

The latest results of the European Social Dialogue

*Seminar “Reinforcing the EU social dialogue and industrial relations”
20-21 September 2018, Bratislava, Slovakia*

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
- Agreement on **active ageing and an inter-generational approach**, 8 March 2017

Autonomous
agreements



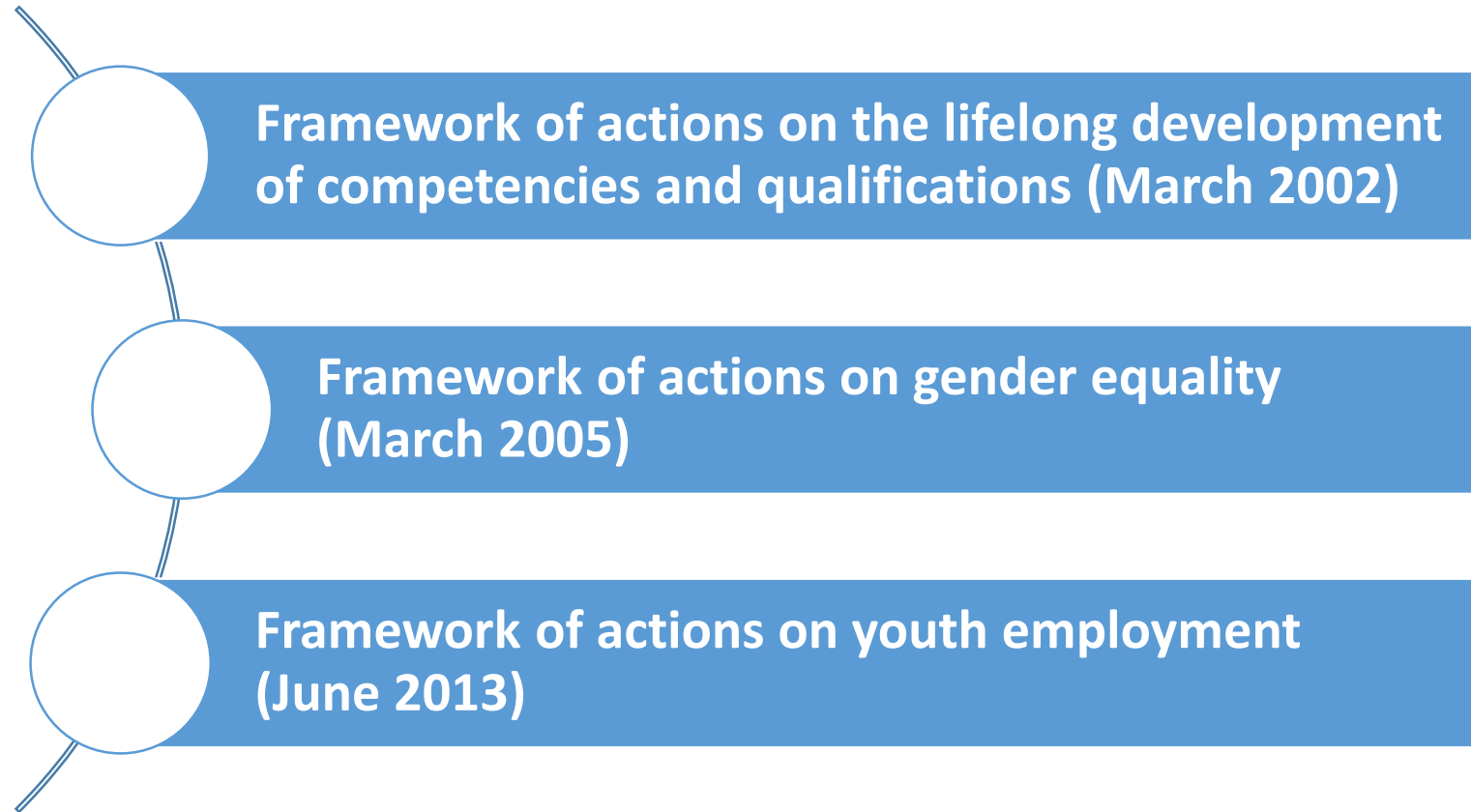
Implementation by Social Partners

Framework agreements

Autonomous framework Agreement on **Active ageing and an intergenerational approach**

