

## **Sectoral social dialogue: a review of the past three years**

### **Introduction**

Whereas in previous editions of *Social Developments in the European Union* we have focused mainly on cross-industry social dialogue, the purpose of this chapter is to take stock of recent developments at sectoral level. For the record, the European Commission decided in 1998 to revive the social dialogue by establishing Sectoral Social Dialogue Committees (SSDCs) (CEC, 1998). These followed on from the various committees created from the 1980s onwards (Dufresne, 2005). The initial intention was basically to put existing practice on a more formal footing, but gradually a growing number of sectors formally applied for recognition as sectoral committees. So far there are 35 SSDCs (see annexed list). In addition, certain nationally important sectors have recently sought recognition, such as for example the chemical industry (in 2004), local and regional government (2004) and shipbuilding. Four sectoral committees (steel and hospitals in 2006; gas and catering in 2007) have been formed since 2005, while two applications are under investigation: non-ferrous metals and the automotive industry.

Although representation of the employers is split between different sectoral organisations, and in some cases even between several organisations for a single sector (e.g. civil aviation and banking; see annexed list), the opposite is true on the trade union side. For instance, Uni-Europa covers eleven committees, ETF six in the transport sector and EPSU (public services), EMCEF (chemicals) and EFFAT (agri-food) four each.

The sheer number of committees is in itself an indication of mounting interest. But what really matters is the quality of the documents adopted by the social partners. The European Commission drew attention in its 2004 communication to a new generation of agreements which, in its opinion, were more akin to reciprocal commitments between partners, in that their content was more binding than before (CEC, 2004). The main challenge was to ensure that these texts did not just remain symbolic but were acted upon at national level. In this sense, sectoral dialogue faces the same challenges as cross-industry dialogue.

This chapter is divided into two parts. The first, drawing on the database of sectoral joint texts held by the Observatoire social européen, examines quantitative developments since the new committees were established in 1999. The second takes a more detailed look at some significant, innovative joint texts and focuses on qualitative aspects. We conclude by highlighting the dynamics operating at sectoral and cross-industry level.

## **1. A quantitative analysis**

The Observatoire social européen (OSE) distinguishes between two broad categories of documents: firstly, those mainly intended for the attention of European or national public authorities, which we call ‘common positions’; secondly, texts which are primarily addressed to the social partners themselves, which we call ‘reciprocal commitments’. We have identified five categories within the latter group:

- ‘agreements’ implemented either by means of a directive or by the social partners themselves (autonomous agreements);
- ‘recommendations’, which contain clear provisions and a process to monitor implementation <sup>(1)</sup>;

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<sup>1</sup> This category has been expanded to cover all texts making explicit reference to a monitoring process. Thus some texts classified as declarations in our previous research are now regarded as recommendations. The point here is to check whether any monitoring provisions exist, and not whether they have actually been put into practice, which is another matter entirely.

- 'declarations', which are addressed to the social partners but are vague and do not contain monitoring procedures;
- joint 'tools': these mainly comprise studies, training packages or dissemination media such as websites. The criterion for inclusion in this group is that they be adopted by the social partners (which would exclude a study carried out by consultants, for example);
- 'internal rules of procedure', i.e. the rules of the game for social dialogue.

Common positions cannot be ignored, as they often relate to sectoral policy and aim to influence Community policy-making through joint lobbying. The employers sometimes use social dialogue as a mechanism for reinforcing requests made directly to the relevant Directorate General (DG) of the Commission, but it is an instrument that can prove useful for the trade unions too, since they do not always have access to the DGs responsible for sectoral policy – or in any event their access is less straightforward than that of the employers.

