



2023 Social Dialogue Initiative

Directorate-General for
Employment, Social Affairs and Inclusion



EVP Valdis Dombrovskis:

"Social dialogue is essential for our future economic growth and the resilience of our economies. Today's package will allow social dialogue to continue to thrive and expand so that even more businesses and workers across the European Union can benefit from economic and social progress."

Commissioner Nicolas Schmit:

"We have different labour market systems which we don't want to change, but we have a common interest that in all Member States social dialogue is functioning well."



**March
2021:**

Social
Pillar
Action Plan
announces
initiative

Autumn 2021:

2 reflection
seminars with
sectoral social
partners

**May-June
2022:**

Meetings
EMCO, EESC
and CoR

**June-Dec
2022**

Meetings
at political
level

October 2021:

Pdt von der
Leyen
announces at
TSS a proposal
for a Council
REC

**April/May
2022:**

2
dedicated
hearings
with social
partners

**Sept-Oct
2022:**

Call for
Evidence

**Adoption
25
January
2023**



Social Dialogue Communication

Key role of social dialogue: cornerstone of EU social market economy

Main challenges: recovery, Russian war against Ukraine, twin transitions, new world of work

Existing EU instruments to support social dialogue

EU social dialogue: set of measures

EU social dialogue at international level: ratify and implement ILO Conventions

Social Dialogue Structures

Cross-industry SD

- More regular tripartite exchanges in EMCO and SPC
- ad-hoc/extraordinary tripartite discussions organised by the Commission

Sectoral SD

- modernise the legal framework for SSDCs (possible revision of 1998 COM Decision)
- facilitate synergies between SSDCs, promote inclusion of new segments of economic sectors, adjust approach for representativeness studies in cooperation with Eurofound
- launch a process to review how SSDC meetings are organised
- continue to explore the modalities for setting up new social services SSDC

Social partner agreements

Actions

- provide social partners, at their request and during their negotiations with administrative support and legal advice
- strengthen emphasis for projects that support the implementation of autonomous agreements in future social dialogue calls for project proposals

Request for SPA to become EU law

- COM will assess legality, representativeness and appropriateness by looking at economic, social and political aspects
- Impact assessment may be conducted.
- COM recognises SP's knowledge on possible impacts on businesses/workers
- COM services will inform SPs within 3 months of their preliminary considerations (e.g. impact assessment yes/no)
- COM will take a final decision in due time depending on complexity of the assessment of proposed agreement

Involvement EU policy-making

- assign the role of Social Dialogue Coordinator in each Commission service
- through the responsible Members of the College, gather the views of the European cross-industry SPs on policy priorities ahead of the Commission Work Programme

Financial – technical support

- new research network for analysing and promoting EU social dialogue and to following its implementation
- pilot information and visiting programme targeted to young social partners leaders



Principle 8 of European Pillar of Social Rights

- Consultation of social partners on the design and implementation of economic, employment and social policies according to national practices.
- Encouragement to negotiate and conclude collective agreements in matters relevant to them, while respecting their autonomy and the right to collective action.
- [Right of information and consultation of workers.]
- Encourage support for increased capacity of social partners.



Challenges for social dialogue

- Decline in collective bargaining coverage (low number of CAs)
- Lower rates of representation (trade union density)
- Involvement in national policy-making
- Lack of capacity of social partners

EU instruments supporting national social dialogue

Minimum Wage Directive

**2013 EU quality
framework for
restructuring**

**EU Directives on the
information and
consultation of workers**

**ESF+ capacity building
support**

**Proposed Directive on
improving the working
conditions of platform
workers**

**Guidelines on the
application of EU
competition law to
collective agreements**

European Semester



Proposed Council Recommendation

ensure an enabling environment for tripartite and bipartite social dialogue that:

- respects the fundamental rights of freedom of association and collective bargaining,
- promotes strong, independent workers' and employers' organisations,
- includes measures to strengthen their capacity,
- ensures the access to relevant information needed to participate in SD,
- promotes engagement in social dialogue on the part of all the parties,
- adapts to the digital age and promotes collective bargaining in the new world of work and a fair and just transition towards climate neutrality,
- strives to communicate the benefits of social dialogue, including collective bargaining ensures appropriate institutional support.



Your feedback / questions