



# European social dialogue

**Petra Maršálová**  
**European Commission**

## Round table on Social Dialogue in the Temporary Agency Work sector

Budapest, 13.11.2007

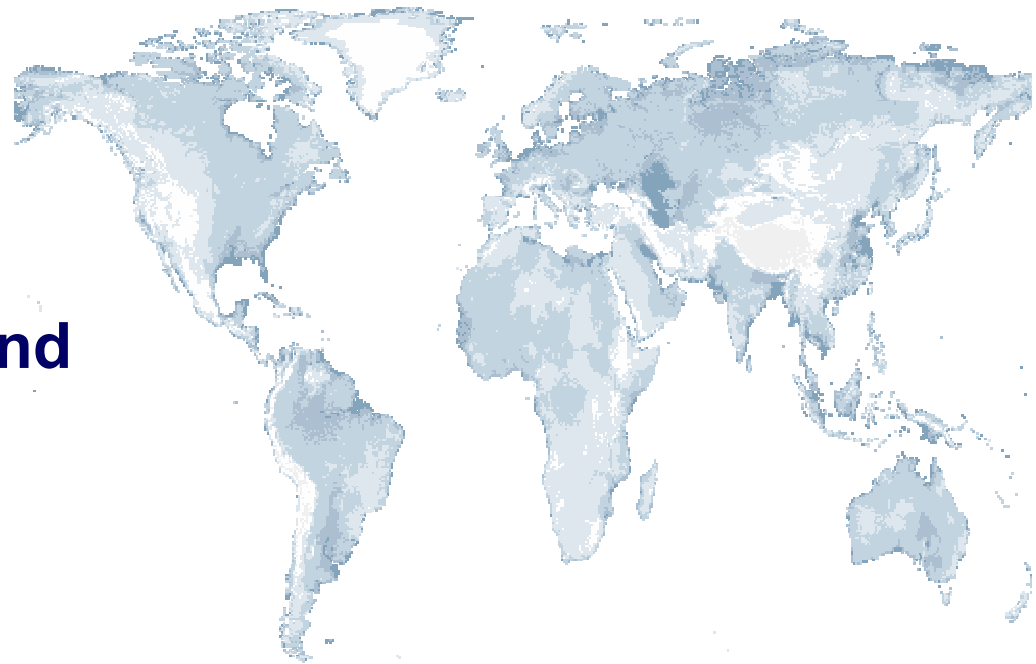
**ToGether®**  
SINCE 1957



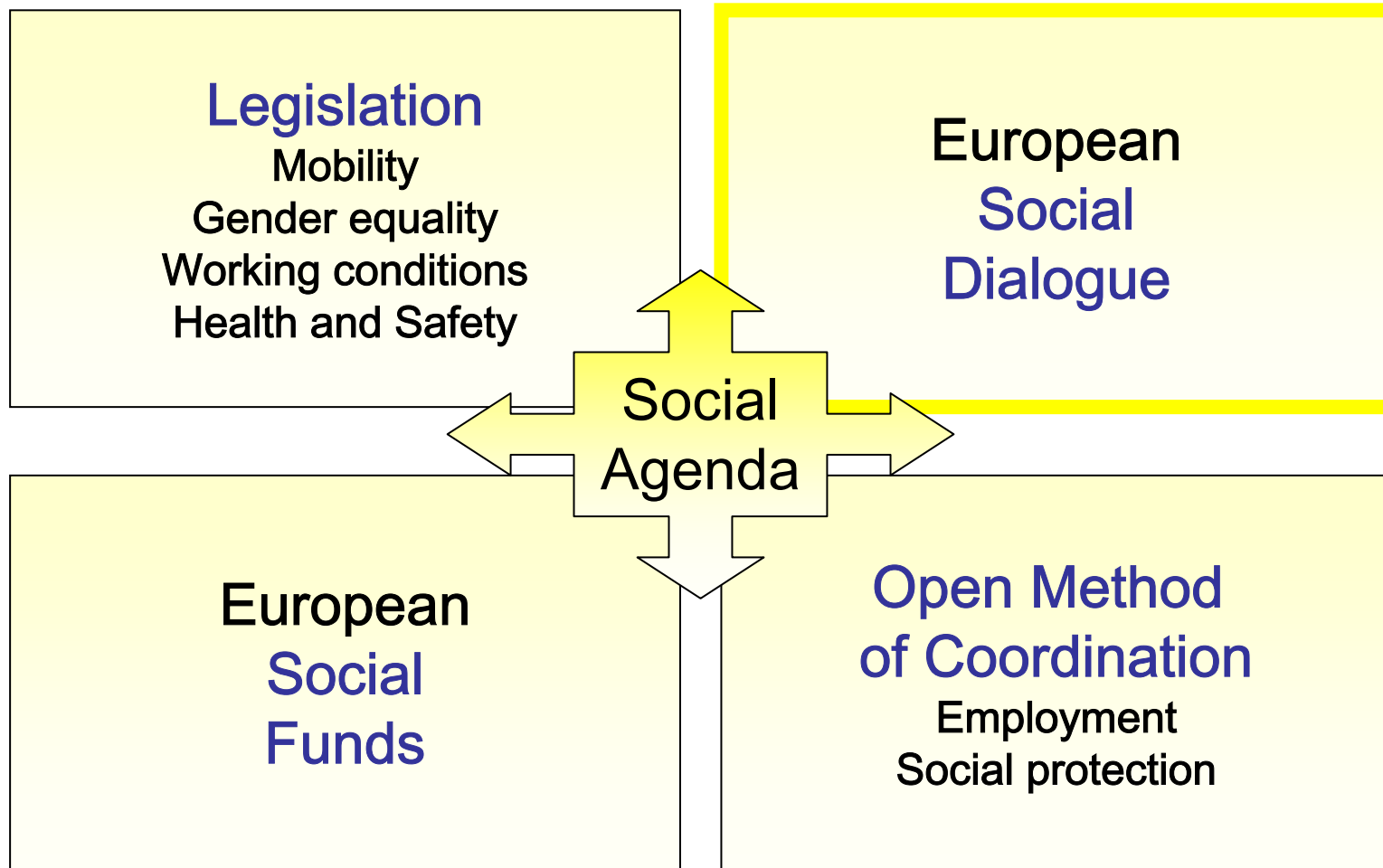
# Lisbon strategy - Objectives



- **Transforming the EU into the world's leading knowledge-driven economy**
- **Achieving more and better jobs in a more dynamic, innovative and attractive Europe**
- **3 dimensions: economic, social and environmental**



# Social Policy



## What place for social dialogue at European level? A Strong institutional recognition



### ART 138 of the Treaty

The Commission has a responsibility to promote consultation of the social partners at community level and to take every useful measure to facilitate their dialogue, taking care to ensure a balanced support of both sides.

The Commission consults social partners first

Social partners can engage into a dialogue

### ART 139 of the Treaty

The Community level dialogue between the social partners can lead, if they wish it, to contractual relations, including agreements.

The implementation can be made either by an EU instrument or through national channels



## Consultations 2007



- **Cross-border transfers of undertakings**
- **Reconciliation of professional, private and family life**
- **Carcinogens, mutagens and reprotoxic substances**
- **Musculoskeletal disorders**
- **Active inclusion**





# European social partners

**General cross-industry organisation  
&  
Cross-industry organisations representing  
certain categories of workers or undertakings  
ETUC, BUSINESS EUROPE,  
CEEP, UEAPME, CEC, Eurocadres**

**Specific organisations  
Eurochambres**

**Sectoral organisations representing employers  
EUROCOMMERCE, AEA, POSTEUROP,  
COPA, COTANCE, EURATEX, HOTREC, FBE, ...  
&  
European trade union organisations  
UNI-Europa, EPSU, EFFAT, ETUCE,  
ETUF-TCL, EMF...**

