



European Social partners' resource centres

Final Conference – Brussels 26 June 2009

**“Participation in the European social dialogue
... what are the social partner’s needs?”**

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Integrated Programme 2008-2010: 3 Sub-Projects

I	Joint project “participation in the European social dialogue: what are social partners’ needs?”– Phase 2	
II	Joint study on restructuring in EU Member States – final phase	
III	Resource Centres	
	a) Employers’ Resource Centre Website <i>Managed by BUSINESSEUROPE on behalf of all employers</i>	a) Trade unions’ Resource Centre Website <i>Managed by ETUC</i>
	b) Mentoring Programme for employer representatives <i>Managed by BUSINESSEUROPE on behalf of all employers</i>	b) Mentoring Programme for trade union representatives <i>Managed by ETUC</i>
	c) Seminars on the EU social dialogue for EU12 + 2 <i>Managed by BUSINESSEUROPE on behalf of all employers</i>	c) Activities on the EU social dialogue for EU12 <i>Managed by ETUC</i>
	d) Translation Fund – 23 languages <i>Managed by BUSINESSEUROPE and ETUC on behalf of all EU Social Partners</i>	
	e) European Social Fund capacity building <i>Managed by BUSINESSEUROPE and ETUC on behalf of all EU Social Partners</i>	
	f) Mini study on national social dialogue good practices <i>Managed by BUSINESSEUROPE and ETUC on behalf of all EU Social Partners</i>	

Resource Centres

Background:

- IP 2004-6: First web-based resource centre – information + mentoring
- IP 2006-8: Revamping websites + new tools / services (e.g. translation fund)
- IP 2008-10: Making it relevant to all EU27 + new initiatives (e.g. ESF)
- IP 2010 +: ? What can we do better / differently ?

Objectives:

- Further enhancing the existing resource centres so that they are relevant for the EU27 and candidate countries
- Build on tools / practices of previous Integrated Programmes;
- Understand challenges facing SPs and improve functioning of EU SD;
- Improving ability of all SPs to influence EU social dialogue;

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<http://resourcecentre.etuc.org/>

ETUC Resource Centre

Home | EU Social Dialogue | Resource Centre | Restructuring | Capacity Building | Links

Home

*EU Social Dialogue

The European social dialogue is a fundamental element in the European social model that is formally recognised by the EC Treaty (articles 129 and 130) . It encompasses the discussions, consultations, negotiations and joint actions undertaken by the social partner organisations representing the two sides of industry (labour and management). In particular, at Community level, workers are represented by the European Trade Union Confederation (ETUC) and European employers are represented by three different organisations: the Confederation of European Business (BUSINESSEUROPE, formerly UNICE), the European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP) and the European Association of Craft Small and Medium-Sized Enterprises (UEAPME).

Briefly, the involvement of the social partners at the European level can be distinguished in three different types of activities: 1) bipartite consultation, that take place between the social partner organisations and the European public authorities; 2) consultation of the social partners, in the spirit of Article 137 of the Treaty and 3) the European social dialogue, which is the name given to the bipartite work of the social partners, whether or not it stems from the official consultations of the Commission based on Articles 137 and 138 of the TEC.

Through the present Resource Centre, the ETUC intends to provide information and practical assistance to social partner representatives (and especially trade union organisations) as well as practitioners in industrial relations on policy and legislative developments on European social dialogue and restructuring process. The Resource Centre has been developed under the framework of the **work programme 2006-2008** of the European social partner organisations and it is one of the outputs of their **Integrated Programme**.

* Resource Centre * Restructuring * Capacity building

The resource centre contains information on how to access funds to translate European social dialogue agreements, on training and mentoring sessions on social dialogue organised by the ETUC, on specific opportunities for trade unionists coming from 10 new EU member states as well as on EC grants available for trade union projects.

Nowadays no a day goes by without news on restructuring process affecting undertakings and workers in Europe. This section of the website intends to provide for numerous information on initiatives undertaken by the ETUC, its member organisations (including European Industry Federations) as well as European Institutions in the European social dialogue.

