



# THE EU AND NATIONAL SOCIAL DIALOGUE

Presentation of the situation in  
Sweden in Copenhagen on the  
12 – 13th of September 2013



# 1. Industrial Relations in Sweden

- The Industrial Relations system is a bipartite system.
- Employers organizations and trade unions derive their legitimacy from their members – not by recognition from the State.
- Legitimacy is based on representatively:
- Private employers org: 80 % membership  
(National UEAPME member is not a social partner)
- Trade unions (private): 65 % membership
- Public employers org: 100 % membership
- Trade unions (public): 84 % membership

## 2. Labour legislation

- Regulate the minimum standards between employers and workers in the labour market.
- The laws are dispositive – negotiated in collective agreements.
  - employment security
  - anti-discrimination
  - safety & health
  - working time
- Regulates many aspects of the employment relation but not wages and general conditions of employment.
- No statutory minimum wage/no system for making collective agreements universally binding.

# 3. Collective agreements

- Collective agreements cover 90 % of the employees in the private sector and 100 % in the public sector.
- The collective agreement guarantees the function between the partners and is binding during its term.

## Private sector

- Sectoral level: member associations - trade unions:
  - wages
  - general conditions of employment
- Cross-sectoral: Swedish Enterprise – LO/PTK
  - supplementary pensions and insurances
  - restructuring - getting people back to work

# 3. Collective agreements

## Public sector

\* The members of CEEP Sweden\* - their respective trade union counterparts

- wages
- general conditions of employment
- supplementary pensions and insurances
- transition agreements

\*SALAR, Pacta, SAGE, KFS and Fastigo

## 4. Implementation and follow-up of framework agreements and framework of actions

### Starting – points

- Responsibility for the implementation is on social partners.
- The tool for the social partners is in general the collective agreement.
- Subjects for EU social dialogue texts and its content are typically already covered by legislation.

### Implementation and follow-up

- Joint translation and dissemination
- Joint reports
- Trade unions - Ongoing discussion on general method (instrument) of implementation, collective agreement or other"
- Private employers do not want double regulation of subjects and says no

## 4. Implementation and follow-up of framework agreements and framework of actions

- **Public employers:** implementation can differ depending on the subject and kind of social dialogue instrument (collective agreement, seminar, work in different working groups and committees)
- The subjects of the different framework agreements and framework of actions were already on the agenda for NSP and MS
- The SD framework agreements and framework of actions creates an extra arena/platform to meet and discuss the subjects
- Thus the EU SD and the NSD strengthen each other
- A well functioning NSD is necessary for a well functioning ESD
- Mutual trust and confidence in our capacity building

# 4. Implementation of autonomous framework agreements

1. Telework (2002)
  2. Work – related stress (2004)
  3. Harassment and violence at work (2007)
- According to "European Social Dialogue– Achievements and Challenges Ahead: Results of a stock-taking survey amongst national social partners" (April 2011)
  - National collective agreements and/or legislation "Not necessary because national legislation already in place:.....Sweden" - regarding all agreements
  - Turned into guidelines in private sector – which have proven to be very useful
  - Public sector – handled in different ways, depending of the subject and kind of agreement
  - In summary – handled in social dialogue by social partners in all sectors



# 5. Inclusive Labour Markets

- Completely different agreement – directed not only to the social partners but also to other actors
- A seminar was organized with participants from the social partners with a presentation of the agreement and good examples at local level that had proven useful were presented

**THANK YOU  
FOR YOUR  
ATTENTION!**