



The latest results of the European Social Dialogue

*Seminar “Promoting and reinforcing the EU social dialogue”
20-21 May 2015, Athens, Greece*

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

Autonomous
agreements



Implementation by Social Partners

Framework agreements

Autonomous Framework Agreement on Inclusive Labour Markets

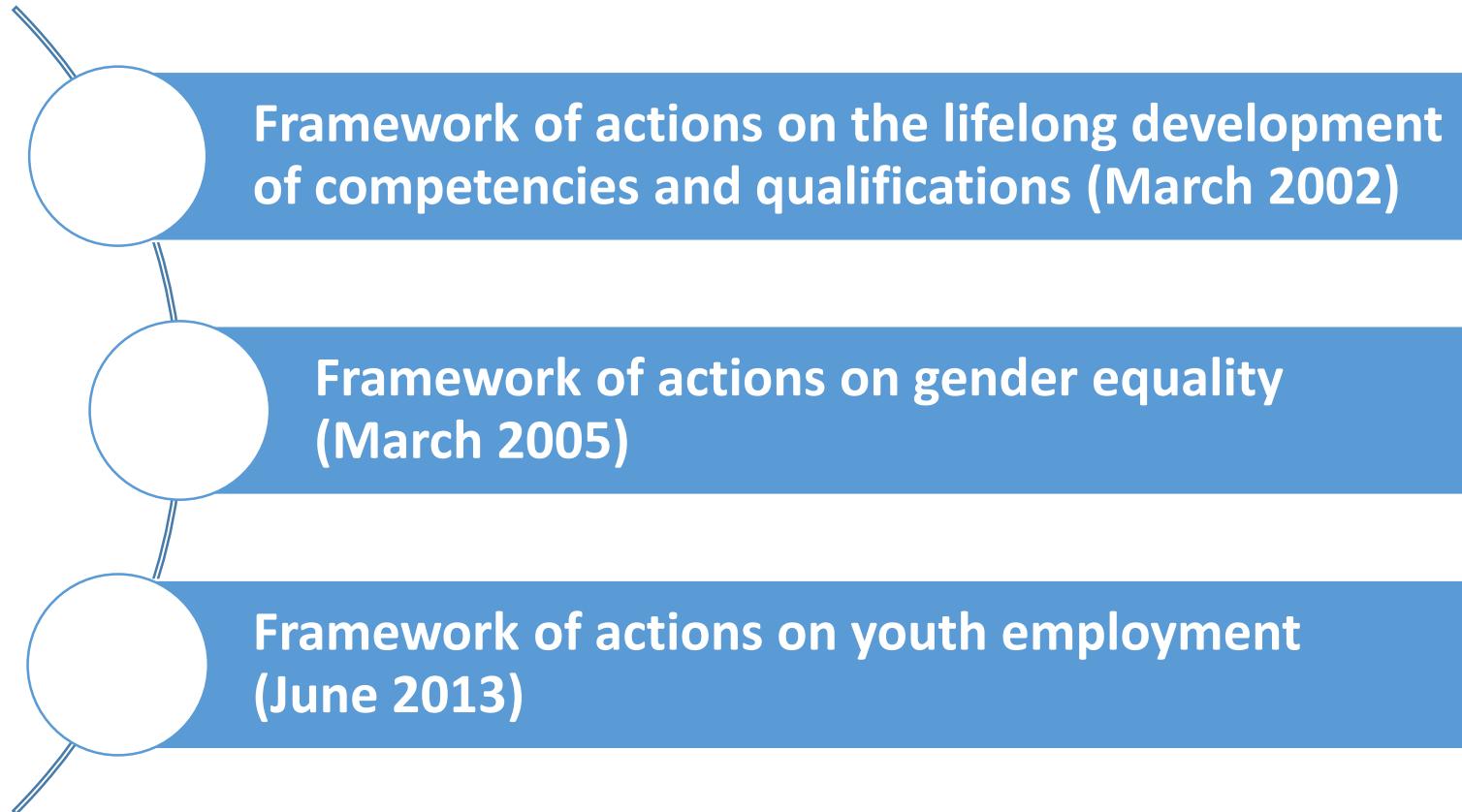
- Final implementation report adopted in September 2014 at the Social Dialogue Committee meeting

Publication available online

Parental leave Directive

- Monitoring report on the transposition to be published by the Commission: expected in 2015

Framework of Actions



Framework of Actions

Framework of Actions on Youth Employment

- First follow-up report adopted in September 2014 at the Social Dialogue Committee meeting
- Process is still on-going: second follow-up report expected September 2015

Framework of Actions on Gender Equality

- “Toolkit for Gender Equality in Practice”

Web-based

Declarations, etc.