**European**

**Capacity to act in a  
voluntary way**

**Being composed by national  
organisations recognised  
as social partners**

**Adequate structures**



# What forms does the European social dialogue take?



**TRIPARTITE**

## Tripartite Social Summit

Macroeconomic dialogue  
Dialogue on education  
Dialogue on employment

High level groups

**BIPARTITE**

Autonomous

“Val Duchesse”  
Social Dialogue

Sectoral social  
dialogue  
committees

EWC ?  
Transnational  
agreements

Cross industry

Sectoral

Company



# CROSS-INDUSTRY

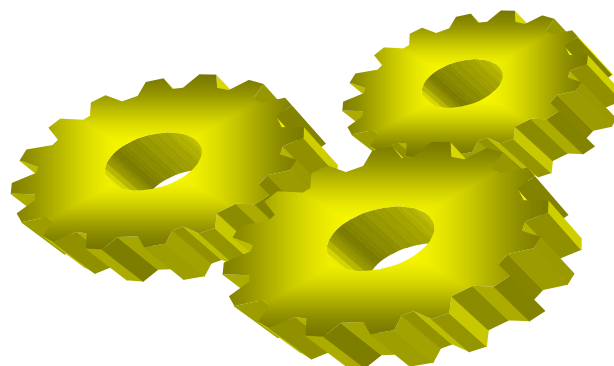


## **Joint analysis**

On labour

Market

Challenges



## **New negotiations**

Framework of action

Framework agreement

Parental leave

## **Implementation**

Stress,

Violence,

Gender equality



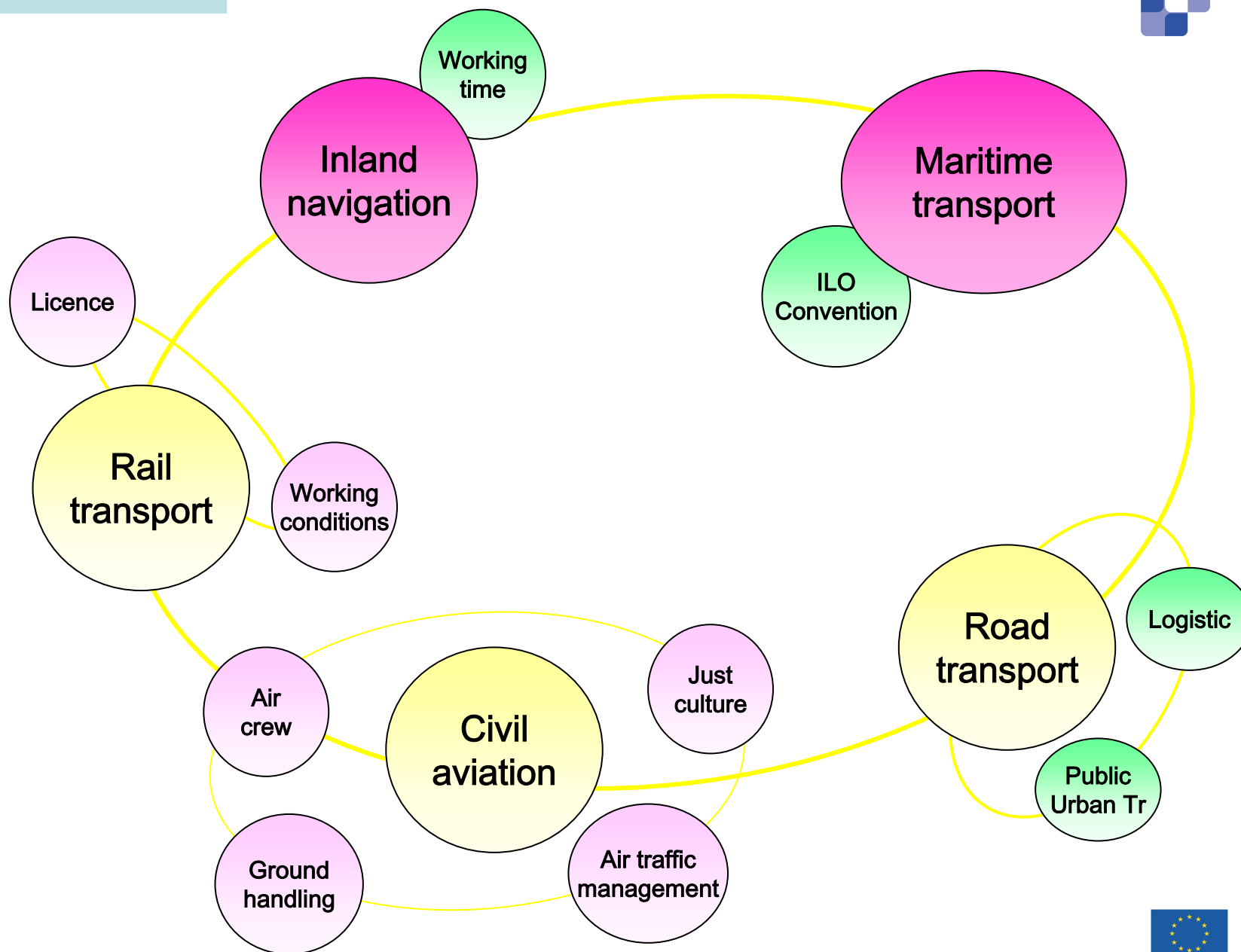


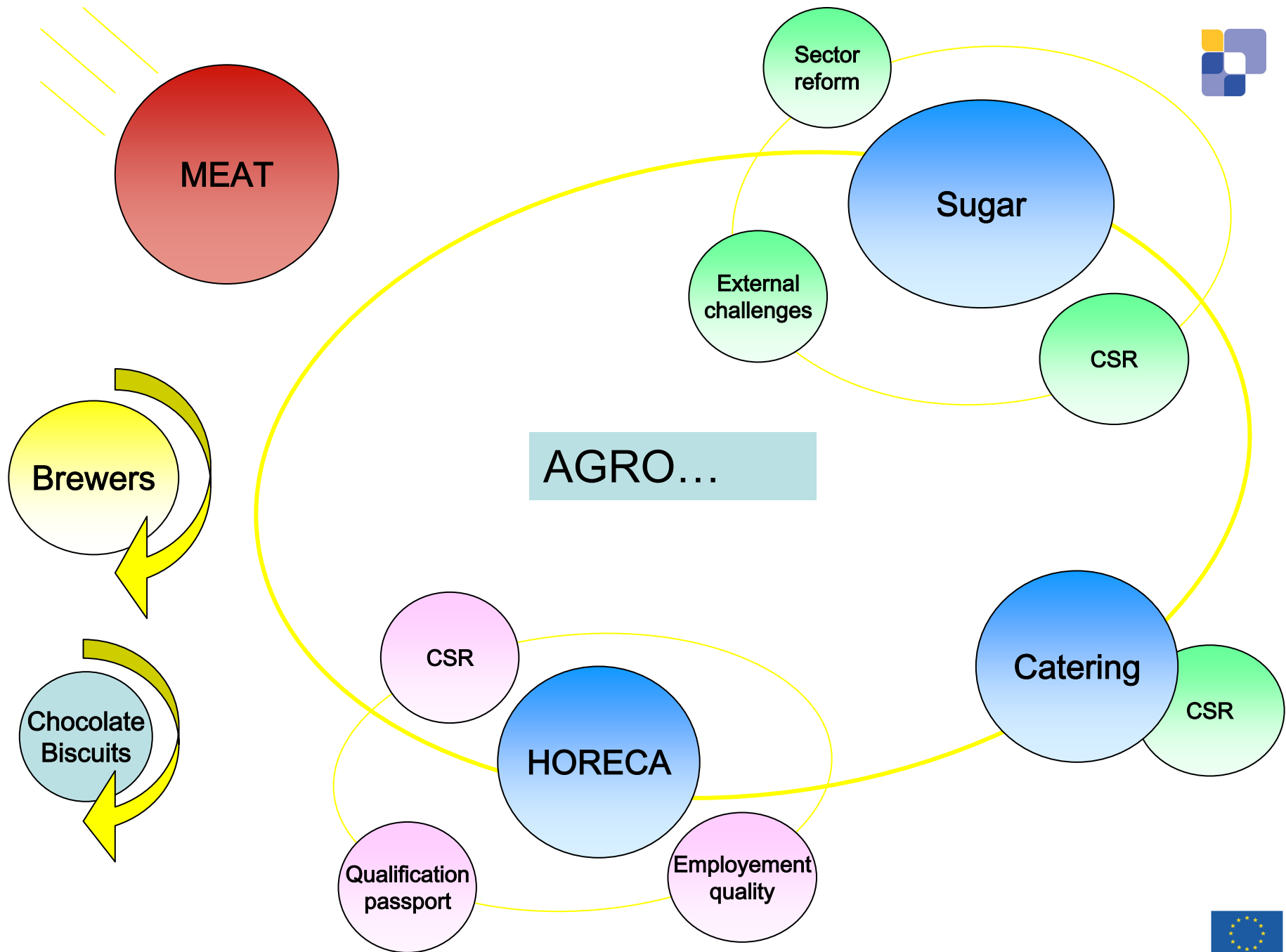
# 35 Sectoral Committees



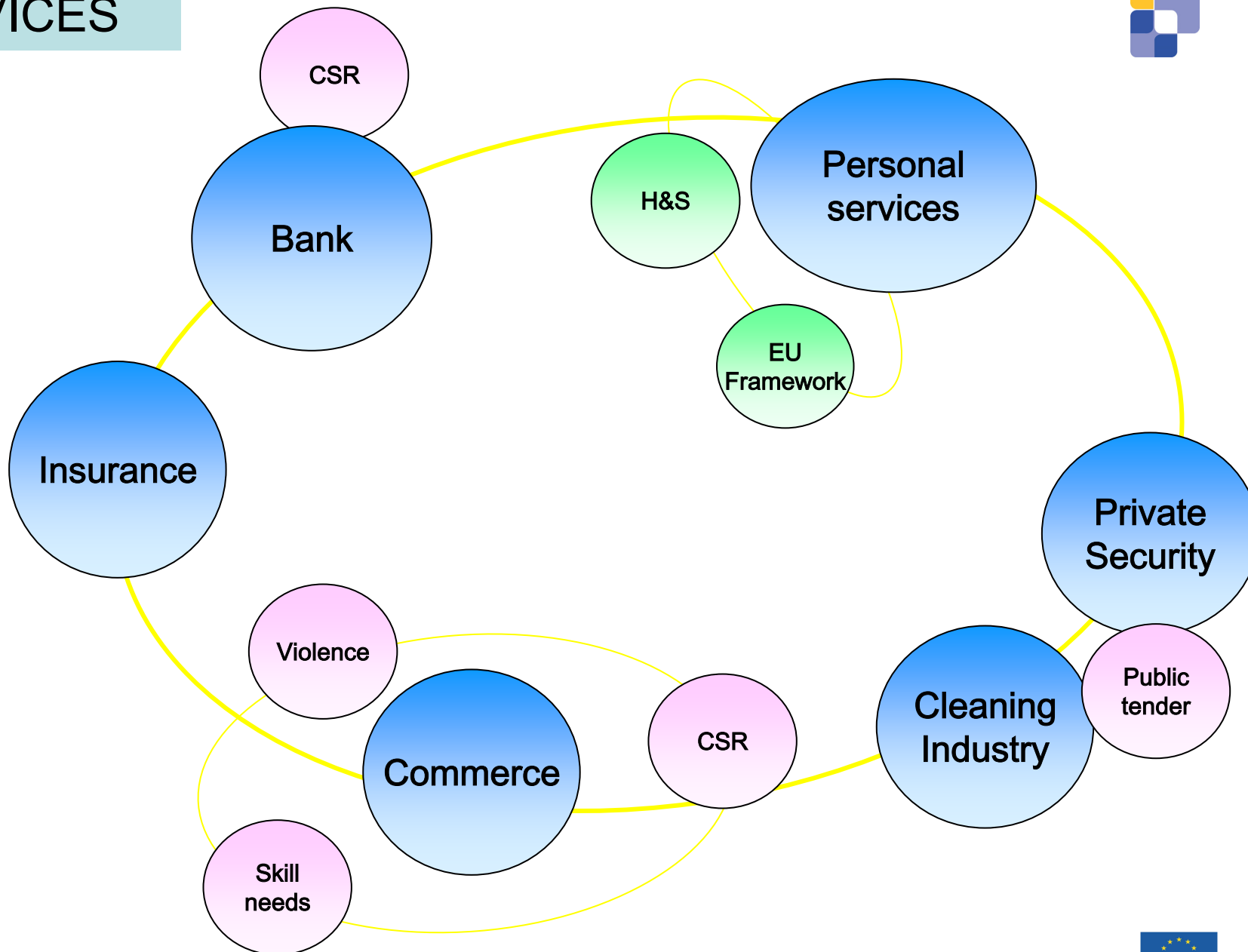
Sea transport Road transport Civil aviation Inland navigation Railways	Steel Shipbuilding Automobile Non ferrous metal	Agriculture Extractive Industry Sea fishing	Construction
Electricity Gas	Textile/clothing Tanning/leather Footwear	Horeca Catering	Chemical
Personal services Cleaning industry Private security	Hospitals Local government Central administration Education	Commerce	Woodworking Furniture Sugar
Life performance Audiovisual Professional cyclist	Telecommunications Postal services	Banking Insurance	Temporary agency work