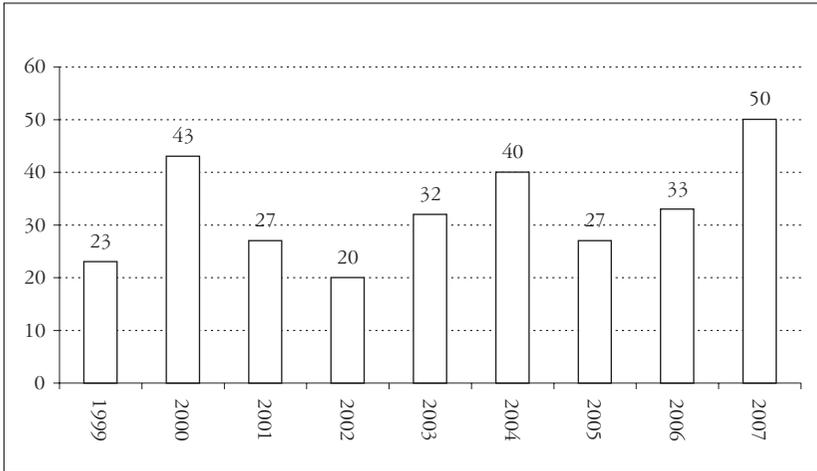
As for the subject matter of these joint texts, we have for the most part used the categories devised by the Commission in the 1990s, with just a few additions. For instance, the 'gender equality' category has been broadened to encompass the theme of non-discrimination. We have added the categories 'sustainable development' and 'corporate social responsibility (CSR)/code of conduct/charter'. We distinguish between economic and sectoral policies on the one hand and, on the other, the social consequences of European integration.

In order to illustrate recent developments, we have divided the nine years since the establishment of the new committees into three distinct periods: 1999-2001, when the new committees were being set up, and 2002-2004, when they reached maturity. In our study of that period for the Commission (OSE, 2004), we commented that the sectoral social dialogue seemed to be developing qualitatively towards greater sectoral partner autonomy. The third and final period, the three years 2005-2007, enables us to confirm that the trend detected during the previous period did indeed occur.

This quantitative approach obviously has the limitations of all such approaches. In that it encompasses almost 300 documents, it enables us to present overarching trends, verify hypotheses quantitatively, and so forth, but it tells us little about the actual quality of the texts or about the social progress they foster (or do not foster), or even about what goes on in committees but does not necessarily lead to the adoption of joint texts. To give just one example, the fact that the textile sector has not signed a joint document for some years does not mean that nothing is happening. The partners in this sector have for instance undertaken intensive capacity-building work in the new Member States and held a major joint conference on this topic in 2007.

Table 1 shows the number of joint documents adopted per year. No clear trend emerges, as is immediately apparent, although the number appears to increase slightly. On average, there is just over one joint text per sector per year. This is misleading, however, since productivity varies considerably from one sector to another, as Table 2 indicates. Overall, though, the number of texts adopted is extremely stable: 93 for the period 1999-2001; 92 for 2002-2004, and 110 for the last period. Given that more committees (5) existed during the period 2005-2007, stability does exist in relative terms.

