



# EU SOCIAL DIALOGUE NEWSLETTER

*January 2013*

## Contents

Editorial .....	3
LOOKING TO THE FUTURE.....	4
Upcoming events.....	4
NEWS .....	4
Cross-industry .....	4
Sectoral agreements (According to Art. 155 TFEU) .....	5
Other news from the sectoral level.....	5
Events in the past .....	10
Overview of EU sectoral social dialogue outcomes in 2012.....	13
New Joint Projects .....	15
Information from the EU Social Partners .....	18
Information from Eurofound.....	20
Information from the European Agency for Health and Safety at Work .....	21
Consultation of EU social partners (According to Art. 154(3) TFEU) .....	22
Articles/Reports/Studies .....	23

## Editorial

Dear Social Partners, dear Readers,

This is the second edition of the newsletter on EU social dialogue which will be published three times a year on the occasion of the Liaison Forum meeting of EU social partners. For this version we have added some new elements: a list summarising the outcomes of EU sectoral social dialogue in 2012; contributions from EU social partners on structural changes concerning their organisation; additional information from the European Agency for Health and Safety at Work (Bilbao). We hope this new edition will be of great interest to you!

I would like to use this newsletter to draw the attention of EU social partners on the European Council conclusions of 14 December 2012, and their reference to social dialogue in § 12. The European Council conclusions state that *"in order for the EMU to ensure economic growth, competitiveness... and employment in the EU, and in particular in the euro area, a number of other important issues... need to be further examined, including measures to preserve the integrity of the Single Market.... To this end, the President of the European Council, in close cooperation with the President of the Commission... will present... possible measures on*

- a) coordination of national reforms... ex ante;*
- b) the social dimension of EMU, including social dialogue;*
- c) the feasibility and modalities of mutuelle agreed contracts...;*
- d) solidarity mechanisms that can enhance... such contractual agreements...".*

As the above-mentioned possible measures have to be presented by June, both the Council and the Commission services have started internal preparatory work – and there is clearly a sense of urgency. It is up to social partners to contribute to the identification of these measures and to the policy debate on the future of the EMU.

**Jean-Paul Tricart**

Head of Unit, Social Dialogue, Industrial Relations

## LOOKING TO THE FUTURE...

### Upcoming events

1/02 2013

**EMCO Exchange with EU/national social partners on wage developments in the EU**

14-3-2013

**Tripartite Social Summit**

15/16-4-2013

**Conference on industrial relations in Europe**

The conference will be held on 15 and 16 April 2013 in Budapest. Its aim is to discuss the current state of industrial relations in Central and Eastern Europe in the context of the forthcoming *Industrial Relations in Europe 2012* report. It will also pay specific attention to the capacity of social partner organisations in the new Member States.

27-5-2013

**Thematic Liaison Forum on demographic challenges**

7-10-2013

**Thematic Liaison Forum on psychosocial risks**

2-12-2013

**Thematic Liaison Forum: "15 years of EU Sectoral Social Dialogue – Quo Vadis?"**

## NEWS

### Cross-industry

#### **Working time directive**

The Social Partners started their negotiations in November 2011 and asked for a prolongation in July 2012 until 31 December 2012. The blockage of negotiations was announced on 14 December.

## Sectoral agreements (According to Art. 155 TFEU)

### Professional Football

#### **Creation of a working group on the implementation of the Autonomous Agreement regarding the minimum requirements for standard player contracts**

This Autonomous Agreement based on Article 155 TFEU was signed by FIFPro (Trade Union); EPFL (European Professional Football Leagues), ECA (European Club Association) – and UEFA, the governing body of European football. EU Social Partners have now created a working group to monitor the implementation of the the autonomous agreement. The first meeting of the working group was held on 17 December 2012. EU Social parnters have planned three kick-off meetings between January and March 2013 to discuss the issue in the following countries within the UEFA territory: Croatia, Russia, Serbia, Ukraine and Turkey; Bulgaria, Cyprus and Romania; Czech Republic, Hungary, Poland and Slovenia.

## Other news from the sectoral level

28-6-2012

### **Private Security / Industrial Cleaning / Contract Catering**

#### **Joint opinion on the public procurement directive**

In May 2012, the social partners in the private security sector produced a joint opinion on the proposed revision of the public procurement directive. Instead of an exclusive focus on the lowest price, CoESS and UNI Europa argued for a wider number of selection criteria, including respect of collective labour agreements, investment in training, enhancement of skills, and health and safety at work.

