

## PART C:

# SOCIAL DIALOGUE AND THE ROLE OF SOCIAL PARTNERS IN IMPLEMENTING THE COMMON PRINCIPLES OF FLEXICURITY

# Frameworks and background of social dialogue

## Main social dialogue indicators

	Cyprus	Germany	Lithuania	Portugal	Romania	Sweden	Turkey	EU27
Collective bargaining coverage, %, 2006	57	63	11	70	60	92	n.a.	63
Trade union density, %, 2005	63	22	13	17	37	76	n.a.	25
Employers' organisation density, % 2006	57	63	20	58	n.a.	55	n.a.	n.a.

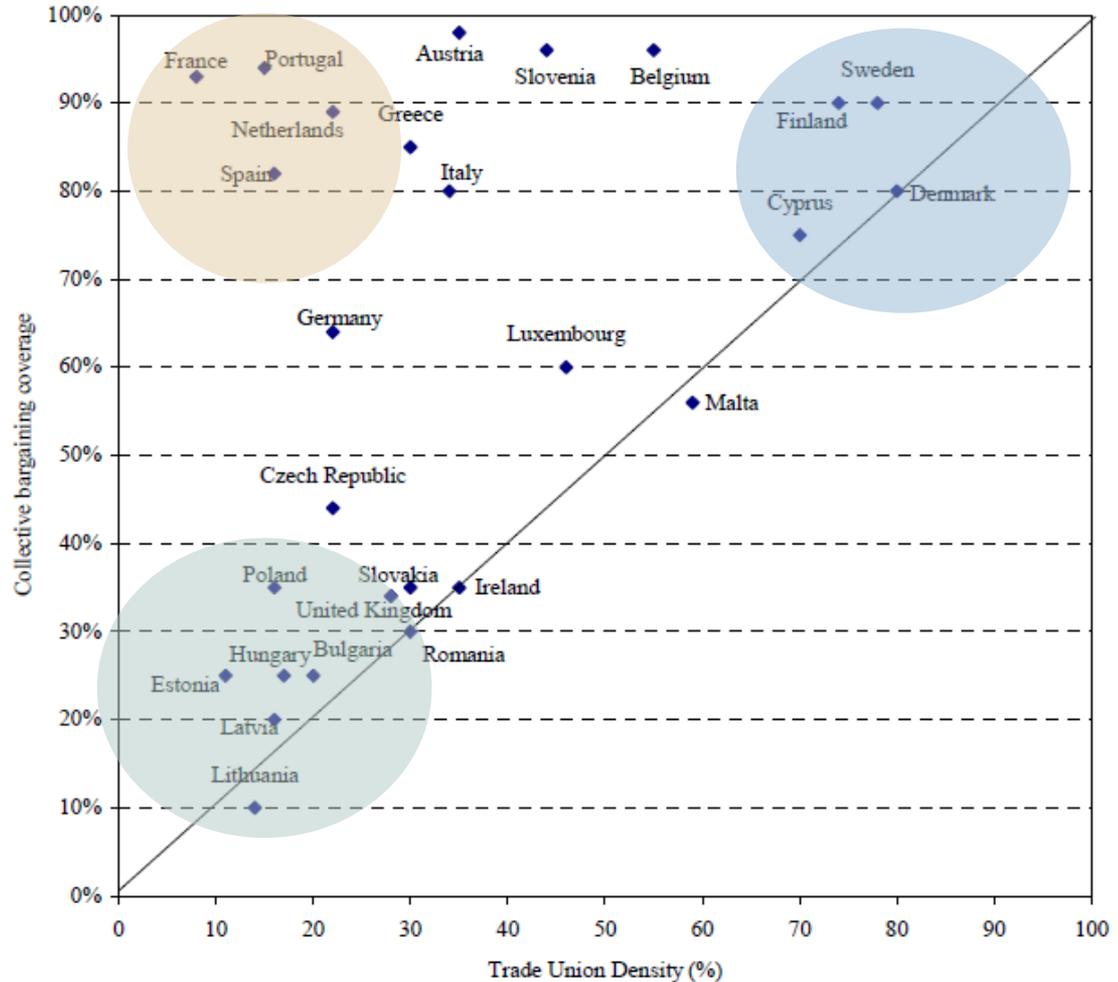
Source :European Commission 2009, Industrial Relations in Europe Report 2008, pp. 74-75 and 78.