**Table 1: Number of documents per year  
(1999-2007) (295 documents)**

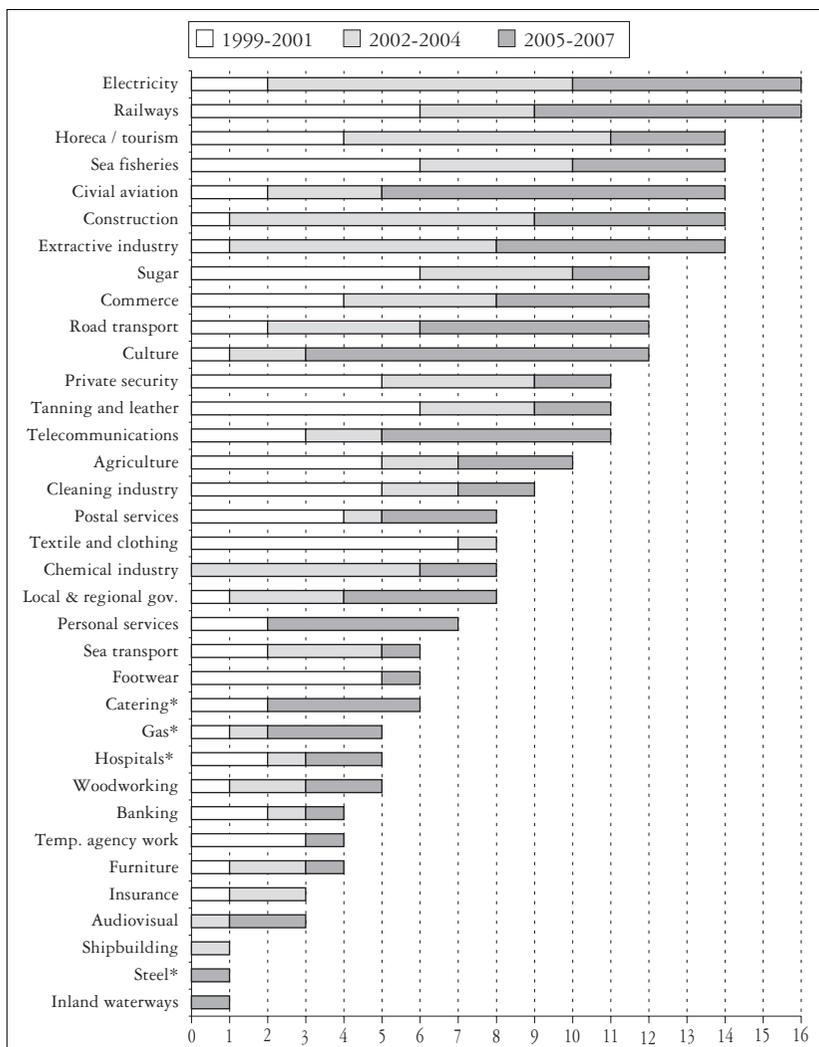


*Source:* Observatoire social européen, own database 2008.

The next table shows the output of joint documents by sector. The most prolific sectors throughout the entire period are electricity, railways, Horeca/tourism, sea fisheries, construction, civil aviation and the extractive industry. The sectors with fewest joint texts are inland waterways, insurance, furniture, temporary agency work and banking.

Looking at the last three years, the civil aviation, live performance (culture), railways, electricity, extractive industry, road transport and telecommunications sectors have been the most productive. The textile and clothing, shipbuilding and insurance sectors have not concluded a single agreement in the past three years. Seven sectors have concluded only one agreement each over the three years and eight sectors only two each.

Table 2: Number of documents per sector (1999-2007)



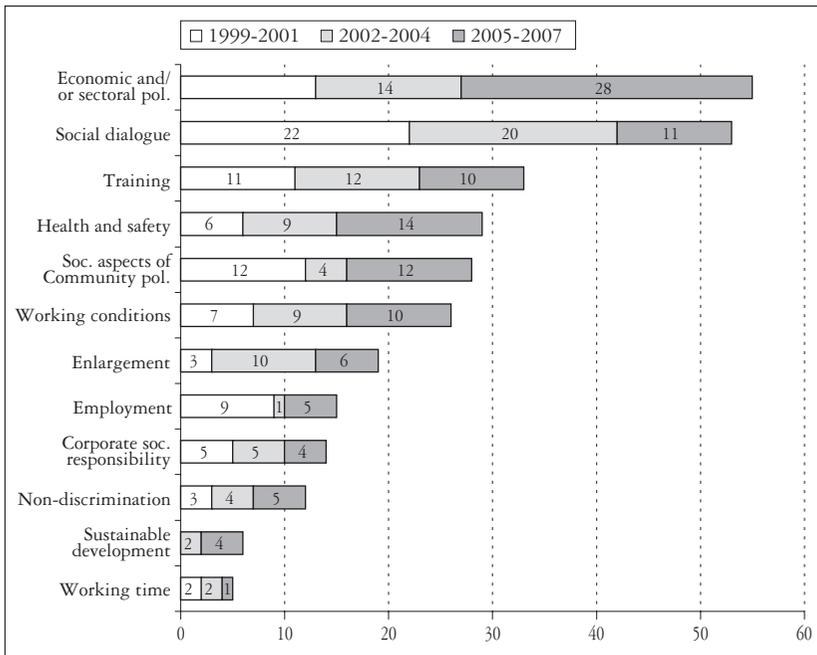
Note: The sectors with an asterisk were established in 2006 or 2007.

Source: Observatoire social européen, own database 2008.

If we consider the topics broached, we see that the past three years account for the largest number of documents devoted to economic and sectoral

policies. Despite the development of the so-called Copenhagen-Maastricht-Helsinki process on the recognition of lifelong learning, training has not taken off as a topic at European sectoral level (Léonard *et al.*, 2007a). By contrast, health and safety issues are being tackled with increasing frequency. Enlargement is declining as a theme, for logical reasons. What is more surprising is the relative decrease in ‘corporate social responsibility/code of conduct/charter’. Texts dealing with sustainable development are on the increase, owing to the global warming debate, but even so they represent only a tiny number of joint documents. Non-discrimination is another topic undergoing a slight rise. The decline in the topic ‘social dialogue’ is partly attributable to a decreasing number of sets of internal rules of procedure, which are directly connected with the establishment of a sectoral committee.

