

SOCIAL DIALOGUE AT EUROPEAN LEVEL



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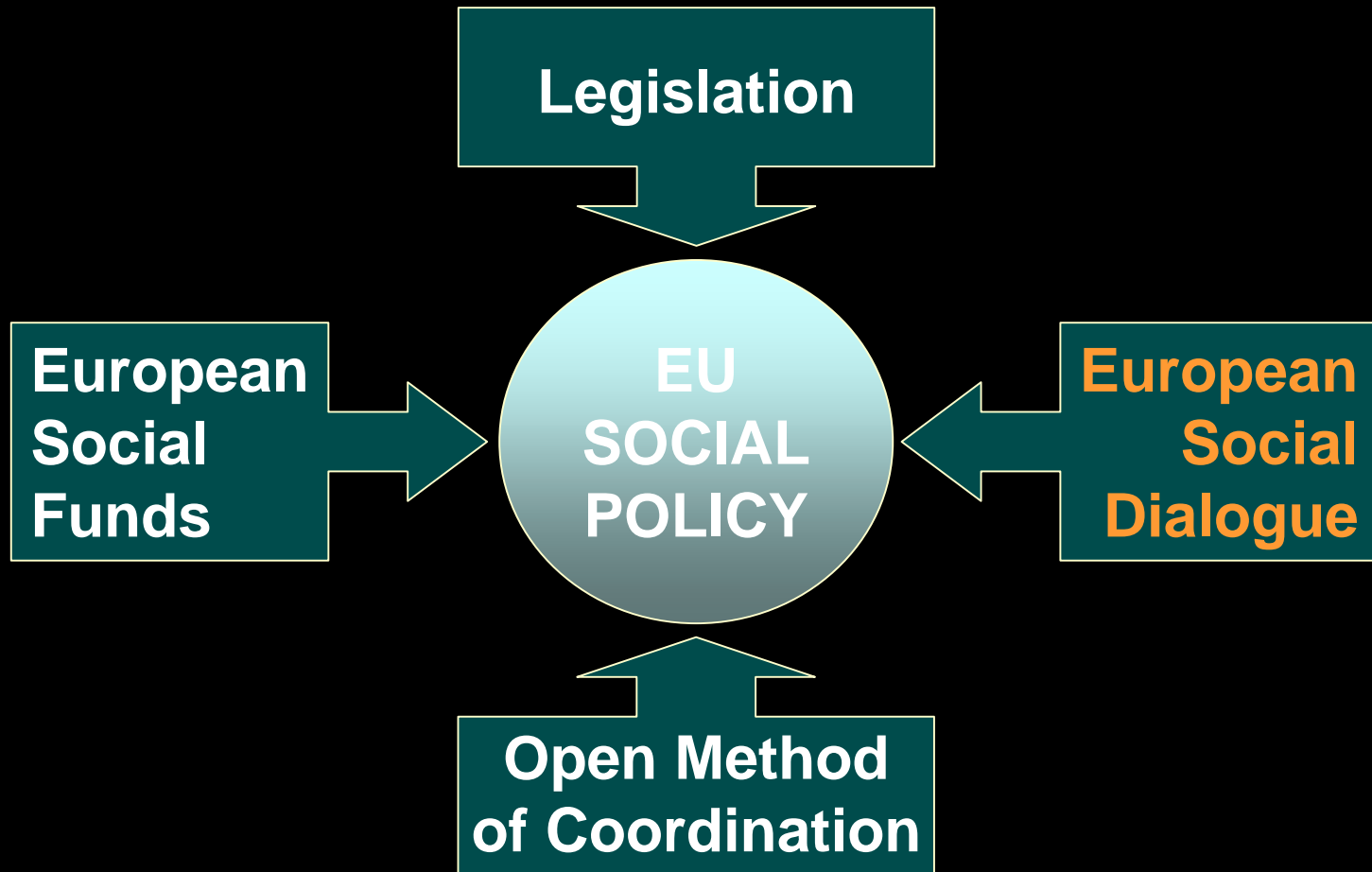
Strong political recognition