# TRANSPORT

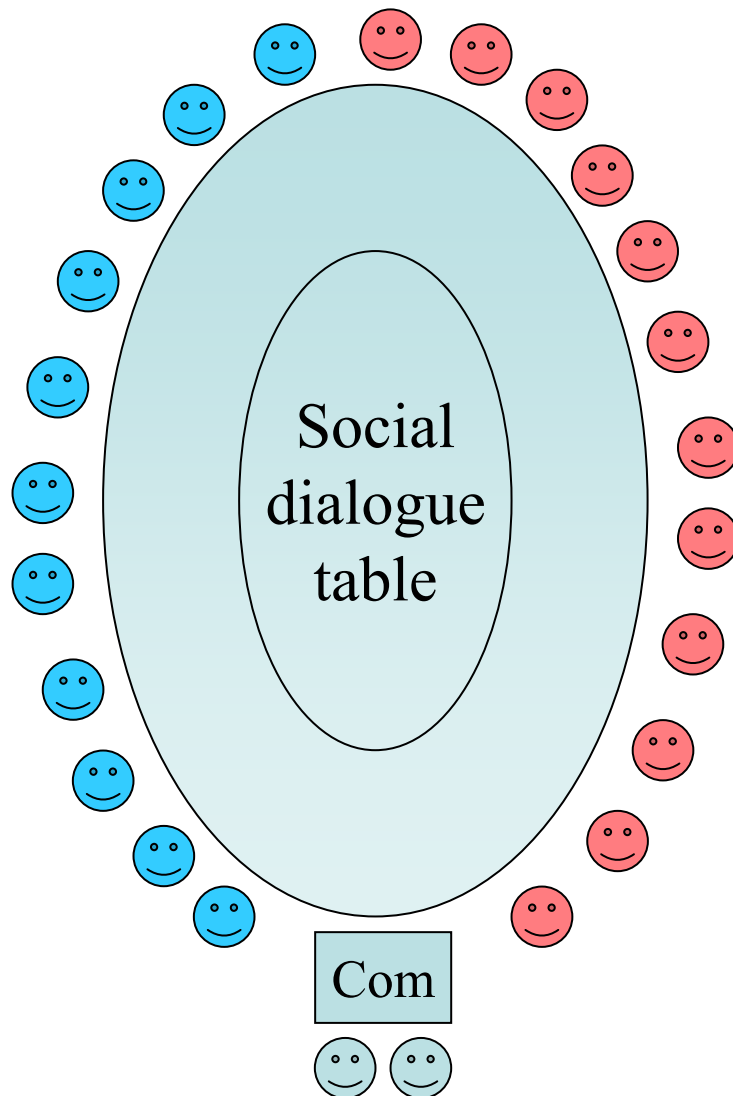




# SERVICES



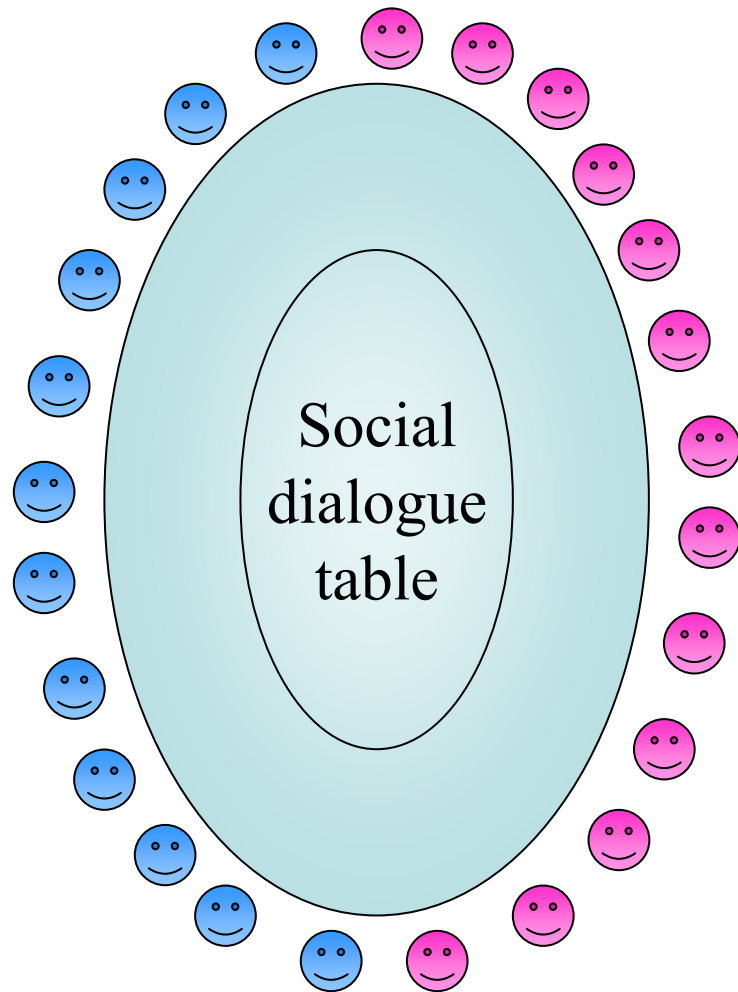
# SDC – How does it work?



