



# The role of European social dialogue in promoting decent workplaces

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## ESD: a pillar of Europe's social model

*"I am a strong believer in the social market economy - and the social market economy can only work if there is social dialogue.*

*Social partners can identify the greatest needs and opportunities - helping us invest, grow and create jobs. Their support and participation is essential.*

*I said that I wanted to be a President of social dialogue and this Commission made a commitment to strengthen social dialogue in Europe and make it an integral part of our jobs and growth strategy.*

*Today we are delivering on that promise."*

J.-C. Juncker, Tripartite Social Summit, 19 March 2015



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# ESD: a pillar of Europe's social model

## *What is European Social Dialogue?*

- Discussions, consultations, negotiations and joint actions
- Undertaken by the social partner organisations representing the two sides of industry (employers, trade unions)
- at European (EU) level

*A complement to social dialogue at national/regional, sector, company level, ...with its own dynamics*



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## ESD: what can/should we expect?

*"Classic federalist vision": its purpose is to take up or coordinate the key elements of national trade union objectives and develop a multilevel industrial relations system*

vs.

*"More experimental-type vision": European social dialogue is aimed more at innovating, in respect of both themes and instruments*

(Pochet, 2007)

*Social dialogue at EU level should [...] be acknowledged and analysed as an evolving multi-actor and multi-level system sui generis. Consequently, any assessment of sectoral social dialogue at EU level must reveal the criteria applied. Assessing sectoral social dialogue in terms of lobbying activities, for instance, would lead to a much more positive result than an assessment in terms of regulatory capacity in the field of social policy.*

(Weber, 2010)



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# ESD: a pillar of Europe's social model

## European Social Dialogue

### Financial support

- European Social Fund
- EaSI

### European Economic coordination

- European Semester
- Annual Growth Survey
  - National Reform Programmes
  - Country Specific Recommendations

### Legislation in social policy field

- Working conditions
- Health and Safety
- Information and consultation of workers

### EU policies with social implications

- Energy Union
- Digital Agenda
- Sectoral policies



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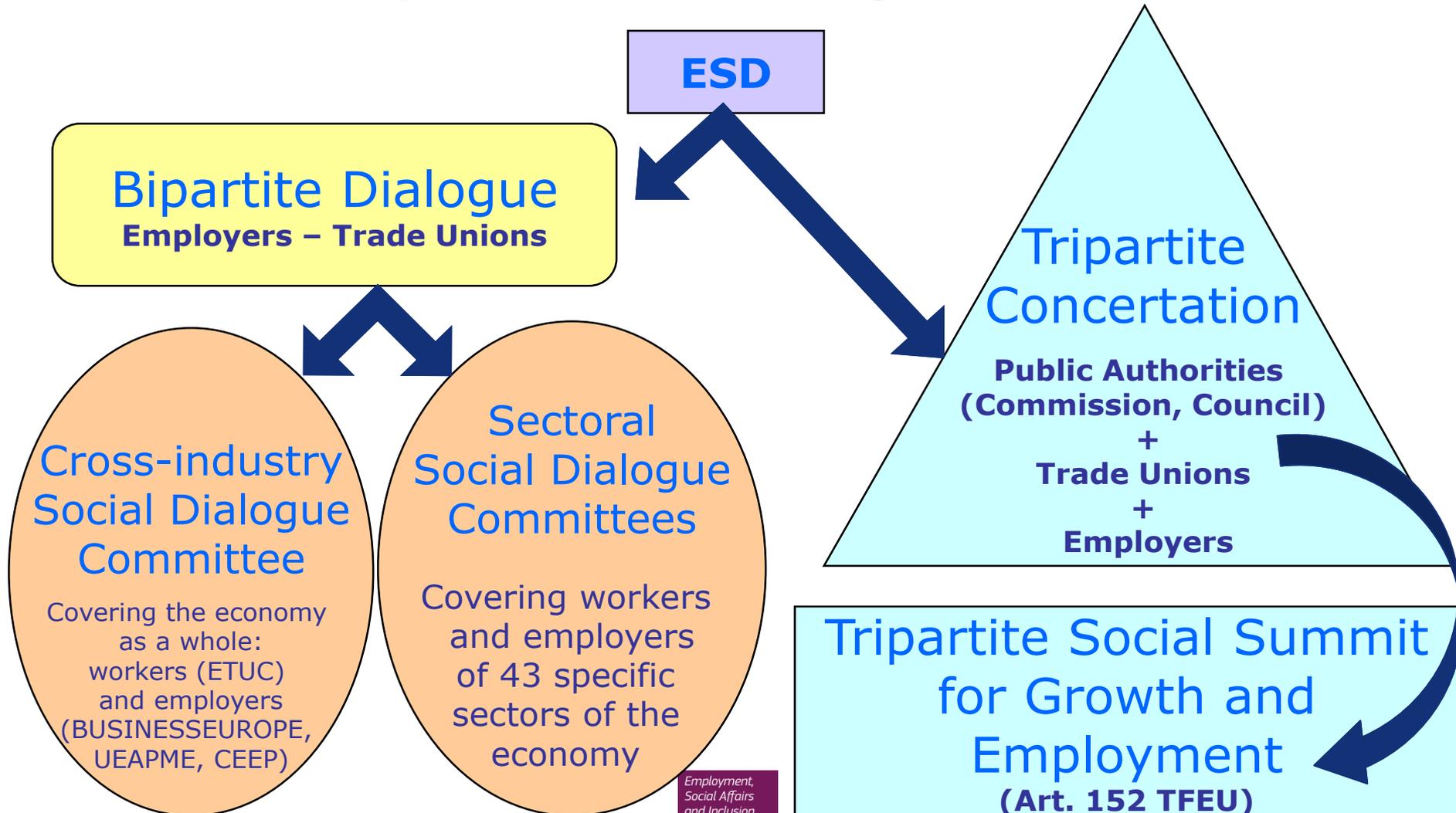
## Who are the European social partners?