- Signed in March 2017
- First implementation report will be adopted in June 2018

Framework of Actions



Framework of Actions

Framework of Actions on **Youth Employment**

- Follow-up reports adopted in September 2014, 2015 and 2016
- Final follow-up report adopted in September 2017
- In case of absence of reporting after 4 years, EU SPs encourage their members in the countries concerned on whether or not additional action is required in one or more of the priority areas
- The European social partners will discuss about their support during the next SDC meetings in order to develop targeted follow-up activities.

Web-based

Framework of Actions on **Gender Equality**

- “Toolkit for Gender Equality in Practice”

Declarations, etc.

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

- **(2010) Joint statement on the Europe 2020 Strategy**
- **(2013) Joint tripartite declaration launching the European alliance for apprenticeships**
- **(2013) Joint declaration on EU social partners' involvement in the EU economic governance**
- **(2015) In-depth employment analysis**
- **(2016) Quadripartite statement**
- **(2016) Towards a Shared Vision of Apprenticeships**

Quadripartite statement

(Adopted: June 2016 – Quadripartite statement)



- **Statement of the Presidency of the Council of the European Union / the European Commission / the European Social Partners**
- **Commitments from the signatory parties**

Autonomous Work Programme

5 autonomous work programmes

- 2003-2005
- 2006-2008
- 2009-2010
- 2012-2014
- **2015-2017**



5th autonomous Work Programme (July 2015)

(Adopted: June 2015)

Our approach:

- **Contribute autonomously to policies** affecting directly or indirectly employment and labour markets
- **Foster and strengthen the development of autonomous social dialogue** across European countries
- **Act at bipartite and tripartite levels**, taking possible European Commission upcoming proposals and initiatives as basis
- **Develop social partners' role** in the process of the European Semester



2015-2017 Joint Actions

1. Fostering **active ageing** and an inter-generational approach
2. Promoting better **reconciliation** of work, private and family life and gender equality to reduce the gender pay gap
3. **Mobility and migration**
4. **Investment package** and strengthening the **industrial base** in Europe
5. **Skills** needs in **digital** economies
6. **Active** Labour Market Policies
7. Fostering **apprenticeships** to increase **youth employment**
8. Committing to promote **capacity building** and better **implementation outcomes**

Subgroup

dedicated to better implementation outcomes

In an EU which has enlarged to 28 Member States, implementation processes have highlighted some challenges that need to be overcome.

The European social partners **created a subgroup (with a geographical balance)** mandated to look into the follow-up and implementation of autonomous social dialogue instruments and propose supportive actions in order **to achieve better implementation outcomes and aiming at coverage in all member States.**

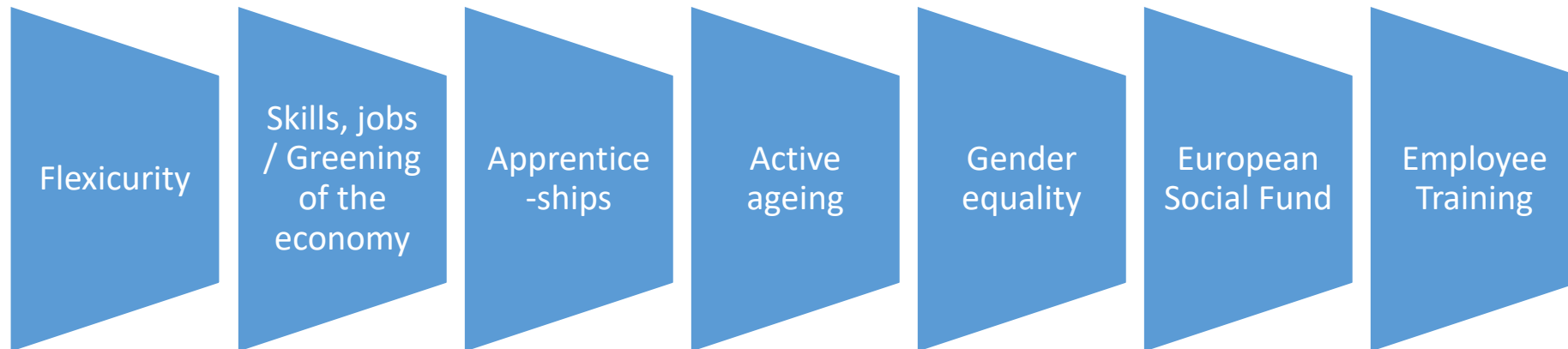
In addition, the European social partners worked on:

