

BPI group 



Flexibility and security in recent labour market and social policy reforms – part C

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Warsaw, 23 November 2010

Social dialogue and the role of social partners (I)

- ❑ Countries where social partners are co-designers of policies and tools and are co-responsible for their implementation and monitoring effectiveness...
- ❑ ... and countries where social partners have advisory and opinionating role
- ❑ Countries where social dialogue is well-rooted and takes place at different levels and...
- ❑ ... these where social dialogue is still weak and takes place mainly at the national and enterprise levels
- ❑ Solutions written into collective agreements become binding for all employees/all employees from a given sector/branch...
- ❑ ... and countries where they are binding only for a given company and its employees

Social dialogue and social partners' role – chosen indicators

	Belgium	Czech Republic	Estonia	Finland	Greece	Italy	Malta	Poland	UE27
Collective bargaining coverage (2006)	96.0	26.5	16.0	90.0	70.0	33.8	62.0	40.0	63.0
Trade union density (2005)	51.5	22.0	15.9	74.0	23.0	70.0	62.2	12.7	25.3
Employers' organisations density (2006)	75.0	n/a	25.0	72.0	75.0	51.0	63.0	20.0	n/a

Social dialogue and social partners' role (I)

- ❑ **Implementing flexicurity or not quite flexicurity**
 - Designing appropriate solutions to develop national flexicurity model
 - From reluctance to co-creation (FI)
 - Attempts to design national model of flexicurity (PL)
 - Designing appropriate solutions to improve labour market effectiveness
 - Flexicurity perceived more as „the EU concept' (BE)
 - „Doing our own thing” (GR)
 - Involvement in developing anti-crisis measures
 - „Flexicurity in reality” (PL, CZ)

Social dialogue and social partners' role (I)

□ Co-decision makers and co-responsible

- Designing competence profiles and their management (BE)
- Distribution of unemployment benefit (BE)
- Financing training (in some sectors - BE, at the regional level - IT)
- Training provisions (MT)
- Revising job classifications and measures against gender segregation (BE)
- National/sectoral collective agreements are incorporated into law system (BE, IT)
- Collective agreements provisions more favourable than law regulations (IT)
- Detailed training plans are to be incorporated into company level collective agreements (CZ)
- Sectoral councils to monitor labour market (CZ) or Regional Employment Councils (EE)
- Participation in tripartite commissions for social dialogue (TK- PL or RHDS – CZ)
- Wage negotiations – linking wages to productivity (MT, IT)

Social dialogue and social partners' role (II)

❑ Joint projects

- Working time, flexicurity model, stress at work, mobbing etc. (PL, CZ)
- Proposals to modernize labour code (CZ, PL)
- Competitions, i.e. Investors in People or „Company of the Year - Equal Opportunities” (CZ)
- Regular fora to discuss gender equality, pay equality, lifelong learning provisions etc. (FI)

❑ Temporary anti-crisis measures

- Development and delivery (BE)
- Development of draft proposal (PL)

Social dialogue and social partners' role - state of play

	Belgium	Czech Republic	Estonia	Finland	Greece	Italy	Malta	Poland
Bilateral social dialogue	Strong & influencing legislation	Weak	Weak	Strong & influencing legislation	Exists	Strong & influencing legislation	Weak	Weak
Tripartite social dialogue	Exists	Prevails	Prevails	Close tripartite relations	Exists	Exists	Prevails	Prevails
Social partners' role	Co-creators and co-responsible	Advisory	Advisory	Co-creators and co-responsible	Concluding multi-industry agreement	Co-creators and co-responsible	Wage negotiations	„Flexicurity awareness building”
Flexicurity in social dialogue	Own approach to flexibility and security	Yes	Rare	Present and developing	Not quite	Controversial	Not quite	Yes
Implementing flexicurity	Own measures	National model	n/a	Yes	Measures related to flexicurity		Measures related to flexicurity	Reflecting on national model