	<i>Employers</i>	<i>Workers</i>
Cross-industry: general social partner organisations	 	
Cross-industry: organisations representing certain categories of workers or undertakings		 
Sectoral social partner organisations	<i>63 sectoral employer organisations</i>	<i>15 sectoral worker organisations</i>



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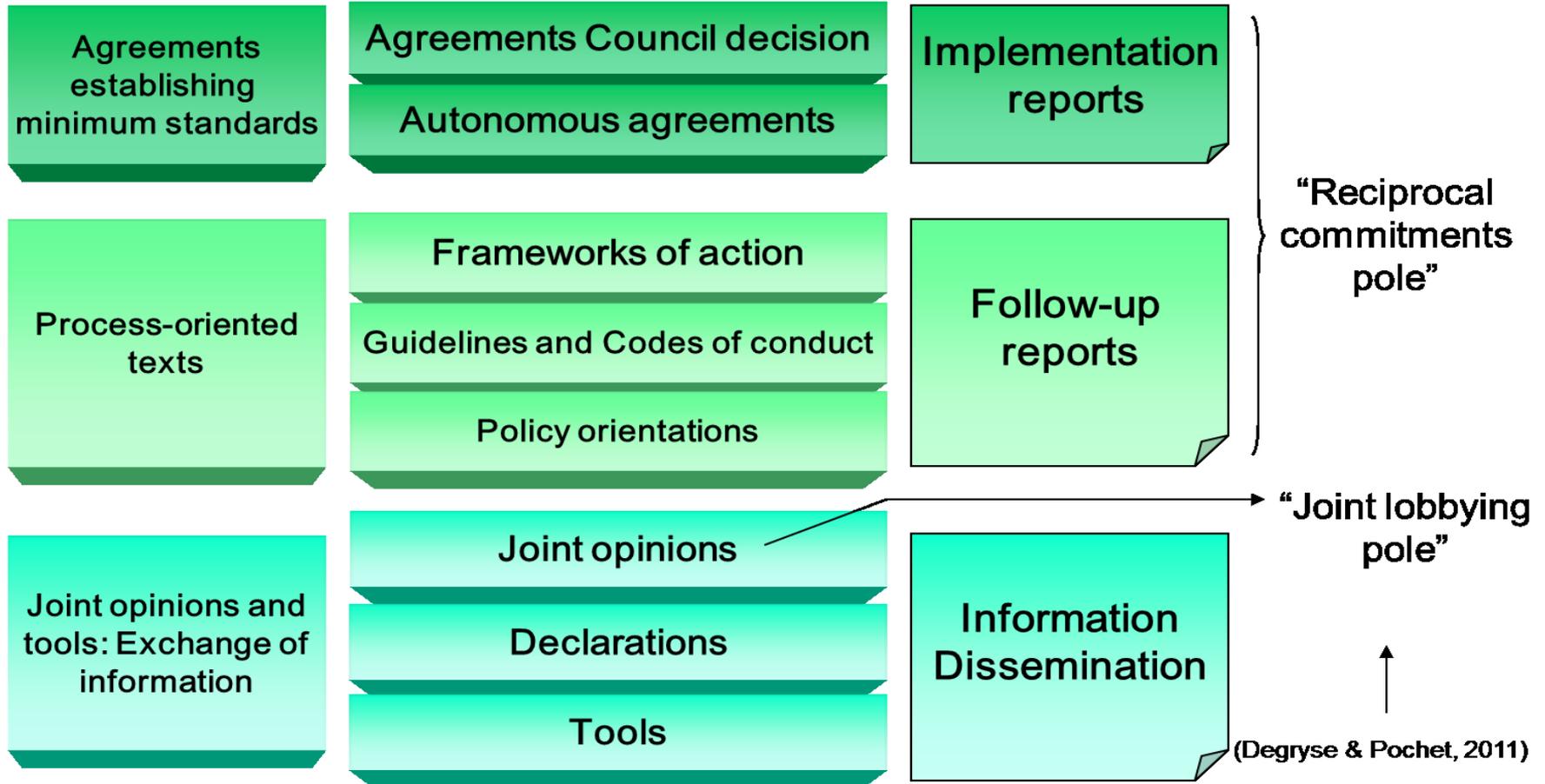
## European social dialogue: forms