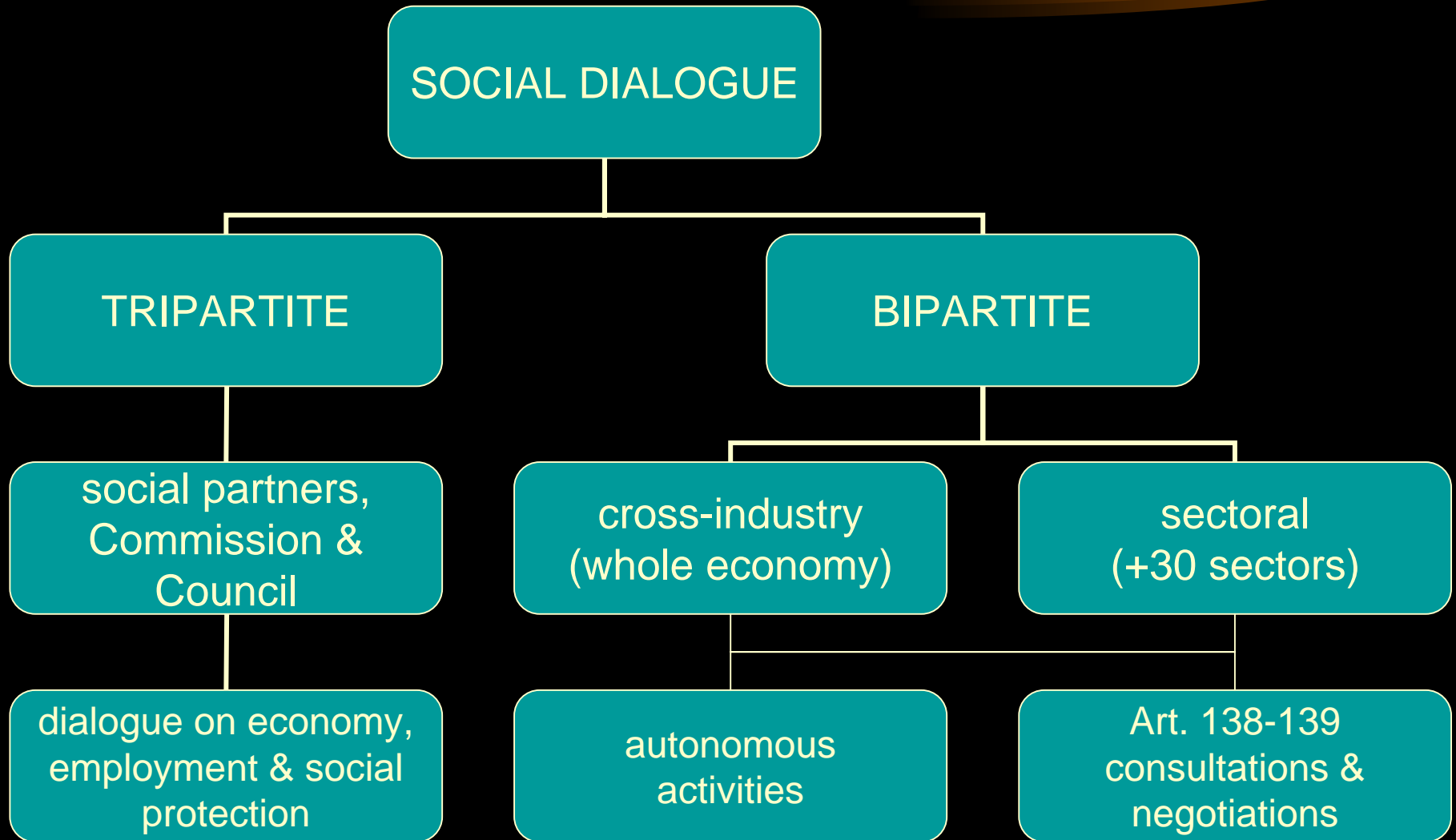
*“The European social model is founded on a healthy economy, a high level of social protection, education and **social dialogue**”*

