



Fostering intergenerational fairness through social dialogue

ESDE 2017 Conference
#ESDE2017
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The story of ESDE 2017

- Ch 1:** *Recovery continues in the EU;*
- Ch 3:** *Still today's youngsters are disadvantaged in terms of income, and on the labour market;*
- Ch 2,4:** *Yet demographic change puts pressure on the youngsters to become more productive, and they will bear a 'double burden' of ageing in the future;*
- Ch 5:** *Social dialogue can play an important role in promoting intergenerational fairness.*

Outline

Intergenerational perspective on

1. Social partners' contribution to fairness and solidarity
2. Key conditions for effective social dialogue

Discussion

The contribution of social partners

At different levels

Cross-industry, EU
Cross-industry, national

Framework agreement
FI, NL, SI

Sector, EU
Sector, national
Company or workplace level

e.g. chemical, construction
e.g. railways in DE or AT

The contribution of social partners

In different fields

Skills development and lifelong learning

Social protection

Active labour market policies and employment protection

Work-life balance

Health and safety at work

Key conditions for social dialogue

An inclusive membership

Trade unions

- Relatively few young employees

- New recruitment methods, youth sections, cooperation

Employers' organisations

- Relatively few small and newly established employers

- Members more likely have 'normal share' of older workers

Key conditions for social dialogue

Dynamic collective bargaining

Lower (self-reported) coverage of younger workers

Company level growing in importance

The role of new forms of work

Discussion

Link between contribution and key conditions

Examples of contributions mainly from Member States that do well on key conditions for social dialogue

New members help to identify and anticipate new trends

Broad coverage ensures that benefits are widely shared



European
Commission

Thank you for your attention!



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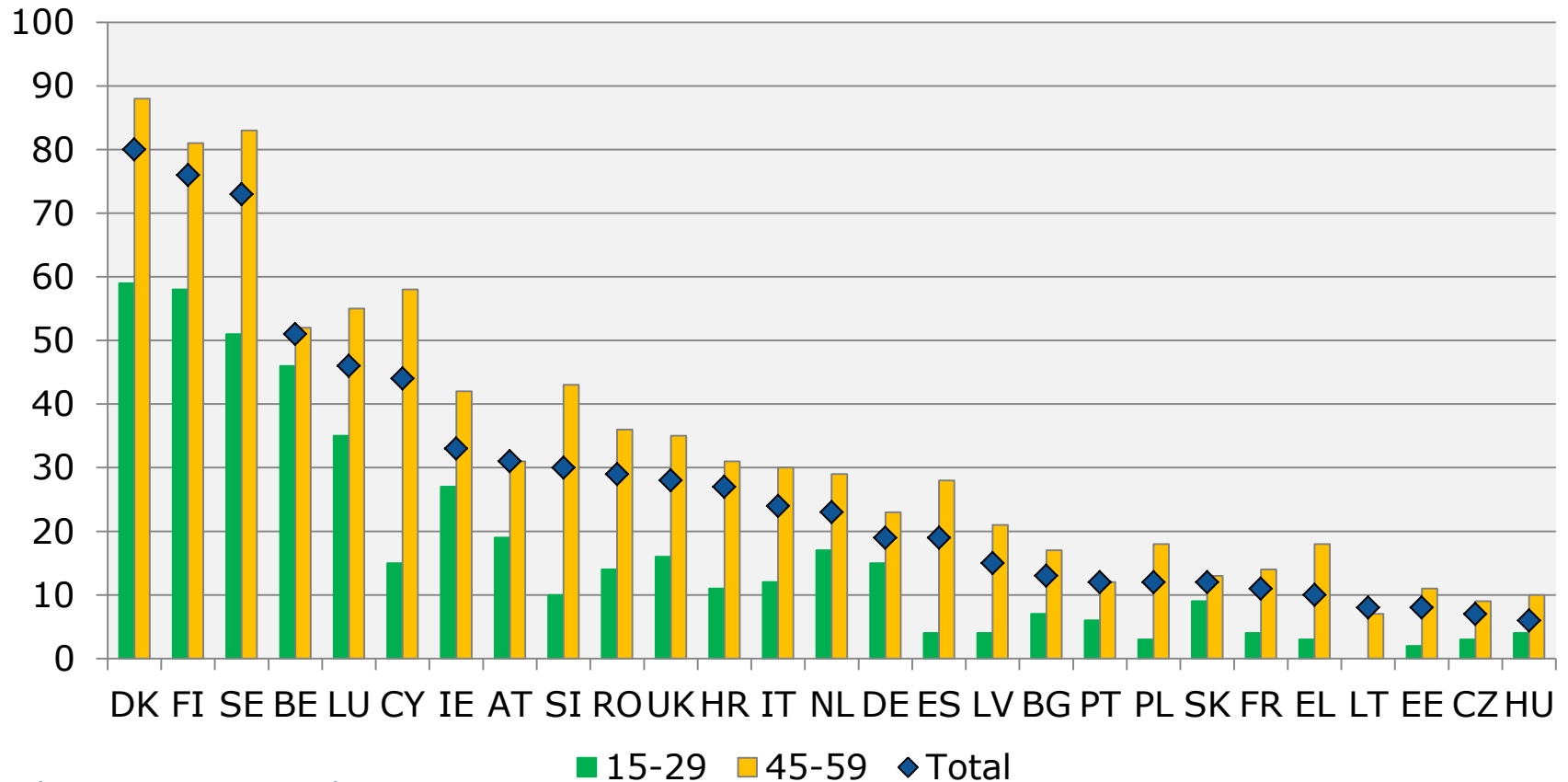