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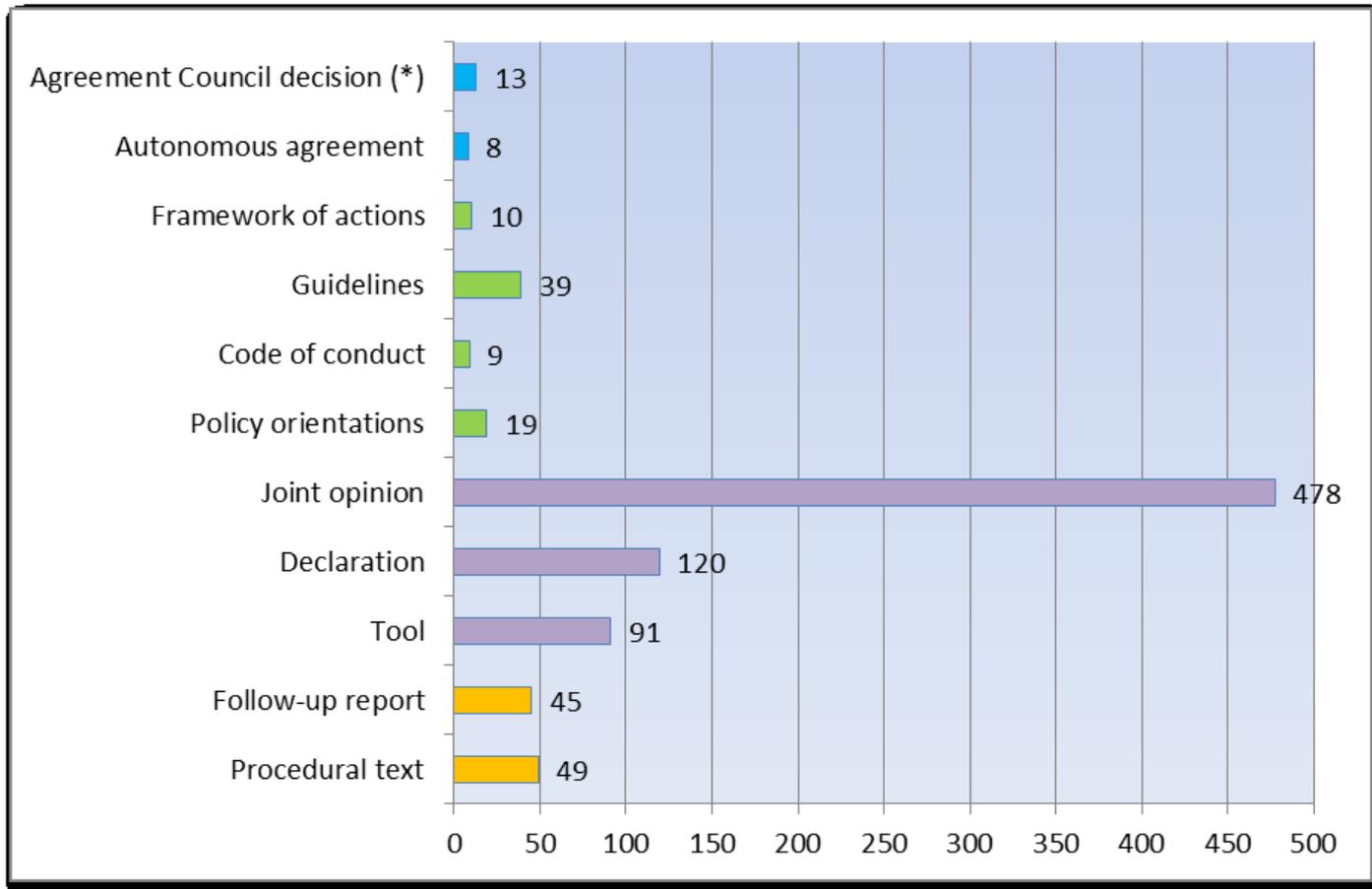
# European social dialogue outcomes: typology