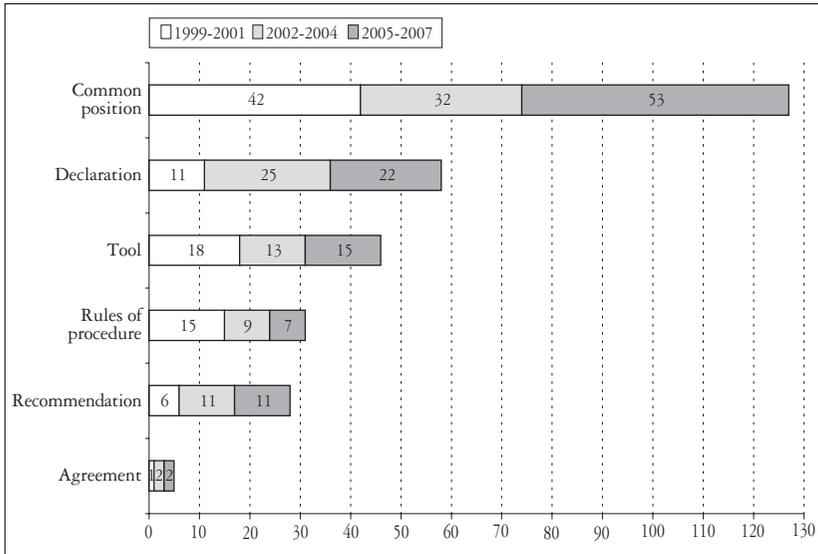
**Table 3: Number of documents per topic (1999-2007)**



**Source:** Observatoire social européen, own database 2008.

The next table shows the nature of the texts signed.

**Table 4: Number of documents per type (1999-2007)**

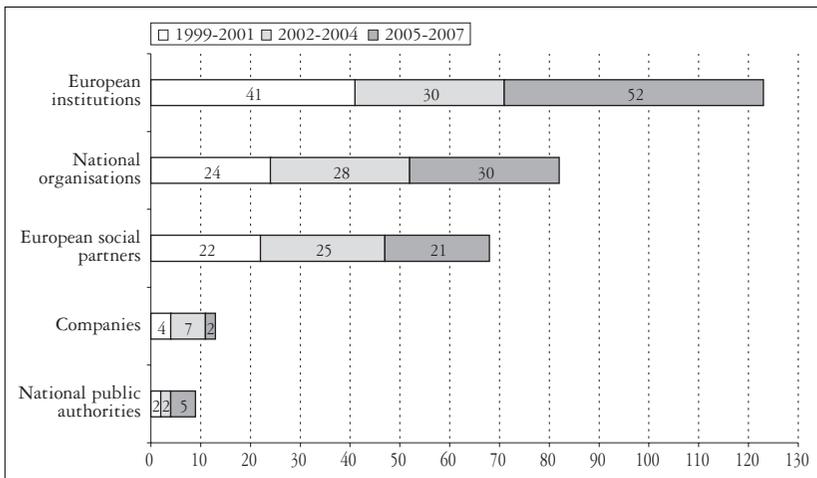


*Source:* Observatoire social européen, own database 2008.

The findings of our quantitative analysis are relatively clear-cut: the trend detected earlier – towards a dialogue that is more binding on the signatory parties – is only partially borne out by the quantitative data. Just two binding agreements have been concluded in the past three years (5 for the entire period, or about 2% of the total), and eleven recommendations (28 for the entire period, or about 10% of the total) (see list below). Furthermore, most of these agreements and recommendations have been adopted in new sectors. This indicates that there has not been a cumulative effect, with one or more sectors forging ahead towards more binding internal procedures, despite encouragement from the Commission to move in this direction. Rather, we are seeing a rash of initiatives materialising at a given moment in a given sector, often for different reasons.

Our last table examines the main addressees of these documents. Over the period as a whole, the majority of the texts are common positions intended for the Commission, and this trend has strengthened in the past three years. On the other hand, in 2005-2007 there were many fewer declarations, which are the weakest form of reciprocal commitment between social partners. The next table confirms that most of the texts are addressed to the European institutions, which was not the case for the period 2002-2004.

**Table 5: Number of documents per addressee (1999-2007)**



*Source:* Observatoire social européen, own database 2008.

## 2. Recent progress

The fact that no quantitative step-change has occurred since the establishment of the new committees does not mean that nothing significant has been evolving behind the scenes.