Social Europe



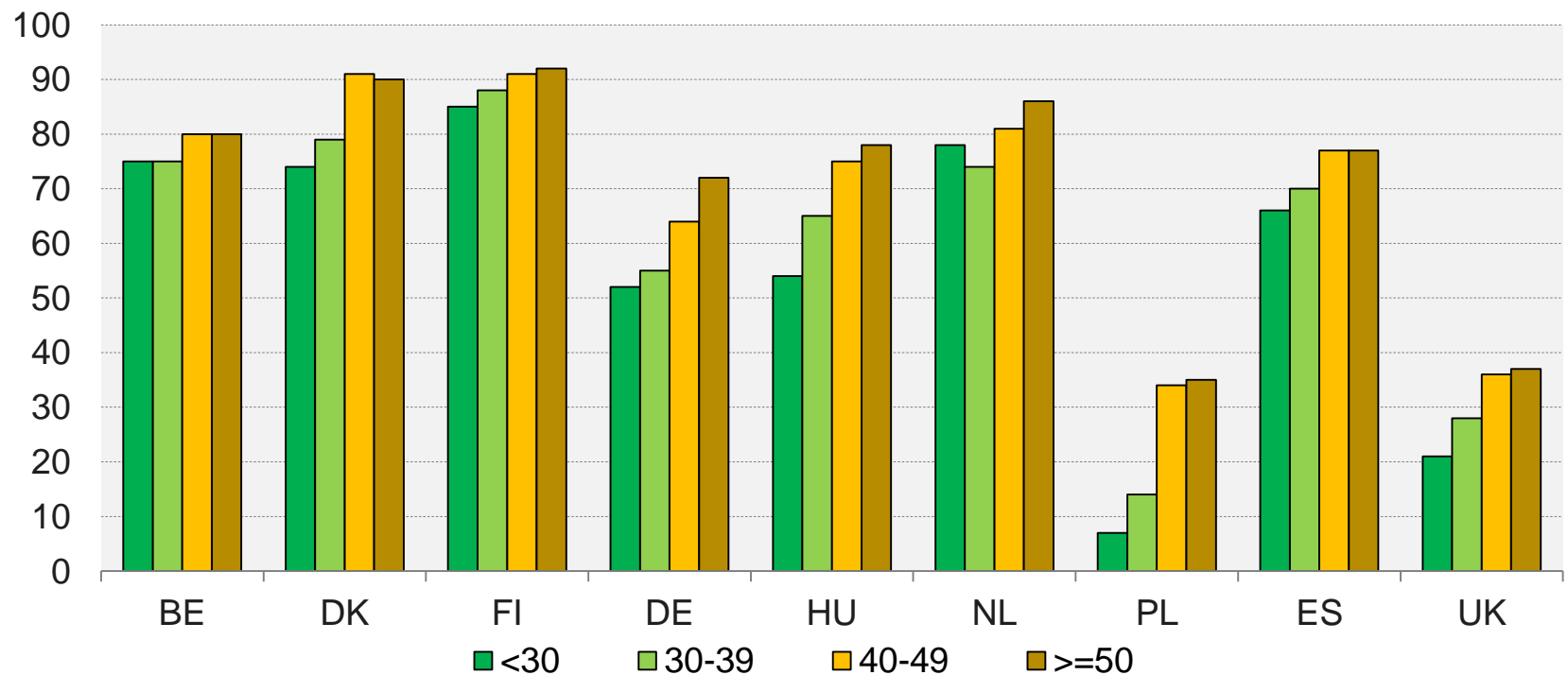
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Union membership is lower among young employees



Based on European Social Survey.
Data years: see ESDE 2017

(Self-reported) coverage by collective agreements is lower among young workers



% of establishments