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# European Social Dialogue outcomes

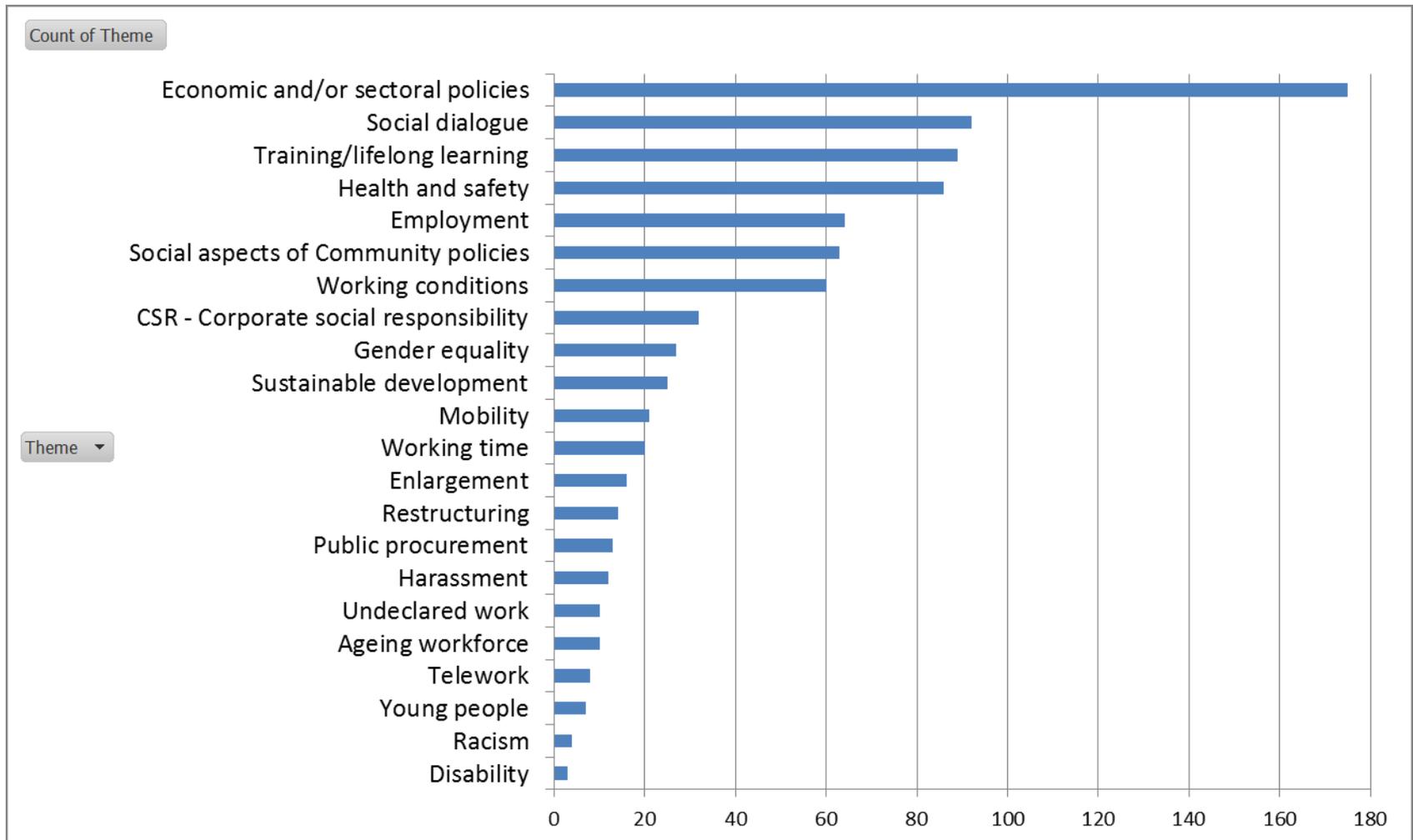


(\*) Including 2 agreements for which implementation by Council decision has been requested



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# ESD outcomes – Themes





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# ESD outcomes – Cross-industry agreements

## ***Agreements implemented by Directive***

- *Parental leave – 1995*
- *Part-time work – 1997*
- *Fixed-term work – 1999*
- *Parental leave – 2009 (revision)*

## ***"Autonomous" agreements implemented by cross-industry social partners***

- *Telework – 2002*
- *Work-related stress – 2004*
- *Harassment and violence at work – 2007*
- *Inclusive labour markets – 2010*



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## ESD outcomes – Sectoral agreements

### ***Agreements implemented by Directive***

- *Maritime transport – European agreement on the organization of working time of seafarers (Directive 1998)*
- *Civil aviation – European agreement on the organization of working time of mobile staff in civil aviation (Directive 2000)*
- *Railways – Agreement on certain aspects of the working conditions of mobile workers assigned to interoperable cross-border services (Directive 2004)*
- *Maritime transport – Agreement on the Maritime Labour Convention 2006 (Directive 2008)*
- *Hospitals – Framework agreement on prevention from sharp injuries in the hospital and healthcare sector (Directive 2009)*
- *Inland waterways – European agreement concerning aspects of the organisation of working time (Directive 2014)*



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# ESD outcomes – Sectoral agreements

## ***Agreements to be implemented by Directive***

- *Sea fisheries – Agreement on work in fishing (2012; proposed for Directive in 2016)*
- *Central Government Administrations – General framework for informing and consulting civil servants and employees of central government administrations (2015; transposition requested)*
