"Promoting Social Dialogue in the Postal Sector in an Enlarged Europe"

Final conference
Brussels 3rd December 2018

EUROPEAN SOCIAL DIALOGUE

Sylvie Finné
DG EMPL
Social Dialogue unit
Social dialogue: pillar of Europe’s social model

Strong institutional recognition:

**Treaty on the Functioning of the European Union (TFEU)**

Art. 152:

Union recognises and promotes the role of social partners at Union level + Tripartite Social Summit

Art. 154:

Promotion of consultation of European social partners by the Commission + balanced support for their dialogue

Art. 155:

Agreements concluded by social partners
European social dialogue: forms

**Bipartite Dialogue**  
Employers – Trade Unions

**Cross-industry Social Dialogue Committee**  
Covering the economy as a whole: workers (ETUC) and employers (BUSINESSEUROPE, UEAPME, CEEP)

**ESD**

**Sectoral Social Dialogue Committees**  
Covering workers and employers of 43 specific sectors of the economy

**Tripartite Concertation**  
Public Authorities (Commission, Council)  
+ Trade Unions  
+ Employers

**Tripartite Social Summit for Growth and Employment**  
(Art. 152 TFEU)
Consultation of European social partners

- Consultation of social partners **compulsory** before any proposal in social policy field (Art 153 TFEU)
  - Two-stage consultation process:
    - possible direction
    - content
  - Social partners can decide to start negotiations at either stage
  - Legislative process is suspended

- Consultation on **sectoral policies** should also take place in case of **significant social impacts**
European social dialogue outcomes: typology

- Agreements establishing minimum standards
- Agreements Council decision
- Implementation reports
- Autonomous agreements
- Frameworks of action
- Follow-up reports
- Process-oriented texts
- Guidelines and Codes of conduct
- "Reciprocal commitments pole"
- Policy orientations
- Joint lobbying pole"
- Joint opinions
- Information Dissemination
- Joint opinions and tools: Exchange of information
- Declarations
- (Degryse & Pochet, 2011)
- Tools
## Who are the European social partners?

<table>
<thead>
<tr>
<th>Employers</th>
<th>Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cross-industry:</strong> general social partner organisations</td>
<td><strong>Cross-industry:</strong> organisations representing certain categories of workers or undertakings</td>
</tr>
<tr>
<td><a href="#">BUSINESS EUROPE</a></td>
<td><a href="#">SYNDICAT CONFEDERATION EUROPEAN TRADE UNION</a></td>
</tr>
<tr>
<td><a href="#">CEEP</a></td>
<td><a href="#">EUROCADRES</a></td>
</tr>
<tr>
<td><strong>Cross-industry:</strong> organisations representing certain categories of workers or undertakings</td>
<td></td>
</tr>
<tr>
<td><a href="#">sme_united</a></td>
<td><a href="#">CEC</a></td>
</tr>
<tr>
<td><strong>Sectoral social partners’ organisations in 43 sectoral SSDC</strong></td>
<td>63 sectoral employer organisations</td>
</tr>
<tr>
<td>15 sectoral worker organisations</td>
<td>15 sectoral worker organisations</td>
</tr>
</tbody>
</table>
A new start for Social Dialogue

- better involvement of social partners in policy and law making at EU level
- better involvement of social partners in the European Semester
- Capacity building
- Clearer relation between social partner agreements and the Better Regulation

March 2015
Social dialogue changing world of work

• Employment and Social Developments in Europe (ESDE) analyses key employment and social issues for the EU and its Member States. The 2018 edition focuses on the changing world of work and its employment and social implications.

• The chapter on social dialogue focuses on the challenges linked to digitalisation.

• Social dialogue can help to manage the necessary transitions and create rules for the new world of work through:
  • Anticipation and adaptation of skills
  • Managing flexible times and place of work
  • Involving workers and employers in non-standard employment relations – such as platform and crowd workers etc.
Social dialogue website
http://ec.europa.eu/social.dialogue/

E-Newsletter

Animation on social dialogue
Thank you for your attention!