This section contains information on the outputs realised through the Integrated Programme of the EU Social Partners in order to assist the social partners in the new Member States (and also to some extent in candidate countries) in strengthening their capacity to effectively represent industry in the European social

Done

www.erc-online.eu



Employers' Resource Centre

Based in **BUSINESSEUROPE** – also on behalf of **UEAPME**, **CEEP**

Mentoring Programme (14 countries)

- Bulgaria, Croatia, Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia, Turkey
- Observation places for experts to EU social dialogue meetings in Brussels
- Reimbursement of travel / accommodation costs

'On demand' seminar Fund (same 14 countries)

- Has to be either on a theme / topic under discussion in the EUSD or on the implementation of a EU cross-industry level agreement
- Must have international and bipartite dimensions
- Reimburse travel / accommodation for up to 50 participants for 1-day event
- Funding also available for hire of meeting rooms, interpretation, translation
- *Sept 2007: Slovenian seminar on the labour code*
- *May 2008: Hungarian seminar on undeclared work*
- *June 2008: Polish seminar on flexicurity*

Training and Mentoring programme (EU27 + CCs)

- **What:** interactive trainings on social dialogue issues & observation places in EU social dialogue meetings (e.g. *EU Social Dialogue Committee; ETUC negotiation or sub-group meetings; EIFs; EU institutions; EU level conferences devoted to discussions among social partners on key issues (i.e. FA V&H)*);
- **Target:** trade union representatives with good level of English but low or no knowledge of the EU social dialogue;
- **Objective:** developing a basic knowledge of EU cross-industry and sectoral social dialogue functioning;

- **Results**
 - ✓ Improved knowledge on the EU Social Dialogue
 - ✓ Trade unionists empowered with better negotiating skills
 - ✓ Facilitated access to EU programmes, funds & grants
 - ✓ Stronger synergies with EIFs, ETUI, SDA, etc.
 - ✓ Exchange with EU employers' representatives
 - ✓ Over 100 trade union reps trained (1/3 young).

Training on EU social dialogue results (2nd level)

- **What:** advanced training on EU SD issues through regional seminars in “NMS”
- **Target:** trade union representatives with a very good understanding and/or direct involvement in the European social dialogue level
- **Objective:** developing a common understanding of EU social dialogue instruments and their impact at the various levels

- **Results**
 - ✓ Improved knowledge on the EU Social Dialogue
 - ✓ Exchange of practices/priorities to implement EU SD agreements
 - ✓ Fostered synergies between EU and national level(s)
 - ✓ Over 150 trade union reps trained.

Fund for national seminars 'on demand'

- Where: 12 EU countries (BG, CY, CZ, EE, LT, LV, MT, HU, PL, RO, SK, SL)
- Target: national confederations members of the ETUC
- Objective: seminars devoted to discussions among social partners on EU level social dialogue issues and its impact at national level

- **Results**
 - ✓ 9 seminars organised since 2008 (BG, CY, CZ, EE, LT, LV, HU, PL, SK)
 - ✓ Issues more frequently addressed: autonomous framework agreements, EU SD developments, links between national and EU SD levels, etc.
 - ✓ Strong focus on the bipartite dimension of social dialogue
 - ✓ Over 200 people involved
 - ✓ In the majority of cases employers representatives were associated in the discussions + EU experts

Resource Centres : Joint Activities

3 sets of joint activities:

Translation Fund

- NSP joint requests
- Translation service can be in Brussels or national (if mutually agreed)
- NSP joint approval for finalisation
- Languages:
 - ETUC: FR, BG, CS, EL, ES, ET, FI, HU, MT, PT, SV, TK
 - BUSINESSEUROPE: DE, DA, HR, IT, LT, LV, NL, PL, RO, SL, SK

ESF Implementation

- Objective: exchange of information and practices on capacity building activities financed through the new ESF programming round (2007-2013)
- Target: NSPs from EU-27 countries
- Activities: survey and 1 joint event (c. December 2009)
- Output: joint report / recommendations

Social Dialogue Mini cases of good practice – on display today

Translation Fund

Preliminary assessment

- Use of the fund:
 - ✓ CZ, DA, DE, EE, ES, HR, HU, LV, SL, SV
 - ✗ BG, FR, EL, FI, IT, LT, MT, NL, PL, PT, RO, SK, TK
- Most translated EU SD texts:
 - ✓ Key challenges facing European labour markets: European social partners joint analysis (EN, CZ, EE, ES, HR, HU, SL)
 - ✓ Framework agreement on harassment and violence at work (DE, HU, LV, SW)
- EU sectoral social dialogue texts
- Most texts translated in HR (all EU agreements)
- EU SPs joint work programme 2009-2010 available in all EU languages

Questions: We need your input!

- **The Websites:** Are they useful? Do you use them? Content-wise, what can be added / improved?
- **Mentoring & Training:** How can the uptake be improved? Should we foresee joint TU/Empl sessions?
- **Translation fund:** If EUSD agreements are not available in your languages, why not use it? How can the modalities be improved?
- **Resource Centres:** What new activities / themes could we consider to better address your needs?

THANK YOU!