- *Personal services/Hairdressing – European framework agreement on the protection of occupational health and safety in the hairdressing sector (first version 2012; second version 2016?)*



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# ESD outcomes – Sectoral agreements

## *"Autonomous" agreements*

- *Railways – Agreement on the European licence for drivers carrying out a cross-border interoperability service (2004)*
- *Multi-sectoral – Agreement on Workers Health Protection through the Good Handling and Use of Crystalline Silica and Products containing it (2004)*
- *Personal services – European agreement on the implementation of the European Hairdressing Certificates (autonomous; 2009)*
- *Football – Minimum requirements for standard player contracts in the professional football sector (2012)*



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## ESD outcomes – Process oriented texts

- ***Multi-sectoral** guidelines on third-party violence and harassment at work (2010)*
- *PSR RAIL – A guide to identifying and preventing psychosocial risks at work in the **railway** sector (2013), and*

*Identify and prevent psychosocial risks within the railway sector – Joint recommendations of the European social partners (2014)*



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## ESD outcomes – Declarations and Tools

- *Good Work - Good Health: Improving the mental wellbeing of workers within the **telecommunications** sector (tool, 2011)*
- *Promoting security and the feeling of security vis-à-vis third-party violence in the European **rail** sector - A good practice guide (tool, 2012)*
- *How to Prevent and Mitigate Third-Party Violence and Harassment in Schools. Implementation Guide for the **Education** Sector of the Multi-Sectoral Guidelines to Tackle Third-Party Violence and Harassment Related to Work (tool, 2013)*
- *Towards well-being at work in **central government administrations** as part of a new EU occupational safety and health strategy framework (declaration, 2013)*