### 2.1 Agreements

As concerns binding agreements, the first sectoral agreements served to adapt the 'working time' directive of 1993 to the specific needs of the various transport sectors. The second stage was the signing of two

important texts by the railway sector in 2004, one of them transformed into a directive by the Council in 2005 (Hilal, 2006) and the other used in part as the basis for a directive in 2007. Lastly, an autonomous agreement on crystalline silica was concluded in 2006. This was the 'Agreement on Workers' Health Protection through the Good Handling and Use of Crystalline Silica and Products containing it', published in the Official Journal <sup>(2)</sup>. Its signatories were two trade union federations (chemicals and metalworking) and thirteen employers' organisations <sup>(3)</sup>. In 2007 there was an agreement implementing an International Labour Organisation (ILO) Convention: the 'Agreement concluded by ECSA and ETF on the Maritime Labour Convention 2006'.

We shall focus in the next few paragraphs on the silica dust agreement <sup>(4)</sup>. Silica dust can cause cancer. EU countries already have measures in their national legislation to reduce exposure to silica dust based on Community directives, including having adopted occupational exposure limits (OELs). Some countries – notably the Netherlands and Denmark – have

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<sup>2</sup> OJ C 279 of 17 November 2006, pp.2-8.

<sup>3</sup> **European industry associations:** European Glass Fibre Producers Association (APFE), International Bureau for Precast Concrete (BIBM), The European Foundry Association (CAEF), Council of European Employers of the Metal, Engineering and Technology-Based Industries (CEEMET), The European Cement Association (CEMBUREAU), The European Ceramics Industries (CERAME-UNIE), European Mortar Industry Organization (EMO), European Association of Mining Industries (EUROMINES), European and International Federation of Natural Stones Industries (EUROROC), European Special Glass Association (ESGA), European Insulation Manufacturers Association (EURIMA), European Container Glass Federation (FEVE), European Association of Flat Glass Manufacturers (GEPVP), European Industrial Minerals Association (IMA-Europe), European Aggregates Association (UEPG).

**European trade union federations:** European Mine, Chemical and Energy Workers' Federation (EMCEF) and European Metalworkers' Federation (EMF).

<sup>4</sup> The following paragraphs are taken, with the authors' permission, from the article by Tony Musu and Marc Sapir in the Newsletter of the ETUI-REHS Health and Safety Department, No. 30-31, October 2006.

also classified crystalline silica as a carcinogen. At Community level, crystalline silica is still not listed in Annex 1 of Directive 67/548 which lays down the rules on labelling and classification of dangerous substances. It was decided in 1998 that silica was not to be regarded as a priority for classification under Annex 1 of the Directive, but this matter resurfaced in 2004-2005.

Eurosil (the European Association of Silica Producers) then began considering the conclusion of a multi-sector Social Dialogue Agreement under Article 139 of the Treaty as an alternative to regulation on the basis of a draft 'prevention practices' document. In September 2004, the employers' organisation initiated a silica platform linking together ten employers' associations, and set consultations in train with the chemical, mining, metallurgical and building workers' federations (EMCEF, EMF and EFBWW). A number of the employers' associations which were not recognised social partners were granted recognition by the Commission specifically for the purpose. In the end, the official negotiations were joined by all the employers' associations, except for the European Construction Industry Federation (FIEC). On the union side, the EFBWW stood aloof from the discussions (see HESA Newsletter, 2006) on the grounds that legislation was the only way of guaranteeing equal rights. The EMF for its part felt that the agreement could represent progress, especially thanks to the monitoring process and involvement of the social partners. In actual fact, the debate was a broader one about the merits and drawbacks of the legislative *versus* the collective bargaining approach at European level.

The main aim of the agreement is to minimise exposure to respirable crystalline silica at work by applying 'good practices' in order to prevent, eliminate or reduce the health risks to exposed workers. It also aims to increase knowledge of the potential health impacts of respirable crystalline silica and about good practices. The agreement applies to the production and use of crystalline silica and to products containing it, but also covers related ancillary activities like handling, storage and transport. The agreement specifies that 'employers and employees, and the workers' representatives, will jointly make their best endeavours to implement the

Good Practices at site level'. The list of good practices contained in Annex 1 of the agreement will be adapted and updated on an ongoing basis. The good practices relate to risk assessments and controls on workers exposed to respirable crystalline silica, monitoring the effectiveness of measures taken and health surveillance of employees, as well as training for workers. A monitoring system will be installed at each site to determine, in association with the company works' council and the workers' representatives if necessary, whether the good practices are being applied or not.

