

Support to SMEs to strengthen Social Dialogue in the aftermath of the COVID crisis

DIGISOC Training on EU Social Dialogue

Liliane Volozinskis

Director Social Affairs

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CRAFTS & SMES IN EUROPE

The EU Social Dialogue is an autonomous bipartite dialogue with an important tripartite dimension

SMEUnited defends the interests of Crafts and SMEs in the European Social Dialogue at political and technical level.

The cross-industry European Social Partners

European Social Dialogue



- **On the Employers side:**

- SMEunited,
- BusinessEurope,
- SGI Europe



BUSINESSEUROPE



*Employers entrusted to deliver
Sustainability Growth Innovation*

- **On the Workers side:**

- European Trade Unions Confederation - ETUC



The importance of Social Dialogue



Social dialogue strengthens democracy&subsidiarity

- Social dialogue is at the heart of the social market economy
- A good social dialogue ensures competitiveness, balancing employers' and workers' rights and social peace
- Social dialogue takes place at all levels: EU, national, sectoral, regional, company level
- Social dialogue helps building a shared understanding and mutual trust: key prerequisites for modern labour markets
- Well-functioning collective bargaining is a good foundation for regulating labour markets at the right level
- In micro-enterprises, social dialogue is more informal and takes place on a daily basis with the employer

Principles of the EU Social Dialogue

European Social Dialogue



- Autonomy
- Mutual recognition (no formal role for the EC)
- Representativeness (current Eurofound study)
- To be organised at the EU level and capable of taking part in consultations and of negotiating agreements
- As far as possible, to be representative of all EU Member States, national members must be recognised as social partners in the respective countries

Legal basis of the EU Social Dialogue

European Social Dialogue is anchored in the TFEU

- **Article 152:** 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.....
- **Article 153:** EC competence: health&safety, working conditions, equal treatment, inclusive labour markets, info/consultation, social security/protection (exceptions: pay, right of association, strike or to impose lock-outs)
- **Article 154&155:** EC consultation of EU social partners before new initiatives. Should management and labour so desire, the dialogue between them at Union level may lead to contractual relations, including agreements.

The European Bipartite Social Dialogue Structures



- No European Social Dialogue secretariat
- Regular talks and exchanges between the 2 sides
- A cross-industry **Social Dialogue Committee** chaired by the EC (DG EMP) but agenda jointly defined by EU Social Partners
- Committee role: mutual information, debate&discussion with EC, adoption of EU Social Dialogue outcomes
- Balanced representation of employers and trade unions: 1 representative per MS on each side + EU secretariats
- 3 meetings per year

7 Bipartite Work Programmes of the European Social Partners



WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS 2003-2005

INTRODUCTION

Committed to play their role in the field, ETUC, CEEP and UNICE/EAPME offered their resources to develop a work programme for a more structured social dialogue in the years following the Lisbon European Council in December 2000.

Considering that development of the European social dialogue programme among involvement of national employers and trade union leaders, CEEP, UNICE/EAPME and ETUC are pleased to present their work programme on the occasion of the social dialogue summit in Brussels on 18 November 2003, bringing together the social partners of 28 European countries, the 15 Member States of the European Union, the 2 countries which associate with them the European Economic Area and the 12 candidate countries.

This work programme, to be carried out over the years 2003, 2004 and 2005, is built on a spectrum of identified instruments and comprises a balanced range of themes of common interest for employers and workers.

Wishing their work programme to make a useful contribution to the Lisbon European strategy and to the implementation of the UNICE/EAPME, CEEP and ETUC have decided to group their efforts around three key priorities: employment, mobility and entrepreneurship.

