Social dialogue at European level

www.ec.europa.eu/socialdialogue
Strong institutional recognition

- Article 152 of the Treaty on the Functioning of the European Union (TFEU):

  “The Union recognises and promotes the role of the social partners at its level, taking into account the diversity of national systems. It shall facilitate dialogue between the social partners, respecting their autonomy. (…)”
Strong institutional recognition ctd.

- **Article 154 TFEU: consultation**
  - Commission to promote the consultation of social partners, to facilitate their dialogue, to ensure balanced support

- **Article 154 TFEU: bargaining**
  - The dialogue between management and labour may lead to contractual relations, including agreements, should they so desire
Social dialogue – what forms?

- tripartite (Tripartite Social Summit) – bipartite („autonomous“)

- cross-industry (Social Dialogue Committee),
  sectoral (Sectoral Social Dialogue Committees),
  at company level (European Works Councils, transnational agreements)
Social partner involvement

• At national level, social partners should be consulted in the key phase of the elaboration of the national programmes: importance of social partners‘ capacity.

• At European level, information and consultation mechanisms are in place, but the calendar of these regular meetings must be adjusted to the new policy cycle.
Prerequisites for social dialogue at EU level

- Freedom to associate
- Freedom to negotiate and ability to sign agreements
- Capacity to implement European social dialogue agreements at national level
- Sectoral and cross-sectoral dimension
- Bipartite autonomous social dialogue
- Representativeness
- Operational capacity and organised structure
Commission issued a Staff Working Document on EU sectoral social dialogue committees in July 2010

In 2010, the Commission has created 4 new sectoral dialogue committees in
- Education,
- Central Administrations,
- Education
- and Paper

There are now 44 sectoral committees
The EU Sectoral Social Dialogue Committees (SSDC’s)

Arena for: trust-building, information sharing, discussion, consultation, negotiation and joint actions

- More than 500 Texts
- 145 Mio workers covered (3/4 of the EU workforce)
- Involved in the EU policy-making processes
- Contribute to the Lisbon and EU 2020 Strategies
Diversity and relevance of the outcomes

500 texts adopted since 1998... ie: 1/2 per year, per committee

- Typology of 2004
  - Joint opinions
  - Process-oriented texts
  - Agreements
    - **Autonomous** Agreements (implemented via national negotiation)
    - Implemented via **EU directives**
Recent consultations

- Reviewing the Working Time Directive
- Protection of workers from the risks related to exposure to electromagnetic fields at work
- Classification, labelling and packaging of substances and mixtures
- Protection of workers from risks related to exposure to environmental tobacco smoke at the workplace
- Equal treatment between men and women engaged in an activity, in a self-employed capacity
- Carcinogens, mutagens and reprotoxic substances
Better use of EU funding

• The Commission organises more than 180 meetings a year

• The Commission supports projects through two budget headings that enable it to fund social dialogue and information and training measures

• European sectoral social partners are asked to draw up relevant work programmes, agendas, working documents and contributions in due time, to organise effective meetings and to make best use of facilities provided by the Commission (in terms of information and expertise sharing, interpretation regimes or rooms at the disposal of partners)
Co-financing social dialogue projects

**Goals:**
- Autonomous social dialogue
- Involvement in EU priorities
- Capacity building, training, …
- Social cohesion & prosperity & competitiveness

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<th>Year</th>
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<th>Accepted</th>
<th>Budget</th>
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<td>2010</td>
<td>209</td>
<td>98</td>
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Costs: Travel & subsistence allowance, interpretation, translation, …
Accession negotiations and pre-accession support to Croatia

- Negotiation Chapter on social policy and employment provisionally closed in 2009. Follow up monitoring on Croatia's commitments in the field of social dialogue until accession

- Key messages in our bilateral policy dialogue: Preparations in the area of social dialogue need to continue, in particular:
  - (1) Strengthening of capacities of social partners
  - (2) Adoption of representativeness criteria
  - (3) Strengthening influence of social dialogue in the decision making process

- Capacity strengthening for social partners – for instance through social dialogue projects co-financed by the EU
IPA pre-accession assistance

- Commission supports social partners through IPA pre-accession assistance; four priority axes of IPA funds dedicated to Human Resource Development (IPA IV): 
- Enhancing access to employment and sustainable inclusion in the labour market 
- (1) Reinforcing social inclusion and integration of people at a disadvantage
- (2) Enhancing human capital and employability
- (3) Technical assistance
- (4) Amounts for Croatia under IPA IV: in the period 2007-2011 82 Million EUR from which 70 Million EUR are EU Contribution (IPA) funds. Social partners participate in the Monitoring of IPA Implementation. Grant schemes in IPA IV are open to application of social partners.
Questions?

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http://www.ec.europa.eu/socialdialogue