A monitoring committee (the Council), comprised of equal numbers of workers' reps and employers, will deal with issues relating to the application and interpretation of the agreement. It will also report on how the agreement is being applied by industry sectors and submit its report to their members, the European Commission and the national workers' health and safety authorities. The agreement entered into effect for a period of four years, and will then be automatically extended for further periods of two years. Should future European legislation on crystalline silica be proposed, the agreement's signatories will meet to examine the consequences for the agreement.

Whatever one might think of the agreement, it certainly broke new ground in terms of monitoring: it is the first voluntary agreement to include such rigorous monitoring procedures. Be that as it may, we lack sufficient hindsight to assert that they have been fully effective (<sup>5</sup>).

## **2.2 Recommendations**

Besides these two agreements, eleven texts adopted over the past three years can be regarded as recommendations. The table below summarises their main features.

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<sup>5</sup> For further information, visit the European Network on Silica website (<http://www.nepsi.eu>).

### Recommendations 2005-2007

Title	Sector	Topic	Date	Addressee
Joint declaration on violence at work	Gas	Working conditions	15/11/2007	National organisations
Joint declaration on harassment and violence at work	Electricity	Working conditions	11/2007	National organisations
Joint declaration on stress	Electricity	Working conditions	11/2007	National organisations
Joint recommendations for a better representation and integration of women in the railway sector	Railways	Non-discrimination	12/06/2007	National organisations
FERCO-EFFAT agreement on Corporate Social Responsibility (CSR) in the Contract Catering sector	Catering	Corporate Social Responsibility	31/01/2007	National organisations
Social partners sign letter of intent – BeQuaWe European Certified Training	Commerce	Training	26/11/2006	National organisations
IRU and ETF joint recommendations on employment and training in logistics	Road transport	Training	31/03/2006	National organisations
Joint statement of the EU social partners in the postal sector on Corporate Social Responsibility	Postal services	Corporate Social Responsibility	23/11/2005	National organisations
EU bank social partners joint statement. Some aspects related to CSR	Banking	Corporate Social Responsibility	18/05/2005	National organisations
European agreement on the reduction of workers' exposure to the risk of work-related musculo-skeletal disorders in agriculture	Agriculture	Health & Safety	21/11/2005	National organisations
Covenant on Health and Safety in particular the Use and handling of Cosmetic products and their Chemical Agents, between European Social Partners in the Hairdressing Industry	Personal services	Health & Safety	21/09/2005	National organisations

*Source:* Observatoire social européen, own database 2008.

Three of these eleven texts relate to corporate social responsibility: banking, postal services and catering. The catering agreement is the most comprehensive of the three, covering *inter alia* fundamental rights at work, quality in work, health and safety, training, information and consultation, work/life balance, equal opportunities, non-discrimination and integration of people with disabilities, fair pay, restructuring, the fight against obesity, the awarding of contracts and the choice of suppliers. It is also the only one of the three to contain relatively clear implementing procedures. Interestingly, the structure of this agreement was largely inspired by the code of conduct in the sugar sector.

Two texts deal with training (commerce and road transport). Two others concern health and safety (agriculture and personal services/hairdressing). The hairdressing agreement is in two parts. The first part calls on the Commission to adopt a directive protecting hairdressers who use cosmetics professionally, introducing a system of health and safety certification for cosmetics. In the second part the partners agree on shared objectives which must not under any circumstances adversely affect national laws or cause a reduction in protection.

The railway sector has concluded an agreement on non-discrimination. Lastly, the electricity and gas sectors have taken up the cross-industry document on violence at work, calling for it to be applied in their sectors (electricity has also taken up the 'stress' agreement). One noteworthy aspect is a growing interaction both vertically (between the cross-industry and sectoral levels) and horizontally (between sectors). Generally speaking, sectors covered by EPSU tend to be those most inclined to extend cross-industry agreements to the sectoral level. A stronger linkage is therefore emerging between cross-industry and sectoral voluntary agreements. Telework was the first example of such a crossover: commerce was the first sector to sign an agreement, after which the cross-industry agreement was reproduced in various sectors. We nevertheless have little information about the impact on individual sectors of taking up agreements concluded at cross-industry level.