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## ESD outcomes – Projects

- *Well-being and occupational safety & health (OSH) in **central government administrations**: tackling psychosocial risks at work (2015-2017)*
- *Assessing health and safety risks in the **hospital** sector and the role of the social partners in addressing them: The case of musculoskeletal disorders and psycho-social risks and stress at work (2014-2016)*
- *New forms of service delivery for **municipalities**, the contribution of social dialogue and good practice for well-being at work (2015-2016)*



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## ESD outcomes – Projects

- *European Interactive Risk Assessment Tool for the **Live Performance** Sector: promoting its visibility and use in practice (2015-2016)*
- *How can the EU social partners contribute to improve Health and Safety at workplace in their sector through an efficient social dialogue? (**Commerce** sector, 2015-2016)*
- *Disseminating Training Materials for a Harassment and Bullying-free Workplace in **Shipping** (2012-2013)*



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# Role of (E)SD in promoting decent workplaces

## ***Psychosocial risks in Europe – Prevalence and strategies for prevention (joint report Eurofound-OSHA, 2014)***

- *Social partners/social dialogue have a key role to play in improving working conditions*
- *Management commitment and worker participation are important for effectively managing psychosocial risks and stress at work (leading not only to the application of a broader range of measures, but also to their improved effectiveness)*

[http://www.eurofound.europa.eu/sites/default/files/ef\\_publication/field\\_ef\\_document/ef1443en\\_0.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1443en_0.pdf)



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## ESD outcomes – Challenges

- ***Implementation of agreements and other outcomes***
  - Significant differences between countries with regard to links between SD and improvements in working conditions
  - Most European (sectoral) social partner organisations have limited capacity to influence their national affiliates
  - Follow-up at national level depends on:
    - effective involvement of national sectoral social partners in EU dialogue
    - interaction between the EU social dialogue mechanisms and national industrial relations systems
    - representativeness of social partners



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## ESD outcomes – Challenges

- ***Implementation of agreements and other outcomes***
  - Role of European social partners
    - Follow-up provisions in the text
    - Translation
    - Promotion and dissemination (get out there)
    - Advice on implementation measures and interpretation of provisions
    - Monitoring, reporting and evaluation
    - Organising exchange of experiences/practices
    - Capacity building of national organisations (longer term)
  - Role of national social partners
    - Make it happen...!



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# Information sources

<http://ec.europa.eu/socialdialogue>

The screenshot shows the European Commission website page for 'EMPLOYMENT, SOCIAL AFFAIRS & INCLUSION'. The page features a navigation menu with 'POLICIES AND ACTIVITIES', 'NEWS AND MULTIMEDIA', and 'PUBLICATIONS AND DOCUMENTS'. A search bar is located in the top right. The main content area is titled 'Social dialogue' and includes a definition, a list of forms (tripartite and bipartite), and information on financial support. A sidebar on the left lists 'Agencies and partners' with a sub-section for 'Social dialogue' containing links to various resources. A right sidebar contains 'News & Events', 'Related Documents', and 'Related Links' sections.

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Search

**Agencies and partners**

- Social dialogue
  - Cross-industry social dialogue
  - Sectoral social dialogue
  - Social dialogue texts database
  - Consultations of the social partners
  - Industrial relations
  - External Relations
- Corporate Social Responsibility (CSR) in the EU
- Non-governmental organisations
- Stakeholder consultation and feedback
- Decentralised agencies

**Social dialogue**

European social dialogue refers to discussions, consultations, negotiations and joint actions involving organisations representing the two sides of industry (employers and workers). It takes two main forms:

- a tripartite dialogue involving the public authorities,
- a bipartite dialogue between the European employers and trade union organisations. This takes place at cross-industry level and within sectoral social dialogue committees.

Financial support is given to transnational projects carried out by social partners and others active in the field of industrial relations through the social dialogue budget lines. It is also provided through the European Social Fund (ESF) for capacity-building of social partner organisations at national level.

**Consultations**

The European Commission consults the social partners on the possible direction of an initiative, in a first stage, and on the content of an initiative, in a second stage.

- Consultations of the social partners
- List of consulted organisations

**Representatives**

For an organisation to be recognised as a partner in European social dialogue, it must be organised at the EU level and capable of taking part in consultations and negotiating agreements.

As far as possible, organisations should be representative of all EU Member States, while their national members must be recognised as social partners in the respective countries.

