

**The worlds of work in transition, ETUI-ETUC conference, 27-29 June  
2018**

**Plenary H**

**Social dialogue-how can we create a common agenda for Social Europe,  
29 June 2018**

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# Main points

- Main challenges to the social dialogue
- Main trends of the social dialogue in the recent years:
  - National social dialogue;
  - Trans-national social dialogue ;
  - European social dialogue
- The future of social dialogue –can we create a common agenda for Social Europe:
  - What we have to do from now
  - In conclusion

# Main challenges to the social dialogue

- At the ILO conference in 2018 several important and persisting challenges to the social dialogue were mentioned\*:
  - **inequalities**, vulnerabilities, changes in employment and labour relations;
  - **coverage** gaps(e.g., rural sector and informal economy);
  - **changes in** technology, demographic shifts, climate change and globalisation

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\*See: ILO. Recurrent report and discussion on Social Dialogue and Tripartism. ILC 2018

# Main trends of the social dialogue in recent years : National social dialogue

- **The social dialogue is still among the main priorities of the societies in most of the member states, but:**
  - There is decline in the trade union density in many of the member states;
  - The coverage of the employers' associations in many member states also declined or reminded the same;
  - The workers' and employers' representation in the new business forms is still either low or doesn't exist;
  - In some countries amendments of labour law, which caused deregulation of industrial relations and restriction the scope of collective bargaining were made;
  - The coverage of collective bargaining also declined in some of the member states

# Trans-national social dialogue

- Transnational company agreements and transnational negotiations already cover workers from more member states, but the process of their implementation needs better monitoring;
- The election and functioning of the EWC-s still needs more support by the social partners (especially by trade unions) in some of the member states;
- The issues of trans-boarder cooperation could be better regulated with more active participation of the social partners (especially the rights of trans-boarder workers, the regional labour markets etc.)

# European social dialogue

## **The subject of cross-sectoral and sectoral dialogue already includes many important issues:**

- Digitalisation and its' impact on the work (sectoral agreements);
- European semester;
- Qualification and skills development;
- Atypical employment (sectoral agreements);
- Demography and labour market issues (active aging, youth employment);
- Migration from countries outside EU/EEA and integration issues;
- European pillar of social rights

# The future of social dialogue-is it possible to create a common agenda for Social Europe

- **What we have to do from now :**

- The issues of high priorities for the social partners are the convergence of wages , the changes in work under digitalisation and the European pillar on social rights;
- The subject of European, transnational and national social dialogue should cover all the workers' rights in all the cases of mobility : of capital, services, people etc.;
- The social and regional cohesion also need more attention by the side of social partners, especially at the national and trans-national (trans-boarder ) levels;
- The European social partners have to include the issues of further enlargement and the labour and social issues in the candidate countries from the Western Balkans in their agenda

# The future of social dialogue-is it possible to create a common agenda for Social Europe

- **The European and national social partners also have to pay more attention to some of the ILO Workers' Group priorities for 2017-2020 and to their particular dimensions in the EU –member states :**
  - putting decent work in the heart of sustainable development;
  - addressing governance gap in global supply chains;
  - addressing the erosion of employment relationship;
  - tackling increasing inequalities in living and working conditions;
  - putting gender equality and youth in the heart of the Future of Work



# The future of social dialogue-is it possible to create a common agenda for Social Europe

- The European social partners should continue and improve their coordination and co-operation with the ILO and its' Workers' and Employers' groups, with the advisory committees of OECD and with the ITUC and IOE and to submit the most important problems of common interest at the European institutions;
- The trade unions should make more efforts to reach compromises between the interests of workers from various countries and regions, with support of the ETUC; the same is concerned to the national and European level employers' organisations;
- The national trade unions should pay special attention on the implementation of the European autonomous agreements, in coordination with national employers' organisations;

# In conclusion:

**The agenda for Social Europe could be create with more active and better coordinated social dialogue, but :**

- The social partners have to prepare better responses to some particular challenges and problems :
  - » stronger competition ;
  - » unilateral de-regulation of the rules of world trade relations ;
  - » increasing the nationalism and Euro-scepticism;
  - » decline of the trust to the trade unions and employers' organisations;
- The social partners should support the member states and the European institutions to return to the **original and best ideas, goals and values of the EU**, like :
  - » maintaining the peace ;
  - » establishing and maintaining an area of freedom, security and solidarity

**THANK YOU FOR YOUR ATTENTION**