Following the conclusion of the cross-industry agreement on violence at work <sup>(6)</sup>, the Commission brought together those sectoral partners potentially interested in supplementing this agreement by including third-party violence (by people outside of the company), which is a major problem in sectors such as commerce and banking.

In addition, four sectors have adopted 'best value' codes: textiles, the cleaning industry, private security and catering. All of them aim to prevent calls for tender from taking account solely of financial aspects. Quality, training and the payment of decent wages, for example, should likewise be taken into consideration. These four sectors have decided to pool their efforts and propose common principles for these codes; the results are to be made known in April 2008. These last two examples demonstrate a new departure: the emergence of a horizontal dimension between sectors.

Finally, to complete our review of sectoral developments, mention should be made of the tripartite agreement in the automotive sector on the sensitive matter of restructuring. This partnership, subscribed to by all of the economic and social players in the sector – including the EU, governments, companies, trade unions and regions – has three main aims. These are:

- setting up a new observatory to study change in the automotive industry and the necessary employment and labour skills;
- collecting and exchanging examples of best practice dealing with socially responsible restructuring;
- ensuring the better use of existing support structures such as the European Social Fund and European Globalisation Adjustment Fund.

Hence the elaboration of sectoral recommendations reveals just how specific each sector is. Some *ad hoc* progress has been achieved but is not

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<sup>6</sup> ETUC, BusinessEurope, UEAPME and CEEP (2007), Framework agreement on harassment and violence at work, Brussels, 27 April 2007.

catching on more widely. Nevertheless, there is evidence of incipient coordination both horizontally – across sectors, going beyond the bounds of individual European trade union federations – and vertically – between the sectoral and cross-industry social partners.

## Conclusion

Sectoral social dialogue at European level has not developed in a way that mirrors the cross-industry social dialogue. The latter began with non-binding texts, principally in consensual areas and addressed to the Commission (training and lifelong learning). Then there was a move towards ‘agreements’ extended *erga omnes* by means of Council directives, finally ending up with what we refer to as voluntary agreements and more flexible instruments as in the case of lifelong learning.

Our quantitative analysis of the sectoral social dialogue has highlighted a plethora of documents unevenly spread over the years but growing in number. The majority are ‘common positions’ addressed to the European institutions with a view to influencing EU policy-making. In other words, one important function of social dialogue consists in joint lobbying of the EU.

There is no evidence at sectoral level of a progression from ‘tools’ or ‘weak documents’ (in the sense that they are vague or purely declamatory) towards more binding agreements. Nor has there always necessarily been discussion of a consensual issue at the outset. That is why training, which was so important in the Val Duchesse social dialogue at cross-industry level and then in the voluntary social dialogue post-2000 (Heyes, 2007; Winterton, 2007), has not always taken pole position in sectoral dialogue. Nevertheless, training has become a more important issue at sectoral level over the past few years (Léonard *et al.*, 2007b).

From a quantitative perspective, the conclusion is clear: fewer than 2% of the texts adopted at sectoral level are agreements with binding effect, and fewer than 10% are expected to have some impact at national level. The Commission’s attempt in 2004 to clarify the nature of the documents signed, in order to improve their quality and implementation process, has not been entirely successful as yet.

Different trends are apparent from one sector to another: some are more inclined towards consultation and the adoption of 'common positions', while others are more inward-looking and prefer 'reciprocal commitments. Yet there is no obvious difference between sectors, and internal developments in various directions are visible (for example, the sea transport and civil aviation sectors concluded binding agreements on working time but have subsequently been unable to negotiate any other binding agreements).

The diversity of circumstances, issues and dynamics is one explanation of why it is so difficult to build a well-structured system of industrial relations at Community level. It seems however that several sectors have reached a critical point. In some, social dialogue appears purely formal, without the slightest impact at EU or national level. Those sectors having concluded recommendations, which could also be described as 'soft law' (less than half of the 35 committees have signed such a text in the last ten years), are all facing the same problems: how should these texts be implemented nationally and monitored at EU level? What linkage should there be between the European and national sectoral levels (and between the sectoral and cross-industry dialogue)? Thus the aims of social dialogue require further clarification. The recent silica agreement provides for a very sophisticated monitoring system which could be an inspiration to other sectors.