Since 2006, representativeness studies have been carried by the EU agency in charge of research on living and working conditions, Eurofound.

**News & Events**

News

Events

Videos

**Related Documents**

- New start for social dialogue - One year after
- Vademecum - A Practical Guide for European Social Partner Organisations and their National Affiliates
- Brochure: A new start for social dialogue

**Related Links**

- New start for social dialogue - one year on - Frequently Asked Questions
- Industrial Relations in Europe Report
- Commission Communication Enhancing the contribution of European social dialogue 2004
- Commission Communication - The European social dialogue, a force for innovation and change 2002



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# Information sources

*Social Dialogue texts database:*

<http://ec.europa.eu/social/main.jsp?catId=521&langId=en>

The screenshot shows the website interface for the Social Dialogue texts database. At the top, there is a navigation bar with the European Commission logo and the text "EMPLOYMENT, SOCIAL AFFAIRS & INCLUSION". Below this, a breadcrumb trail reads "European Commission > Employment, Social Affairs & Inclusion > ... > Social dialogue texts database". The main content area is divided into two columns. The left column contains a "Partners" section with a list of categories: "Social dialogue" (expanded to show "Cross-industry social dialogue" and "Sectoral social dialogue"), "Social dialogue texts database" (highlighted), "Industrial relations", "External Relations", "Corporate Social Responsibility (CSR) in the EU" (expanded to show "Non-governmental organisations" and "Public consultations"), and "Public consultations". The right column features the "Social dialogue texts database" search interface, which includes a date field (Format: dd/mm/yyyy), dropdown menus for "Sector", "Theme", "Type", and "Addressee" (all set to "All [No filter]"), and a "Keyword" input field. There are "Search" and "Clear Filters" buttons. At the bottom of the page, there is a footer with social media icons for Document Database, Newsletter, RSS, and Stay connected, along with the text "About us | Contact | Top".

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# Information sources

Projects supported by DG Employment , Social Affairs and Inclusion: <http://ec.europa.eu/social/main.jsp?catId=632&langId=en>

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## EMPLOYMENT, SOCIAL AFFAIRS & INCLUSION

European Commission > Employment, Social Affairs & Inclusion > ... > Awarded grants

[Home](#)
[POLICIES AND ACTIVITIES](#)
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**Funding**

- ESF - European Social Fund
- EU Programme for Employment and Social Innovation (EaSI)
- European Globalisation Adjustment Fund (EGF)
- Fund for European Aid to the Most Deprived (FEAD)
- PROGRESS programme (2007-2013)
- Progress Microfinance
- Financial intermediaries
- Calls for proposals
- Awarded grants**
- Results of action grants
- Calls for tender
- External experts

### Awarded grants

VP/2015/003	Grants awarded as a result of the call for proposals VP/2015/003: Information, Consultation and Participation of Representatives of Undertakings	
VP/2015/005	Grants Awarded as a Result of the Call For Proposals VP/2015/005: Information sharing and outreach activities to young people about Youth Guarantee offers	
VP/2015/002	Grants Awarded as a Result of the Call For Proposals - Information and training measures for workers' organisations	
VP/2015/001	Grants Awarded as a Result of the Call For Proposals - Social Dialogue	
VP/2015/012	Call for proposals to support national projects on a mutually recognised European Disability Card and associated benefits	
VP/2014/009	Call for proposals for operating grants open to EU-level NGOs networks having signed a Framework Partnership Agreement for 2014-2017 and being active in the promotion of social inclusion and poverty reduction or active in the promotion of microfinance and social enterprise finance	
VP/2014/008	Call for proposals for Social Policy Innovations supporting reforms in Social Services	
VP/2014/011	EaSI-EURES-Cross-border partnerships and support to cooperation on intra-EU mobility for social partners and EEA countries	
VP/2014/013	Your first EURES job: Targeted mobility scheme	
VP/2014/001	Budget heading 04.03.01.08: Support for social dialogue	
VP/2012/009	Mutual learning in the field of skills and employment, EU Sector Skills Councils and Restructuring	



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# Information sources

## *EU Social Dialogue Newsletter*

European Commission » Employment, Social Affairs & Inclusion » Social dialogue



European Social Dialogue  
e-newsletter

18/03/2016

Issue N° 1

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