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

- **(2008) Joint letter on childcare**
- **(2010) Joint statement on the Europe 2020 Strategy**
- **(2013) Joint tripartite declaration on EU Apprenticeships**
- **(2013) Joint declaration on EU social partners' involvement in the EU economic governance**

Autonomous Work Programme

4 autonomous work programmes

- 2003-2005
- 2006-2008
- 2009-2010
- 2012-2014



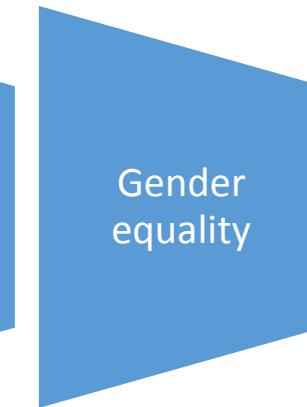
Ongoing negotiations:

In-depth employment analysis
5th autonomous work programme

Joint Projects (past and current)

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

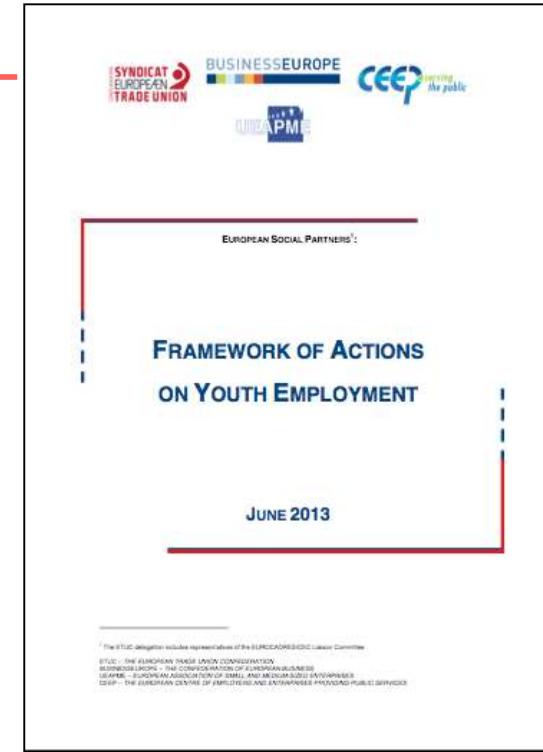
Thematic projects (*examples*):



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



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Framework of Actions on Youth Employment

- **1st implementation report**
 - ✓ Adopted by the Social Dialogue Committee (Sept. 2014)
 - ✓ Follow-up reports submitted by 17 MS out of 28
 - ✓ FoA text translated into 10 EU languages: Croatian, Czech, Dutch, French, German, Hungarian, Italian, Latvian, Polish and Swedish
 - ✓ Several approaches: all priorities at once, one after the other, or only some
 - ✓ A variety of partnerships & added value of social dialogue
 - ✓ Significant European dimension, and actions needed at grass-roots level
 - ✓ Role of European funding opportunities



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Toolkit For Gender Equality In Practice



*brochure
in 24 EU
languages*



7 video interviews



*Up to 100
initiatives*



*1 website
(2 URL addresses)*



FOCUS ON

Declaration SPs Involvement in EU Economic Governance

- 10 principles
- Focus on EU Semester
- Social dimension of the EMU
- Consultation prior to publication of the Annual Growth Survey
- Bi- and tri-partite dialogues
- Improvement of the functioning of the Social Dialogue Committee (*new bipartite session*)



The image shows a document titled "SOCIAL PARTNER INVOLVEMENT IN EUROPEAN ECONOMIC GOVERNANCE" from the Declaration by the European Social Partners. The document is dated 2012-2014 and is signed by SYNDICAT EUROPEAN TRADE UNION, BUSINESS EUROPE, CEEP, and UEPAPME. It includes an introduction, ten principles, and a conclusion. The introduction highlights the need to analyse the effects of economic governance processes on social dialogue at EU and national levels, and to define a role for social partners in the development of European economic governance. The ten principles cover topics such as social dialogue, wage negotiations, social dimension of the EMU, and monitoring employment performance.

SOCIAL PARTNER INVOLVEMENT IN EUROPEAN ECONOMIC GOVERNANCE

DECLARATION BY THE EUROPEAN SOCIAL PARTNERS

Introduction

The 2012-2014 European social partners' work programme highlighted the need to analyse the effects of current economic governance processes on social dialogue at EU and national levels. The aim is to define a role for social partners in the development of European economic governance will have on social dialogue at EU and national levels, and with the view to develop possible recommendations at the relevant levels.