2003-2005

UNICE

Work Programme of the European Social Partners 2006-2008

2006-2008

ETUC / CES **BUSINESSEUROPE** **CEEP**

UNICE/EAPME

Work Programme of the European Social Partners 2009 - 2010

2009-2010



European Social Dialogue
WORK PROGRAMME 2022 - 2024

BUSINESSEUROPE **CEEP**

ETUC / CES **UNICE/EAPME**

WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS 2012-2014

OUR APPROACH

The common vision being shared by the social partners (ETUC, CEEP and UNICE) is to build a more inclusive European Union. European countries are increasingly facing challenges in Europe. Economic recovery and growth are essential to ensure a better future for all citizens and to ensure that the benefits of the recovery are shared by all.

The challenges facing Europe in the coming years are extensive. With more than 225 million inhabitants, the EU must continue to meet the challenges of the early 21st century. Meeting the 7% employment rate target in the Europe 2020 strategy requires the mobilisation of 17 million new jobs.

Europe can only succeed if shared macro-economic policies are put in place. At the same time, measures must be introduced as a priority to sustainable growth.

In order to create more and better jobs, Europe needs well-functioning labour markets and a closer focus with the necessary qualifications. The appropriate framework conditions must be established to ensure employment opportunities for all citizens and to ensure that the benefits of the recovery are shared by all.

In the coming years, BUSINESSEUROPE, UNICE, CEEP, ETUC and the Member States (EUROPEAN COUNCIL) will put in a joint effort to ensure that the recovery is shared by all citizens and to ensure that the benefits of the recovery are shared by all.

2012-2014

THE 2015-2017 WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS

'Partnership for inclusive growth and employment'

