



# Thrid regional workshop "Promoting Social Dialogue in the Postal Sector in an Enlarged Europe"

## 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*

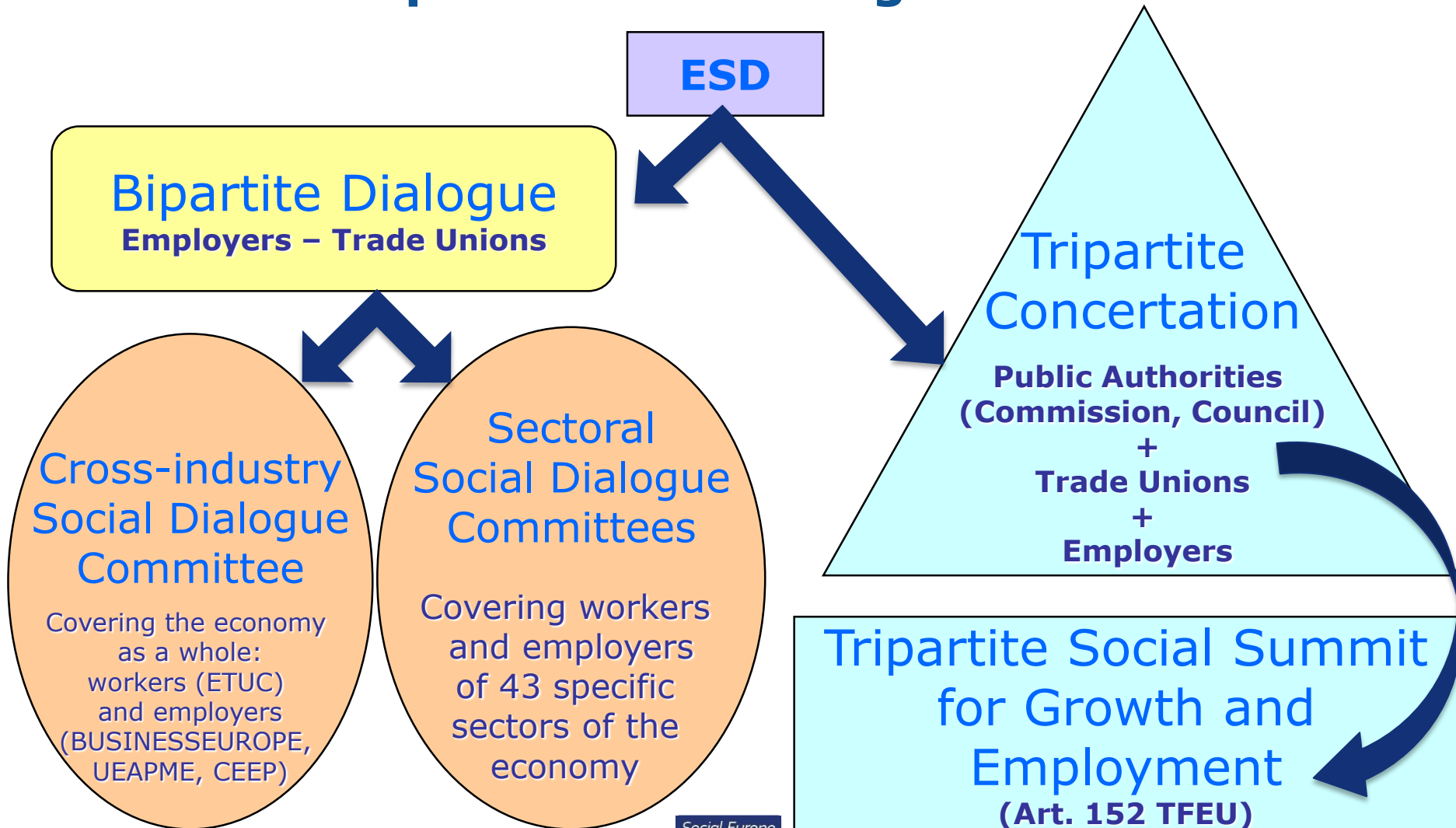
*Art. 154:*

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

*Art. 155:*

***Agreements** concluded by social partners*

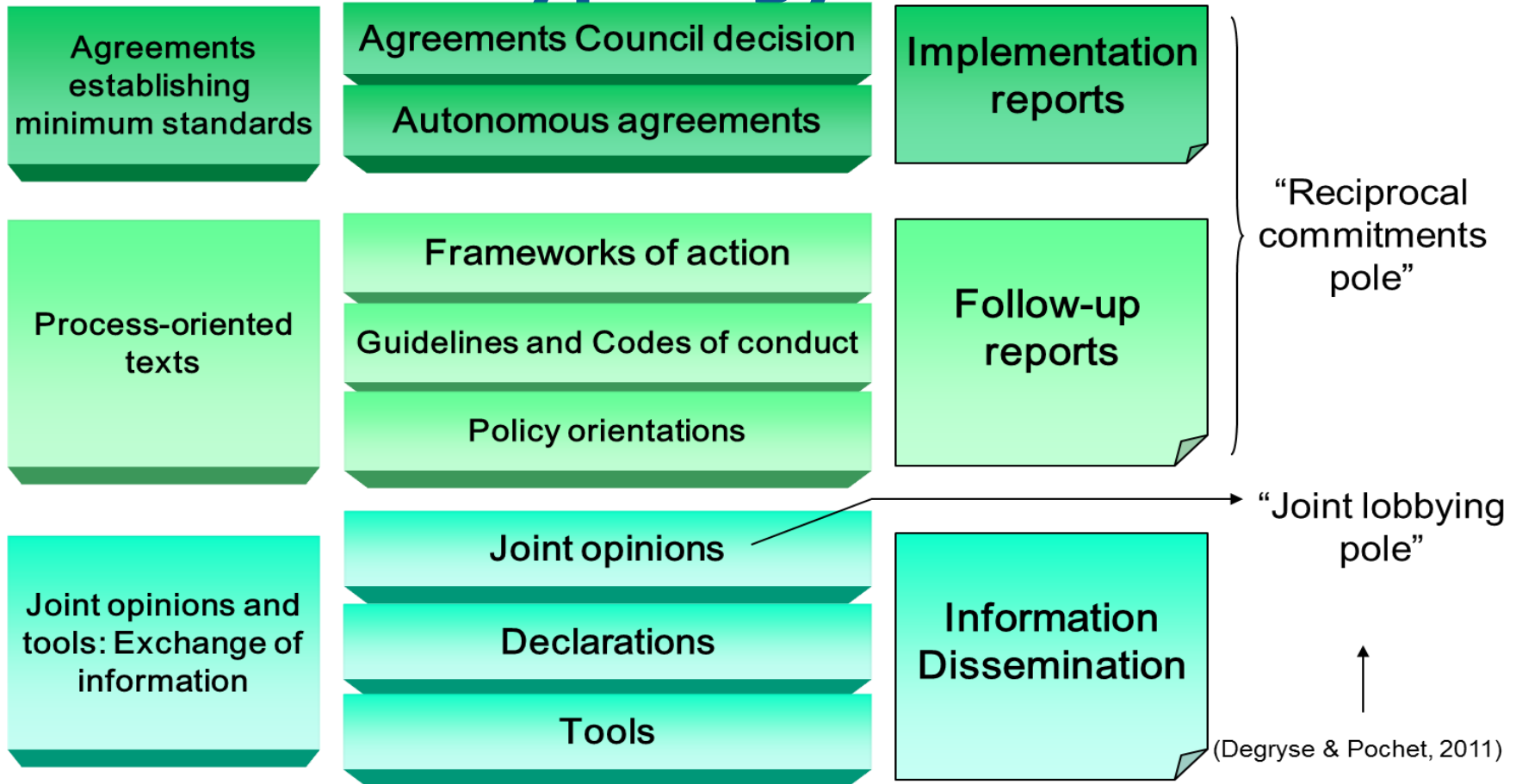
## European social dialogue: forms



# 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





# Who are the European social partners?

|  | <i>Employers</i><br>BUSINESSEUROPE  | <i>Workers</i>  |
|--|---|---|
| Cross-industry:<br>general social<br>partner organisations   |   |    |
| Cross-industry:<br>organisations<br>representing certain<br>categories of workers<br>or undertakings |  | <br> |
| Sectoral social<br>partner organisations   | <i>63 sectoral employer<br/>organisations</i>                                       | <i>15 sectoral worker<br/>organisations</i>   |