The European social partners see an opportunity to address the challenges of promoting growth and job creation in the context of the social dimension of all the social partners.

The European Council is to be strengthened (EMU), and will further boost its credibility and competitiveness. It is to coordinate and monitor, through the European Council, in closest possible cooperation with the Eurogroup, the social dimension of the EMU.

In 1991, European social partners called for a review of the EMU to believe that time is ripe to a within the renewed EU vision.

Through this declaration, as BUSINESS EUROPE, UEPAPME - shape our future involved series of recommendations.

There might be new developments in their involvement and to do so.

Ten Principles

The European social partners highlight the following ten principles which should guide their involvement in EU economic governance:

1. The European social partners support Article 3 of the Treaty on European Union (TEU), which sets the objective of working for a highly competitive social market economy and Article 9 of the Treaty on the Functioning of the European Union (TFEU) promoting a high level of employment, the guarantee of adequate social protection, the fight against social exclusion; and a high level of education, training and protection of human health.
2. Social dialogue and well-developed industrial relations at all levels are a crucial element of the European social model and democratic government. Appropriate involvement of social partners in economic and employment policies is thus essential.
3. Article 151-152 TFEU states, among others, the principle that the EU should facilitate social dialogue, respecting the autonomy of the social partners.
4. The decision on how to organise wage bargaining is a national competence. Wage negotiations are organised at different levels in European countries in line with different industrial relations traditions. Article 152.5 of the TFEU concerning social policy establishes that the issue of pay is out of the scope of EU competences. This should be taken into account by EU institutions, the European social partners and national governments.
5. Social dialogue can be a driving force for successful economic and social reforms. Social partners can raise awareness of the consequences of economic and social change on social systems and labour markets. They can also play a key role in putting in place the conditions that will stimulate job creation, notably by facilitating economic recovery and labour market and social inclusion.
6. The social dimension of the EMU should contribute to economic and social progress in the EU. This means that policies should be designed to be conducive to economic and social progress.
7. Including social partners in the elaboration and implementation of policies affecting directly or indirectly employment and labour markets at all stages of the European Semester is essential with the view of taking into account their position. Social partner consultations should be timely and meaningful, allowing the necessary analysis and proposals and fitting within decision making processes.
8. A transparent monitoring of employment performances and progress towards the Europe 2020 targets needs to be organized. The European social partners should here be involved in setting the relevant benchmarking indicators.
9. There is no need for new structures/mechanisms to involve social partners in European economic governance. Improvements could nevertheless be obtained through a better functioning and coordination as well as in some cases through adapting existing structures/mechanisms as suggested in this statement.
10. There needs to be a coherent process of consultation of national and/or European social partners by Governments at national level, and with the Commission/Council/Parliament at European level.

TRIpartite SOCIAL SUMMIT

Conclusions

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

Expected: In-Depth Employment Analysis and 5th Autonomous Work Programme

High level event with social partners on 5 March 2015

Thank you!



Resources:

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

The screenshot shows the homepage of the ETUC Resource Centre. It features a search bar at the top. Below it, there are sections for 'INTEGRATED PROGRAMMES' (with a gender equality icon), 'LATEST PUBLICATIONS' (including a report on gender equality in the green economy), 'FORTHCOMING SEMINARS' (a calendar for Dec 2014), and 'LATEST NEWS ON SOCIAL DIALOGUE' (with a link to the first meeting of the EU Social Dialogue Academy). The sidebar includes links for 'EU Social Dialogue RESOURCE CENTER', 'ACTORS', and 'EU social dialogue instruments'.



Resources:

<http://www.erc-online.eu>

The screenshot shows the homepage of the European Social Dialogue website. It features a search bar at the top. Below it, there are sections for 'IN THE SPOTLIGHT' (Framework Agreement on Inclusive Labour Markets), 'INTER-SOCIETY PROJECTS (2013-2014)' (with a Toolkit Gender Equality), 'EUROPEAN SOCIAL DIALOGUE' (Presentation, bodies and meetings, Social Partner's Autonomous Work Programme, Database of European Social Dialogue texts), and 'FINANCIAL SUPPORT' (TransitioFund, EU funding opportunities). The sidebar includes links for 'EMPLOYERS' RESOURCE CENTER', 'INDUSTRIAL SUBJECTS', 'EUROPEAN SOCIETY (2013-2014)', and 'CONTACT US'.