The social partners  
**"Autonomy and responsibility"**

- Decide on the rules of procedure of their dialogue** (Objectives, Preparation, Presidency...)
- Decide on the level and rhythm of their dialogue** (Number and type of meetings)
- Decide on the content of their dialogue** (Agenda of the meetings)
- Decide on the outcome of their dialogue**

# European social dialogue - Outcomes



Better understanding  
Consensus building

Better capacity to promote  
the sectoral interests

Capacity to act together  
in an autonomous way

# Social dialogue texts



Agreements  
establishing standards  
Article 139.2 of the  
Treaty

Framework agreements

Autonomous agreements

Implementation

Recommendations  
concerning standards  
and principles

Frameworks of action

Guidelines and Codes of conduct

Policy orientations

Follow-up at  
National level

Exchange of  
information

Joint opinions

Declarations

Tools

Information  
Diffusion



**6 Agreements establishing minimum standards implemented by Council decision**

**Framework agreement on parental leave, 1995**

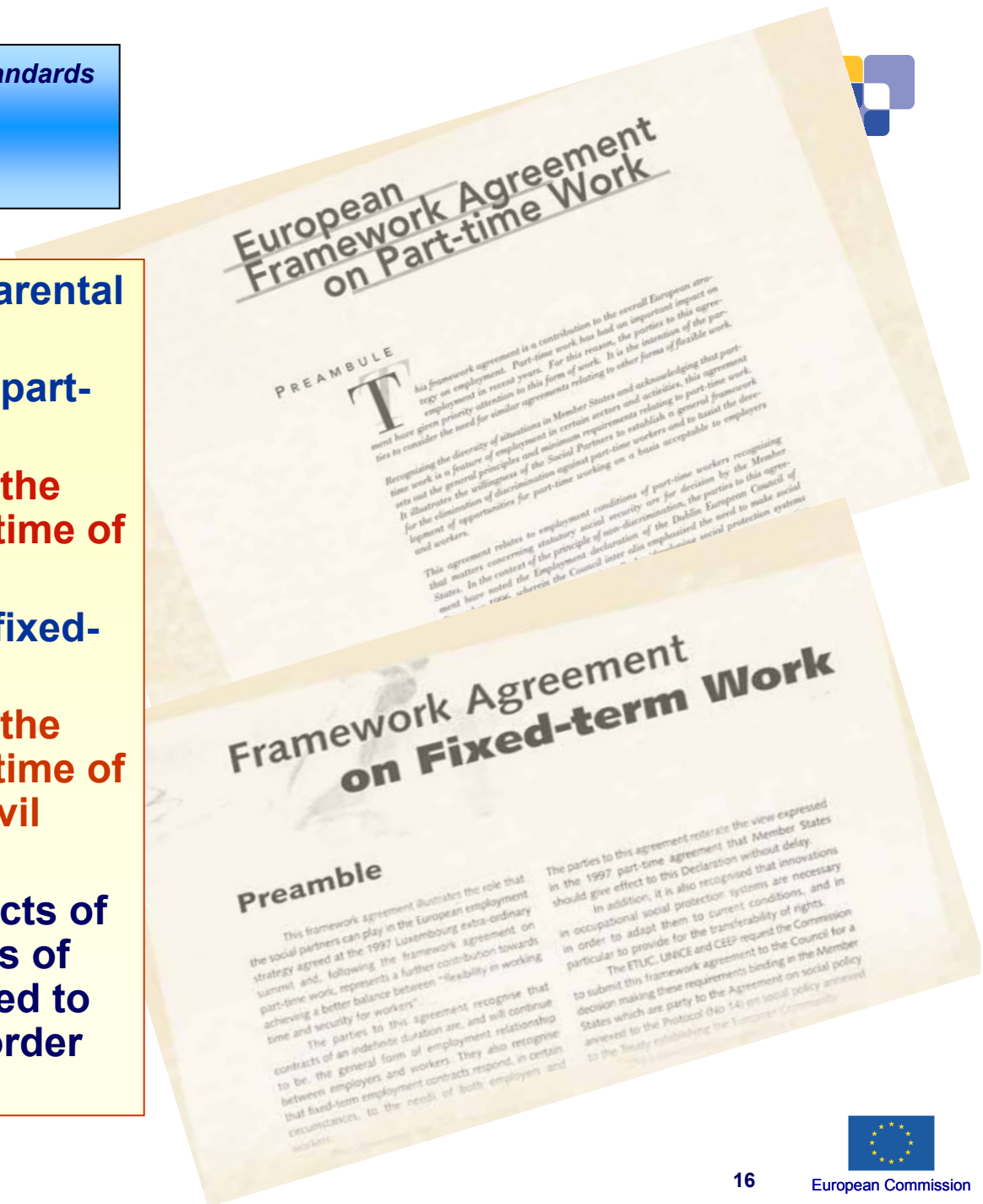
**Framework agreement on part-time work, 1997**

**European agreement on the organisation of working time of seafarers, 1998**

**Framework agreement on fixed-term work, 1999**

**European agreement on the organisation of working time of mobile workers in civil aviation, 2000**

**Agreement on certain aspects of the working conditions of mobile workers assigned to interoperable cross-border services, 2005**





**5 Autonomous Agreements**  
*establishing minimum standards implemented by  
the procedures and practices specific to  
management and labour and the Member States*