Barcelona European Council 2002

An instrument of Social Policy



Forms of European social dialogue



Strong institutional recognition



Article 138 of the EC Treaty

The Commission:

1. promotes the consultation of management & labour (social partners) at Community level;
2. facilitates social dialogue by ensuring balanced support for social partners;
3. before submitting proposals in social policy field, consults social partners on possible direction of Community action & subsequent proposals.

Strong institutional recognition



Article 139 of the EC Treaty

1. Social dialogue at European level can lead to contractual relations, including agreements;
2. Agreements are implemented either:
 - in accordance with procedures & practices specific to social partners & Member States or
 - at the joint request of the signatory parties, by a Council decision.

Self regulation (art. 138-139)

Consultation (1st phase)
on possible direction of
Community action (6 weeks)

Consultation (2nd phase)
on the content of proposal
(6 weeks)

Follow-up

1. social partners negotiation
2. Directive proposal by the Commission
3. No further Commission initiative

1. European Works Councils
2. Reconciling work and family life
3. Adaptation of the burden of proof
4. Working time flexibility and workers' security
5. Prevention of sexual harassment
6. Worker information and consultation
7. Protecting workers against employers' insolvency
8. Modernisation of employment relations
9. Exposure to asbestos at work
10. Economically dependent workers
11. Data protection
12. Corporate restructuring
13. Supplementary pensions
14. Stress at work
15. Carcinogen substances
16. Revision of the working time directive
17. Revision of EWC directive
18. Musculoskeletal disorders
19. Violence at the workplace
20. Simplification of H&S directives
21. Active inclusion of people furthest from the LM

Who can be a European social partner?



1. European
2. composed of national organisations recognised as social partners
3. representative
4. able to act (mandated)
5. having adequate structures

The European social partners

	Employers	Trade unions
cross industry	UNICE CEEP	ETUC
specific categories	UEAPME Eurochambres	CEC Eurocadres
Sectoral	Eurocommerce AEA Posteurop COPA HOTREC FBE ...	UNI-Europa EPSU EFFAT EMF ...

Setting up a social dialogue committee



Social partners

- ① representativeness & capacity
- ② joint request

Commission

- ③ representativeness test (membership, mandate, structures)

Functioning of social dialogue



Principle of autonomy of social partners

Social partners decide on

- rules of procedure of their dialogue (objectives, preparation, chair, ...)
- level and rhythm of their dialogue (number and type of meetings)
- content of their dialogue (agenda of the meetings)
- outcome of their dialogue

Commission "support"



The Commission

- recognizes social partners (Article 138)
- provides logistical support for social dialogue meetings
- brings relevant information to the attention of social dialogue committees
- provides secretarial support

Content – some examples

TRAINING

EMPLOYMENT

**HEALTH
& SAFETY**

DEMOGRAPHY

**WORKING
CONDITIONS**

ENLARGEMENT

Outcomes



Agreements
establishing standards
Article 139.2

Framework Agreements

Autonomous agreements

Recommendations
standards & principles

Frameworks of action

Guidelines and Codes of conduct

Policy orientations

Exchange of
information

Joint opinions

Declarations

Tools

Agreements on minimum standards

Framework Agreements

- 1995: parental leave
- 1997: part-time work
- 1998: working time of seafarers
- 1999: fixed-term work
- 2000: working time of mobile workers in civil aviation
- 2005: working conditions of mobile workers assigned to interoperable cross-border services

Autonomous Agreements

- 2002: telework
- 2004: European licence for drivers carrying out a cross-border interoperability service
- 2004: stress at work
- 2006: crystalline silica

More info

EC.EUROPA.EU/EMPLOYMENT_SOCIAL/SOCIAL_DIALOGUE