- An overview on the state of play of implementation of autonomous agreements in the 28 Member States.
- A new approach targeted at the 8-10 Member States where the implementation has been identified as insufficient.

Joint Projects (past and current)

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

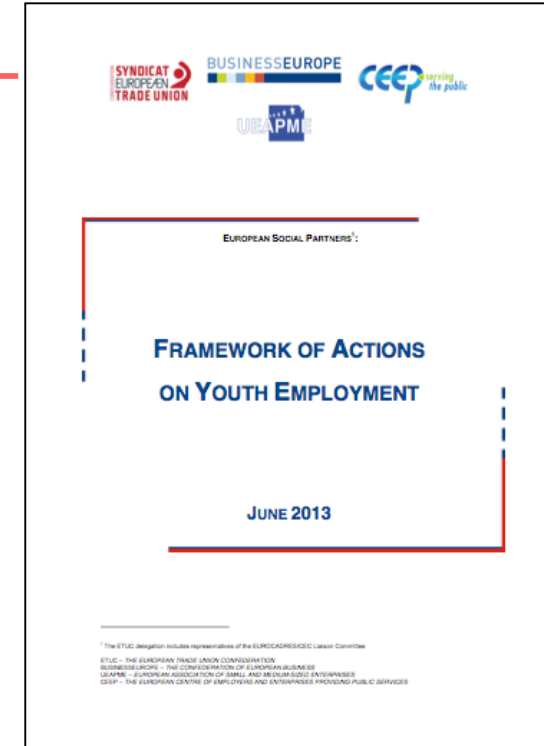
Thematic projects (*examples*):



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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

- Final follow-up report (adopted in September 2017):
 - ✓ Collective agreements used to find solutions
 - ✓ Sectoral approach in apprenticeships and VET
 - ✓ Regional approach characterising intervention
 - ✓ Macro-economic situation continues to pose challenges
 - ✓ Role of European funding opportunities
 - ✓ Focus on vulnerable groups: refugees, drop-outs, NEETs
 - ✓ New emerging challenges: digitalisation, access to housing



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Agreement on Active Ageing and an Intergenerational approach



- Signed in March 2017
- First implementation report next June 2018
- Already translated in PL, DE, BG (CZ and HU underway)

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Agreement on Active Ageing and an Intergenerational approach



1. Introduction

2. Aims

- *Increasing the awareness and understanding [...] of the challenges and opportunities deriving from demographic change;*
- *Providing [...] approaches and/or measures to promote and manage active ageing in an effective manner;*
- *Ensuring and maintaining a healthy, safe and productive working environment;*
- *Fostering innovative life-cycle approaches with productive and quality jobs to enable people to remain in work until legal retirement age;*
- *Facilitating exchanges, mutual cooperation and fostering concrete actions to transfer knowledge and experience between generations at the workplace.*

3. Description

- Definitions of AA and IA

4. Social partners' tools, measures and actions

- Strategic assessments of workforce demography
- *Health and safety at the workplace*
- *Skills and competence management*
- *Work organisation for healthy and productive working lives*
- *Inter-generational approach*

5. Implementation and follow up

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

Future of the European social dialogue

Thank you!



Resources:

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



Resources:

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