# Sectoral dialogue committees (1998)

## ***Criteria for the functioning of the SSDC:***

- *relate to specific sectors or categories, organised at European level*
- *consist of organisations which are themselves part of Member State's social partner structures; have the capacity to negotiate agreements (mandate of their members); are representative of several Member States*
- *have adequate structures (capacity) to ensure their effective participation in the work of the committees*

# Representativeness studies by EUROFOUND

The studies analyse the structure and functioning of the social dialogue at national and European level based.

The results aim to identify the European sectoral associations which are representative and therefore can be included in the European sectoral social dialogue.

The last study for the postal sector was published in 2017

<https://www.eurofound.europa.eu/fr/observatories/eurwork/comparative-information/representativeness-of-the-european-social-partner-organisations-postal-and-courier-activities-sector>



# Charter of Fundamental Rights of the European Union

## Social Dialogue related obligations

- Freedom of assembly and of association

Article 6 : "The Union recognises the rights, freedoms and principles set out in the Charter of Fundamental Rights of the European Union of 7 December 2000, as adapted at Strasbourg, on 12 December 2007, which shall have the same legal value as the Treaties

- Right to collective bargaining and action

Article 28: "Workers and employers, or their respective organisations, have, in accordance with Union law and national laws and practices, the right to negotiate and conclude collective agreements at the appropriate levels and, in cases of conflicts of interest, to take collective action to defend their interests, including strike action

- Workers' right to information and consultation

Article 27: "Workers or their representatives must, at the appropriate levels, be guaranteed information and consultation in good time in the cases and under the conditions provided for by Union law and national laws and practices".

# EC support provided to the SSDC

*The EC is mainly supporting the SSDC through:*

- the organisation of the meetings and*
- the projects funded following calls for proposals*

# A new start for social dialogue

## European Commission's commitment in 2015:

- **Ensure involvement Economic Governance**
- **Support functioning national industrial relations**
- **Enhance contribution to EU policy making**



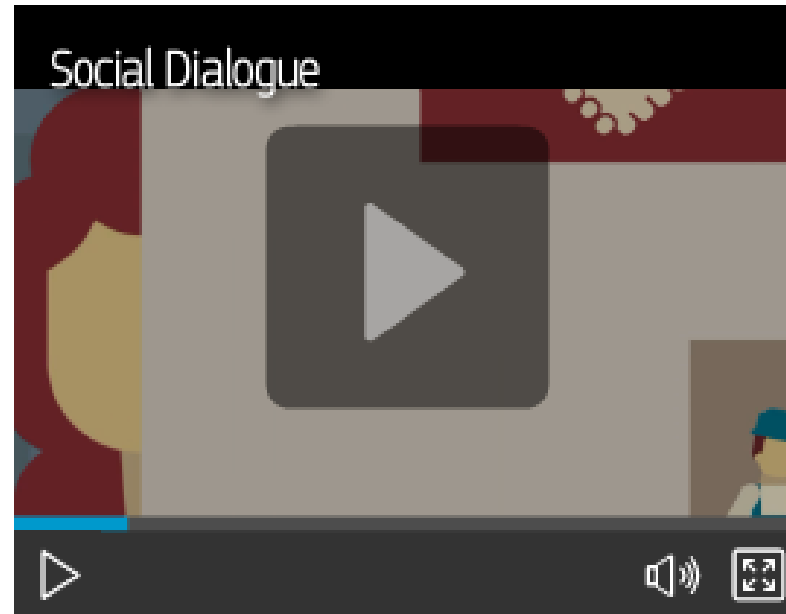
## ESD e-newsletter (3.0)

- News from the Commission
- Latest news from social partners
- Information from EU agencies
- Upcoming events
- Calls for proposals

<http://ec.europa.eu/social/dialogue/>



# Animation on social dialogue



[http://ec.europa.eu/social\\_dialogue/](http://ec.europa.eu/social_dialogue/)



Thank you for your attention!