- Sample illustrates variety of organisational capacities of social partners in Europe:
  - Countries with high membership rates in trade unions and employer organisations - either both (SE, CY) or on either side (DE, PT)
  - weak organisational strength only in LT
- Different systems of social partnership and labour relations
  - Tripartite institutions and dialogue on a regular basis in LT, PT and RO
  - Pluralism of trade union organisations in all countries except of DE, SE
  - Relatively high coverage by sector and national collective bargaining in SE, PT, DE, RO

# Trade union density and collective bargaining coverage

- Sample illustrates the three major groups within the Collective Bargaining / Union Density matrix in Europe (only DE somehow out)

Trade Union Density in the EU



Source: European Commission: Indicators of Job Quality in the European Union, 2009, p. 135

## Main instruments and levels of influence

- Differences in the tradition of social dialogue and “co-determination” of social partners in social, labour and economic issues
- Strong traditions and “national paths” in SE, PT and DE while social dialogue and SP involvement in new member states and candidate countries is rather new

CY	No formal tripartite institutions but strong tradition of SD – representation of social partners in Labour Advisory Board, social security bodies, HRDA etc. Tripartite consultation strong at various levels
DE	Tripartite consultation and dialogue at national level very much depending on political agenda; SP involved in labour market and social policy institutions („ <i>Self-Governance</i> “). Further major level of influence is sector and region with collective bargaining, joint as well as own initiatives important instruments. Increasing role of enterprise based agreements with sector specific frameworks.
LT	Low membership of social partners being the major challenge. Quite significant tripartite structures in labour market policy (LRTT, Tripartite National Council, labour exchange) , VET and social insurance
PT	SP play important role in labour market, social and economic life due to high collective bargaining coverage; tensions between unions/employers’ org.; agreements on various levels important for VET, working time adjustments etc.
RO	Tripartite institutions in the field of economic and social life (CES), VET, LMP. According to the Governments NRP 2008-2010 , flexicurity strategies were discussed in a tripartite way.
SE	SPs playing a substantial role in labour market and social life on the basis of being strongly anchored in working life
TK	Still problems with fundamental labour rights and their implementation and respecting them. EU Commission 2009 on social dialogue: „Turkey is not sufficiently prepared.“

## Recent changes and challenges

- Quite different challenges, depending very much on the “maturity” of the national social system and labour relations (CY, DE, PT, SE versus LT, RO, TK)
- DE, SE: growing political polarisation between social partners
- PT: Flexicurity inspired reform process that includes a number of security aspects threatened by crisis effects

CY	Different trends regarding the influence of SPs in policy : Survey results: Increase in influence of SPs in some areas (social security) but decrease in bargaining influence
DE	Employers in demand of more measure to „unlock job creation potentials“ and ease the burden of relementation. Trade unions stress the challenges in the context of labour markte segregation and growing social insecurity
LT	Positive changes in the field of social dialogue in 2008 are under pressure now again due to the crisis and austerity prorammes of the government. In 2009 the SPs agreed on a joint initiative in response to the crisis.
PT	Last decade characterised by political polarisation (2003 labour law reform) and change (2006 green book, reform of the labour relations systems in 2008) - negative effects of the crisis on SD and role of social partners
RO	SP issued a joint response to the crisis in June 2009 advocating the „ILO Global Jobs Pact“
SE	Challenges in particular for the trade unions caused by political change and reforms/measure taken in the field of labour and social relations
TK	Major challenge is to guarantee and implement basic labour norms/standards. Futher challenges resulting from large informal sector and low coverage by collective bargaining

## Experiences and cases of good practice

- Soft issues being the focus
- Mainly internal flexicurity, LLL and CSR type practice
- Sweden being the only one touching employment security/outsourcing

CY	HRDA, working time, CSR
DE	Flexible clauses in German labour law, job-transition/mobility, work-life balance Good Work Campaigns
LT	?
PT	Working time flexibility /working time accounts/banks
RO	(Eurofound 2009): working time flexibility, construction sector agreement on social security , VET, H&S
SE	Security and Adjustment Agreements, Outsourcing, union services to members
TK	Company agreement in the metal sector on short-time work

## Initial conclusions

- Reminder: The 7<sup>th</sup> of the flexicurity principles states that,

*Flexicurity requires a **climate of trust and broadly-based dialogue** among all stakeholders, where all are prepared to take the responsibility for change **with a view to socially balanced policies**. While public authorities retain an overall responsibility, the **involvement of social partners in the design and implementation** of Flexicurity policies **through social dialogue and collective bargaining** is of crucial importance.*

- No clear picture regarding increase/decrease of influence of social dialogue and social partners (very much depending on political context, policy field, national framework)
- While in most countries coverage by collective bargaining seems to have been weakened in recent years, there are also other trends (slight increase in DE)
- Recent changes in Nordic countries/Sweden: may there be a trend of conversion between Nordic “Social Democracy” and German “(New) Social Market Economy”?
- Financial effects of the crisis in all countries threatens the security related components in the flexicurity principles