



New start for social dialogue

13 October 2015

New start for social dialogue

Political commitment to the new start at the highest level of the new Commission

- President Juncker declared that he wanted to be "the President of Social Dialogue" (EP plenary, June 2014)
- New post of Vice-President for "Euro and Social Dialogue"
- Commissioner for Employment, Social Affairs, Mobility and Skills, incl. responsibility for social dialogue

A new start for social dialogue

High level conference – 5 March 2015

- Social market economy
- Competitiveness and fairness
- Strengthen social dialogue
- Involve social partners at all levels



Economic governance/capacity building

- **Closer association in the European Semester**
 - At EU level: social partners contribution to EMCO and SPC; social partners contribution to the AGS
 - At national level: consultation of social partners on country reports and NRPs – Country visits – Role of European Semester Officers
- **Employment Guideline 7**
 - *'In line with national practices, and supporting an improved functioning and effectiveness of social dialogue at national level, Member States should closely involve National Parliaments and social partners in the design and implementation of relevant reforms and policies'*

Economic governance/capacity building

- Making better use of existing fora: **TSS and MED**
- The EU's macroeconomic strategy and the need for investing in growth and quality jobs: **investment plan** (advisory hub)
- Strengthening industrial relations and capacity building at national level
 - Social partners' Forum on use of ESF for capacity building (30 March 2015, hosted by LV Presidency)
 - Open Days ESIF: workshop on "Capacity building for social partners" (October 2015)
 - Mutual learning

Thematic Group 1: *Social dialogue, economic governance and capacity building (1)*

Improving the functioning and effectiveness of social dialogue and the capacity-building of social partners at national level

- 1. What conditions contribute to the success of industrial relations systems and of social dialogue at national level?*
- 2. What are the indicators for measuring the functioning and effectiveness of social dialogue at national level?*
- 3. How can the EU-wide identification and exchange of practice (mutual learning) on social dialogue in general, but also in relation to economic governance, be best supported?*
- 4. How can Member States public authorities and the EU social partners make the best use of EU funds to support the national social partners' capacity building?*

Thematic Group 1: *Social dialogue, economic governance and capacity building (2)*

Improving the involvement of social partners in the European Semester and in assessing, designing, agreeing and implementing relevant reforms/policies

- 1. How can the European semester work in synergy with social dialogue at national level?*
- 2. What constitutes an appropriate involvement of the European and national social partners in the European Semester?*
- 3. How to best ensure the involvement of the national social partners in the assessment, design, agreement and implementation of reforms? How to measure its impact?*
- 4. What are the priority areas for reforms and policies where the social partners are to be involved more closely?*

Policy and law making

- **Key Commission initiatives**
 - Investment plan: workshop with VP Katainen (April 2015)
 - Energy: meeting with VP Sefcovic (June 2015), Liaison Forum, SSDCs
 - Digital Single Market: Liaison Forum (1 June), VP Ansip/ Commissioner Öttinger
 - TTIP: Spring TSS, June SDC
- **Transport:** conference on social agenda in the sector (June 2015)

Policy and law making

- **Consultation workshops on key social policy initiatives**
 - Integration long-term unemployment (April 2015)
 - Labour mobility package (June 2015)
- **Skills, education and training needs in anticipation of a changing working environment:** Liaison Forum (1 June) and SSDCs

Thematic Group 2: Social dialogue, policy-making and law-making (1)

Improving the involvement of social partners in policy-making

- 1. What is the appropriate format of social partners consultations outside of the statutory consultations (i.e. not related to 154 TFEU and sectorial initiatives)?*
- 2. While keeping in mind the autonomy of each of the organisations, how to ensure more interconnection between the Commission and social partners work programmes?*
- 3. How can the EU better support the promotion and valorisation of social dialogue outcomes and how can these outcomes contribute to the EU policies/policy documents?*

Thematic Group 2: Social dialogue, policy-making and law-making (2)

Clarifying the relation between social partners' agreements and the better regulation agenda.

- 1. How to strengthen where needed the analysis of legality, representativeness and subsidiarity and proportionality already during the negotiations of an agreement, while respecting the social partner autonomy?*
- 2. How can the social partners be supported in implementing the new Impact Assessment requirements?*
- 3. How can the national social partner organisations be best supported in the implementation of autonomous agreements in view of reaching a full coverage in the 28 Member States?*
- 4. How to maximise the impact of the autonomous agreements in the context of varied industrial relations practices across the Member States?*

Better Regulation Agenda – 19 May 2015

- **More transparency and better consultation**
 - More extensive feedback opportunities/public consultation
 - Improved explanatory memorandum
- **Better tools**
 - Integrated Better Regulation Guidelines and Toolbox
 - Proposal for a new Inter-institutional Agreement
- **Focus on implementation**
 - Regulatory Fitness and Performance: REFIT Platform

http://ec.europa.eu/smart-regulation/index_en.htm

Better Regulation Agenda

- **Better Regulation Toolbox – Tool #7: : IA REQUIREMENTS FOR SOCIAL PARTNER INITIATIVES**

In the context of social partners' agreements for which the signatories request the Commission to present a proposal for implementation by a Council decision in accordance with Article 155 TFEU, better regulation principles must be applied without prejudice to the role and autonomy the TFEU entrusts upon them, the Commission's task to facilitate their dialogue and the need for overall transparency.

Accordingly, the Commission invites the social partners to make publicly available the text of any agreement for which they may request the Commission to present a proposal for implementation by a Council decision in accordance with Article 155 TFEU.

Better Regulation Agenda

- **Better Regulation Toolbox – Tool #7: : IA REQUIREMENTS FOR SOCIAL PARTNER INITIATIVES**

Whenever the impacts of the agreement are likely to be significant, before taking its decision, the Commission will carry out a proportionate impact assessment which will focus in particular on the representativeness of the signatories, the legality of the agreement vis-à-vis the EU legal framework and the respect of the subsidiary and proportionality principles. Given the transparency of the process and the role entrusted to the social partners by Article 155 TFEU, no additional public consultation will be necessary.

Other actions

- Informal EPSCO 21-22 April 2015 – Riga
- EPSCO 5 October 2015
- Informal working group on communication

Publications DG EMPL



<http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=7739&type=2&furtherPubs=yes>



Eurofound Foundation Focus



<http://www.eurofound.europa.eu/publications/foundation-focus/2015/industrial-relations/foundation-focus-social-dialogue-for-a-competitive-fair-and-modern-europe>

Opportunities for SSDCs?

- Involvement in policy making: close follow-up of EU initiatives, joint positions,...
- Multi-sectoral initiatives?
- Link EU-national level: capacity building, promotion of SD outcomes,...



Thank you for your attention!