BUSINESSEUROPE **CEEP**

SYNDICAT EUROPEEN TRADE UNION **UNICE/EAPME**

2015-2017

EUROPEAN WORK PROGRAMME SOCIAL DIALOGUE 2019 - 2021

PERFORMING LABOUR MARKETS & SOCIAL SYSTEMS **DIGITALISATION**

CIRCULAR ECONOMY **SKILLS**

STRONG SOCIAL DIALOGUE

WELL-BEING AT WORK

SYNDICAT EUROPEEN TRADE UNION **BUSINESSEUROPE** **CEEP**

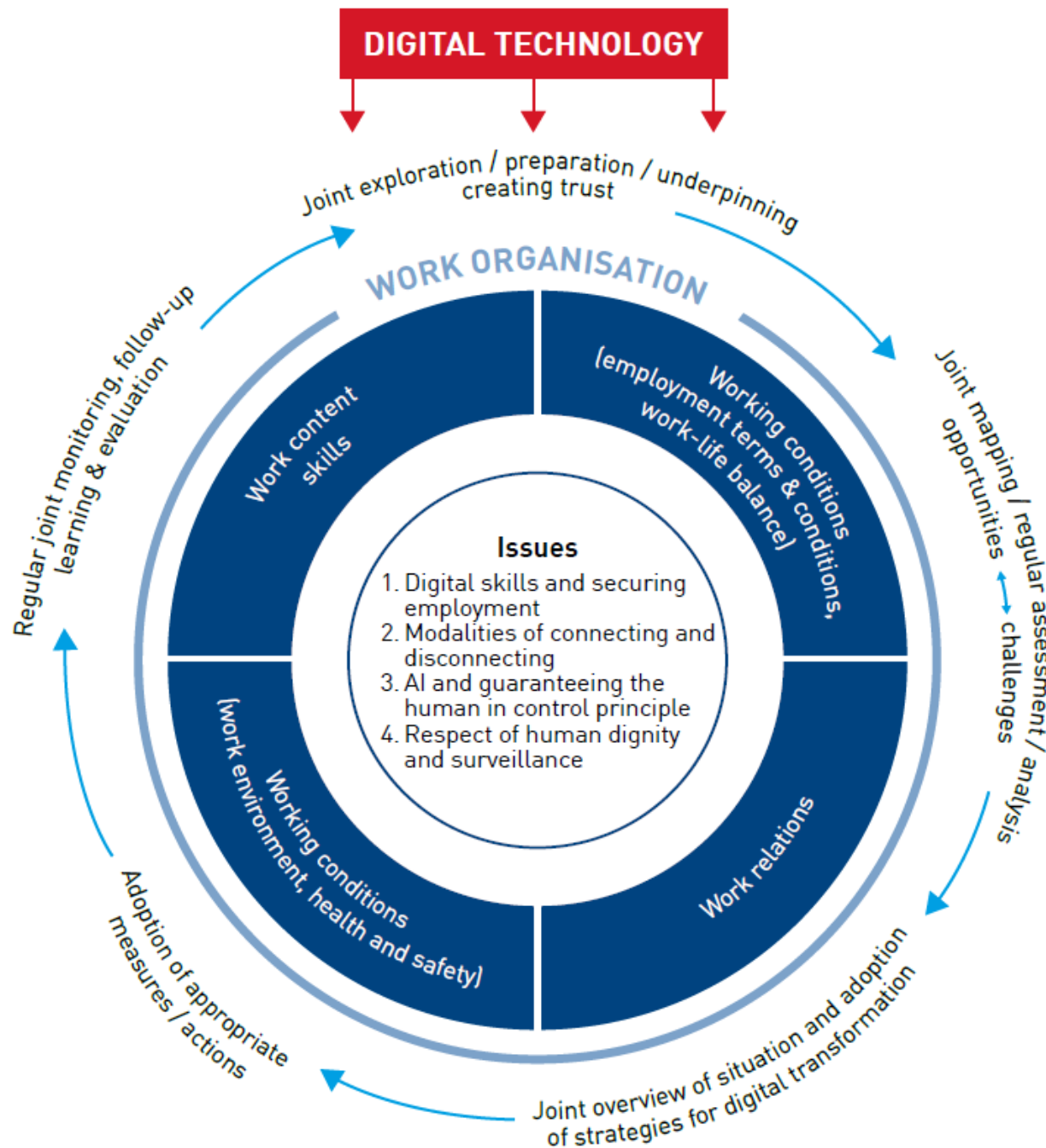
sme united

2019-2021



2022-2024





EU Social Partners Framework Agreement on DIGITALISATION

The process of Digitalisation is a dynamic process which needs to be regularly assessed and updated in a partnership spirit

The 4 priorities of the Framework Agreement on Digitalisation 1/2



1 – Digital Skills and securing employment

- Contributing to upskilling and reskilling for an appropriately skilled workforce
- Supporting enterprises in setting up future-proof skills plan

2 – Modalities of connecting and disconnecting

- Respect of working and teleworking time rules, and providing guidance on how to do so
- Appropriate compensation for extra time worked

The 4 priorities of the Framework Agreement on Digitalisation 2/2



3 – Artificial Intelligence (AI) and guaranteeing the human in control principle

- Deploying AI with the human in control principal
- Include the principles of fairness, avoiding bias and discriminations
- Operate within the existing law, including GDPR and respect of privacy of workers

4 – Respect of human dignity and surveillance

- Providing workers representatives with facilities and digital tools to fulfil their duties in a digital area

7th EUSP Work Programme 2022-2024



Launched on **28 June 2022** in presence of Vice-President Dombrovskis

Signed by the 4 European social partners

Historic work programme related to negotiation of a binding agreement to be transposed into a directive



The European Bipartite Social Dialogue

7th Work Programme 2022-2024 - Content



1. **Telework and right to disconnect** – Agreement & Directive
2. **Green Transition** – Framework of Actions
3. **Youth employment** – Joint seminar and statement
4. **Work related privacy and surveillance** – Joint seminar and guidelines
5. **Improving skills matching in Europe** – Seminar and research project
6. **Capacity building** – Assessment and new joint project

Tripartite Dialogue involving European Social Partners

PART 2: THE TRIPARTITE DIMENSION OF EUROPEAN SOCIAL DIALOGUE

Tripartite Dialogue involving Social Partners

Being a recognised cross-industry social partner
is the entry key to all EU policies