**Framework agreement on  
telework, 2002**

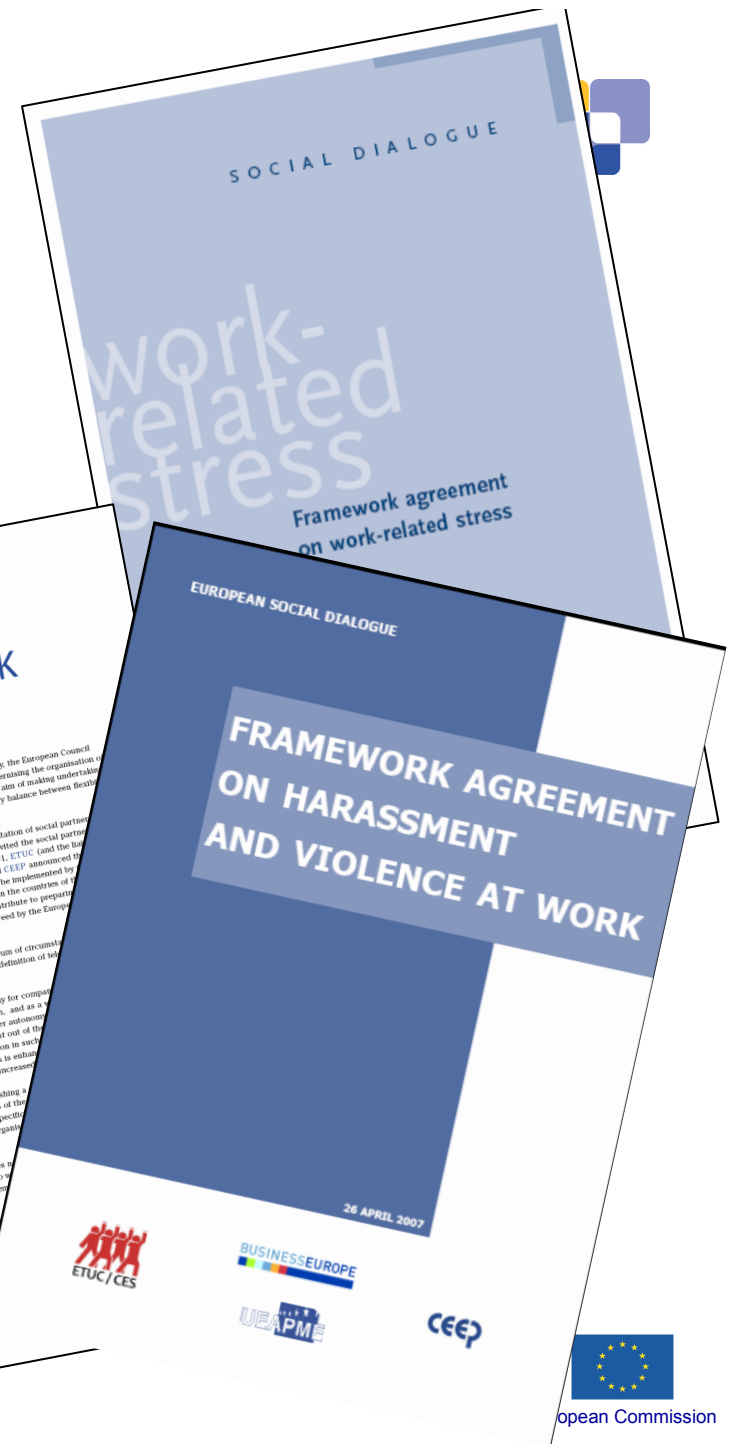
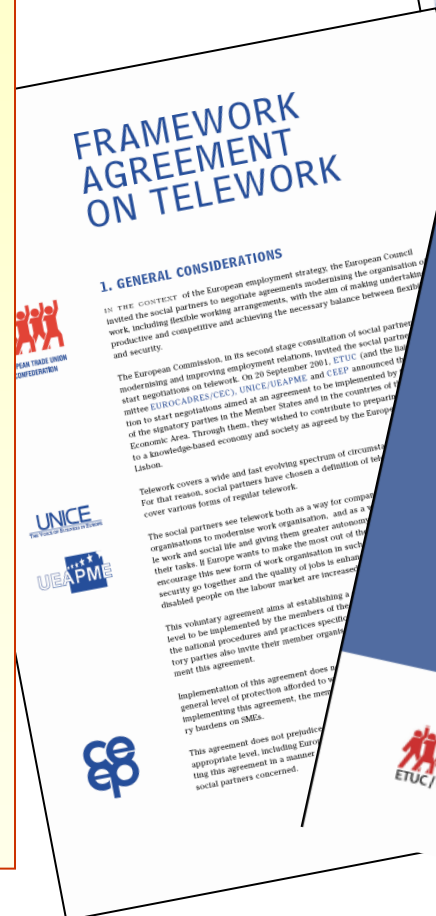
**Agreement on the European  
licence for drivers carrying  
out a cross-border  
interoperability service, 2004**