Our overall conclusion, however, is that the sectoral and cross-industry social dialogues are converging – albeit in very different ways – towards the output of texts which are not legally binding (in the sense that they cover all workers and that a court could be asked to verify compliance), but are morally binding and process-oriented (see Visser and Ramos Martin, 2008 on this point). These documents are increasingly coming to resemble codes of conduct or optional guidelines. Thus implementation is the task of decentralized stakeholders, perhaps with some moral pressure being exerted on any who fail in their duty. The other source of pressure is that, where implementation is non-existent or inadequate, the Commission could decide to legislate to extend the key provisions *erga omnes* (see its 2004 communication).

If this is the case, the consequences are significant. First, it means a blurring of the Community instrument. Social dialogue was regarded as an autonomous way (or a semi-autonomous way, 'in the shadow of the law') to achieve binding agreements. The move towards a 'softer' approach was not so much the consequence of a decision but rather, from a trade union perspective, a second-best solution. It resulted from the failure of the Commission and Member States to exert pressure for the elaboration of an ambitious social programme, and from the employers' lack of interest in negotiating in the absence of pressure.

The purpose assigned to social dialogue depends partly on our vision of Europe. According to a classic federalist vision, its purpose is to take up or coordinate the key elements of national trade union objectives and develop a multi-layer system of industrial relations (Falkner, 1998). According to a more experimental vision, European social dialogue is aimed more at innovating, in respect of both themes and instruments (Pochet, 2003; Visser and Ramos Martin, 2008). For the time being, the European sectoral and cross-industry social dialogues are both manifestly following the latter approach. This is not the first choice of the trade unions, which would prefer to have more classic, binding, instruments and would like the effects not to be confined to a few meetings of representatives in Brussels.

At the outset, social dialogue and EU collective agreements were thought of as an alternative to EU legislation and a means of creating a multi-layer industrial relations system. Twenty years on from the Single Act and the first steps towards establishing social dialogue, the outcome bears a strong resemblance to the open method of coordination (OMC) and the European employment strategy (EES); the same implementation and participation difficulties arise at EU and national level.

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**Annex: Sectoral social dialogue - December 2007**  
**(based on the Commission's table) 35 sectors - 481 agreements**

Sectors	Employees' organisations	Employers' organisations	Date of creation	
Agriculture	EFFAT	GEOPA/COPA	1999	
Audiovisual	EURO-MEI, FIA, FIM, FEJ	UER, FIAPF, CEPI, AER, ACT	2004	
Banking	UNI-Europa	FBE, ESBG, EACB	1999	
Catering	EFFAT	FERCO	2007/10/09	35 <sup>th</sup>
Chemical industry	EMCEF	ECEG	2004	
Civil aviation	ETF ; ECA	AEA, CANSO, ERA, ACI-EUROPE, IACA	2000	
Cleaning industry	UNI-Europa	EFCI	1999	
Commerce	UNI-Europa	Eurocommerce	1999	
Construction	EFBWW	FIEC	1999	
Electricity	EPSU, EMCEF	Eurelectric	2000	
Extractive industry	EMCEF	APEP, Euracoal, Euromines, IMA	2002	
Footwear	ETUF:TCL	CEC	1999	
Furniture	EFBWW	UEA	2001	
Gas	EMCEF, EPSU	EUROGAS	2007/03/16	34 <sup>th</sup>
Horeca	EFFAT	Hotrec	1999	
Hospitals	EPSU	HOSPEEM	2006/09/20	33 <sup>rd</sup>
Inland waterways	ETF	EBU, ESO	1999	
Insurance	UNI-Europa	CEA, BIPAR, ACME	1999	
Live performance	EEA	Pearle	1999	
Local and regional government	EPSU	CEMR	2004/01/13	
Personal services	UNI-Europa	EU Coiffure	1999	
Postal services	UNI-Europa	Posteurop	1999	
Private security	UNI-Europa	CoESS	1999	
Railways	ETF	CER, EIM	1999	
Road transport	ETF	IRU	1999	
Sea fisheries	ETF	Europeche/Cogeca	1999	
Sea transport	ETF	ECSA	1999	
Shipbuilding	EMF	CESA	1999	
Steel	EMF	EUROFER	2006/06/21	32 <sup>nd</sup>
Sugar	EFFAT	CEFS	1999	
Tanning and leather	ETUF:TCL	Cotance	2001	
Telecommunications	UNI-Europa	ETNO	1999	
Temporary agency work	UNI-Europa	Eurociett	2000	
Textile and clothing	ETUF:TCL	Euratex	1999	
Woodworking	EFBWW	CEI-Bois	2000	