- When the EC decides to consult economic and social actors, they target in priority EU cross-industry social partners.
- **EU Social Partners have rights which also mean obligations**
- SMEunited directly involved at all levels: the various Summits, the Conference on the Future of Europe (CoFoE), all kinds of new initiatives since EU Social Partners represent the economic and social dimension of civil society
- A key challenge in some MS is to **clearly differentiate between social and civil dialogue** represented by the EESC at EU level

Tripartite Dialogue involving Social Partners

The Tripartite Social Summit for Growth and Employment

- The highest political meeting enshrined in the TFEU - Presidents' level (Council/EC/Rotating Presidency of the EU) – 2 times/year
- **Article 152**

“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. **The Tripartite Social Summit for Growth and Employment shall contribute to social dialogue.**”
- A major milestone for EU social partners: to be heard at the top level and exchange on the economic and social priorities. The October2022 meeting was focusing on energy crisis and the transition towards a green economy.

Tripartite Political Meetings with EU cross-industry Social Partners



Other Regular Meetings

- **Macro-economic dialogue** (2 times/year) – ECB President, Eurogroup President + EC Commissioners + EU Social Partners
- **Meetings with EPSCO** (2 times/year) - Employment and Social Affairs Ministers with focus on Presidency priorities
- **Regular Meetings with Commissioners:** Employment-VP Dombrovskis-Schmit, Migration/Home Affairs-Johansson, Envi/Climate-VP Timmermans-Simson, Better Regulation-Sefcovic, Internal Market-Breton, Competition-VP Vesthager, Economy-Gentiloni, Rights/equality/citizenship-Jourova, Cohesion Policy-Ferreira, etc...
- **Strategic meetings with EU Parliament:** MEPs, SME Intergroup, political groups, hearings, events

Tripartite Technical Meetings with EU cross-industry Social Partners



Numerous regular meetings under different settings

- **Council Committees** – Employment and Social Protection Committees (EMCO/SPC): exchanges on Semester/National Recovery and Resilience Plans/Social Dialogue
- **Tripartite Advisory Committees:** Vocational Training, Health and Safety, Gender Equality
- **Committees:** EU Social Fund Committee
- **Tripartite Agencies:** Eurofound, CEDEFOP, OSHA, ELA
- Regular **hearings** ahead of EC initiatives
- **EU Economic and Social Committee (EESC)** meetings, events, experts, MoU and **Committee of Regions (CoR)**

2023 EU new initiatives on social dialogue



EC Communication and Council Recommendation

- In its Work Programme 2022 and 2023, the EC decided to strengthen EU and national social dialogues to support the key role of social partners in fostering a fair economic, social and cohesive recovery and the green, digital and labour market transitions.
- In 2015, in the New Start for Social Dialogue, EU social partners and the EC agreed to aim for:
 - (1) a strengthened involvement of social partners in EU policy- and law-making,
 - (2) a more substantial involvement of the social partners in the EU Semester,
 - (3) a stronger emphasis on capacity building of national social partners,
 - (4) a clearer relation between social partners' agreements and the Better Regulation Agenda.

2023 EU new initiatives on social dialogue



EC Communication and Council Recommendation

This was followed by Council Conclusions of 16 June 2016 on a "New Start for a Strong Social Dialogue" (1st time)

EC Communication to come:

Some key proposals based on Nahles report:

- **Modernising** the structure for EU sectoral social dialogue
- **New Support Frame** for Social Partner Agreements
- **Better targeted financial support** for implementing autonomous agreements and capacity building
- A **network of Social Dialogue Coordinators** in the EC
- More **timely, targeted and efficient social partner consultations**
- **New platform** for promotion and analysis of EU social dialogue

2023 EU new initiatives on social dialogue



EC Communication and Council Recommendation

Council Recommendation:

regular meetings with Commissioner Schmit to have the support of EUSP and Member States

Main objectives:

- to encourage **more collective bargaining** at all levels covering more workers
- to **foster representativeness** of trade unions and employers
- to insist on a better **involvement of national social partners in policy making** including in the EU Semester
- to give more support to the **implementation of EU Social Partners agreements** and strengthen capacity building.

Thank you for your attention

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