**Agreement on Stress at work,  
2004**

**Social Dialogue Agreement on  
Crystalline Silica, 2006**

**Harassment and violence at  
work, 2007**

Implementation reports  
by the social partners



# Support given by the Commission



POLITICAL

CAPACITY  
BUILDING

TECHNICAL  
EXPERTISE

LOGISTICAL



# Capacity building challenges



## Organisations

Trade union density  
Employers' organisation

## Institutions

Tripartite dialogue dominates

## Coordination

Sectoral / Cross-industry / Company  
European / National

## Expertise



# European social dialogue at the Temporary Agency Work sector



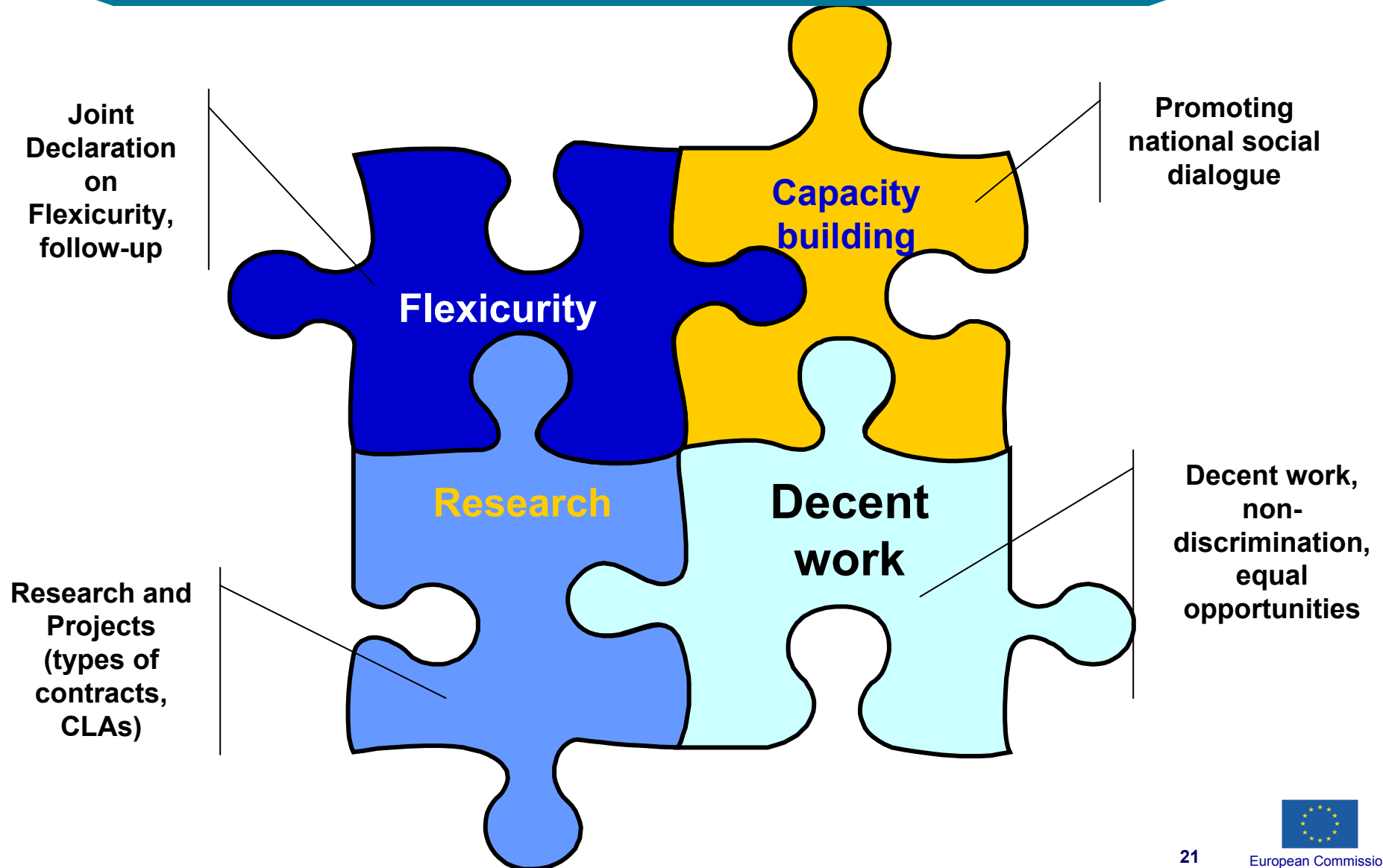
## Sectoral dialogue committee since 2000

**eurociett**  
European Confederation of Private Employment Agencies



**ym** • europa

# Work Programme



Internet Explorer browser window showing the website [http://ec.europa.eu/employment\\_social/social\\_dialogue/index\\_en.htm](http://ec.europa.eu/employment_social/social_dialogue/index_en.htm). The page title is "Employment, Social Affairs & Equal Opportunities Social Dialogue". The main content area features a large heading "Social Dialogue" with a graphic of a person standing on a globe with the European Union flag. The text describes European social dialogue as a unique and indispensable component of the European social model, involving discussions, consultations, negotiations, and joint actions undertaken by social partner organisations representing management and labour. It mentions that at the European level, social dialogue takes two main forms: a **bipartite dialogue** between employers and trade unions, and a **tripartite dialogue** involving interaction with public authorities. The page also notes that European social dialogue has resulted in over 300 joint texts and complements national practices. A sidebar on the right highlights a "Focus on" section about a forum in Brussels, with dates 19-20/10/2007 and 18/10/2007, and links to "Presentations" and "Agenda". A large red-bordered yellow box is overlaid on the page with the URL <http://ec.europa.eu/socialdialogue>. The bottom of the browser window shows a taskbar with "Slide 29 of 30", "1\_cover", "English (U.K.)", and "Local intranet".

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