries
- **Act at bipartite and tripartite levels**, taking possible European Commission upcoming proposals and initiatives as basis
- **Develop social partners' role** in the process of the European Semester



# 2015-2017 Joint Actions

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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**

# Subgroup

## dedicated to better implementation outcomes

In an EU which has enlarged to 28 Member States, implementation processes have highlighted some challenges that need to be overcome.

The European social partners **created a subgroup (with a geographical balance)** mandated to look into the follow-up and implementation of autonomous social dialogue instruments and propose supportive actions in order **to achieve better implementation outcomes and aiming at coverage in all member States.**

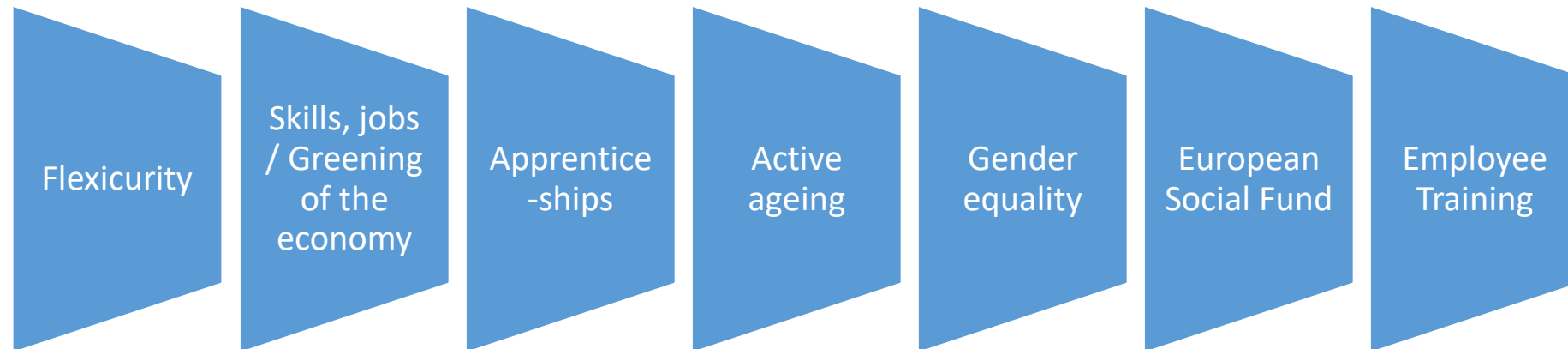
In addition, the European social partners worked on:

- An overview on the state of play of implementation of autonomous agreements in the 28 Member States.
- A new approach targeted at the 8-10 Member States where the implementation has been identified as insufficient.

# Joint Projects (past and current)

- Seminars capacity building on EU social dialogue
- Seminars on Training & Mentoring, On Demand / Twinnings
- Mix of joint & separate events / initiatives
- Resource Centres, Websites, Translation Fund

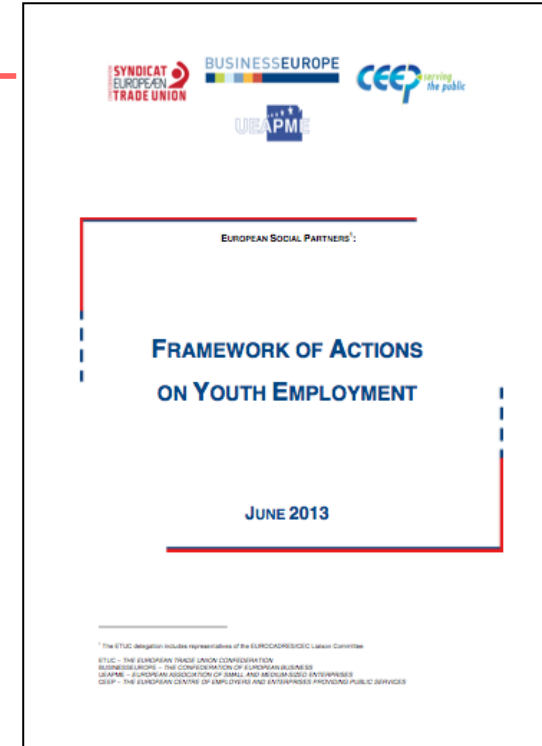
## Thematic projects (*examples*):



# FOCUS ON

## Framework of Actions on Youth Employment

- Urgency of the situation
- Priority in our work programme 2012-14
- Four priorities: Learning, Transition, Employment, Entrepreneurship
- Long-term / Short-term approach
- Social partners actions
- Recommendations
- Dissemination



# FOCUS ON

## Framework of Actions on Youth Employment

- Final follow-up report (adopted in September 2017):
  - ✓ Collective agreements used to find solutions
  - ✓ Sectoral approach in apprenticeships and VET
  - ✓ Regional approach characterising intervention
  - ✓ Macro-economic situation continues to pose challenges
  - ✓ Role of European funding opportunities
  - ✓ Focus on vulnerable groups: refugees, drop-outs, NEETs
  - ✓ New emerging challenges: digitalisation, access to housing



# FOCUS ON

## Agreement on Active Ageing and an Intergenerational approach



### NEW

- Signed in March 2017
- First implementation report next June 2018
- Already translated in PL and DE (CZ and BG underway)

# 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



# Conclusions

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**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>