On the basis of this document, CoESS and UNI Europa were joined by the cleaning industry (UNI Europa/EFCI) and contract catering (EFFAT/FERCO) in a multisectoral joint opinion on this subject. The new multisectoral document was elaborated after a meeting held by DG EMPL on the public procurement directive, which was attended by both sides of industry from six sectors as well as the cross-industry level.

July 2012

### **Food and Drink Industry**

#### **Joint Statement on the CAP Reform**

In July 2012, the EU social partners in the Food and Drink Industry agreed on a Joint Statement on the CAP Reform highlighting the links between the EU food and drink industry and EU agriculture. EU social partners stressed that the CAP reform should deliver a productive EU agricultural sector, decent employment and good working conditions as well as environmental sustainability. EU social parnters want to continue to be consulted in a timely maaer on the CAP reform so that their views and concerns can be taken into account.

27-9-2012

### **Chemical Industry / Metal Industry**

#### **Joint Opinion on the Revision of IORP Directive**

In times when the first pillar of the pension system is decreasing in a growing number of European countries, the second pillar gains importance with a view to meeting the challenges of demographic change and increasing public debt. This development is

significant to the member states as well as to employees and companies, for whom occupational pension schemes become an ever more important tool for retaining skilled workers.

The social partners in the metal and chemical industries joined views on the legislative proposal to review the existing directive on Institutions for Occupational Retirement Provision (IORP) in the context of the white paper on "An agenda for adequate, safe and sustainable pensions". CEEMET, ECEG and IndustriAll expressed concern over the intention to apply requirements, modelled on the Solvency II directive on insurance regulation, to occupational pension schemes. In their multisectoral joint opinion they stress that occupational pensions are not financial products aimed at making a profit.

23-10-2012

### **Audiovisual**

#### **Joint declaration on Promoting Social Dialogue in the Audiovisual Industry**

The European social partners of the social dialogue committee of the Audiovisual sector adopted the "Tallinn Declaration" on Promoting Social Dialogue in the Audiovisual Industry. The declaration was drafted at the closing seminar of the committee's joint project "Promoting Capacity-Building of National Social Partners in the Audiovisual Sector" on 22-23 October 2012. It stresses the sector's unequivocal support for the European Parliament's resolution of May 2012, which states that "press and media freedom are hallmarks of a democratic society". Confirming the principles and commitments set out in the Sofia Declaration (adopted in 2010 in the context of a similar capacity-building project), the European social partners express the views that: social dialogue and collective bargaining are important factors for economically and socially sustainable growth, equipping the social partners to adapt to change and face challenges, more particularly in times of crisis; freedom of association and social dialogue need to be inclusive and cover all forms of employment; collective bargaining should cover all workers including the most vulnerable; skills development should be considered a fundamental right of workers as well as an essential tool for industry to grow and adapt to change. The social partners also call upon the EU and the Member States to abstain from political interference and respect editorial freedom; ensure the necessary funding; and develop an appropriate regulatory framework enabling the sector – both public and private – to develop its full potential.

24-10-2012

### **Road Transport**

#### **Conclusions and recommendations of the STARTS (Skills, Training and the Road Sector) project**

The IRU and ETF have adopted conclusions and recommendations of their joint project on training in the commercial road transport sector, covering mobile and non-mobile employees of road transport companies. The Social Partners recognise the indispensability of high quality training for developing an efficient, properly skilled, safe and sustainable workforce in commercial road transport. The objective of the "STARTS" (Skills, Training And the Road Transport Sector) project was to determine the most important challenges and best solutions for improving the training of drivers and other workers performing certain non-mobile, logistics-related tasks.

24-10-2012

### **Road Transport**

#### **Joint opinion on the 2011 Transport White Paper**

The IRU and ETF call on the EU to refocus the implementation of the White Paper around the following objectives: (a) a well balanced regulatory framework; (b) legally binding social standards, sustainable social practices and fair conditions of competition

for all with fair market practices and rules; (c) a fiscal and operational level playing field between all modes of transport; and (d) promoting green road Transport.

8-11-2012

### Education

#### **Joint Declaration on "Recruitment and retention in the education sector, a matter of social dialogue"**

Resulting from a joint project, the social partners of the Education social dialogue committee adopted a number of recommendations regarding recruitment and retention in the sector. The Sectoral Social Dialogue Committee will continue to monitor this serious issue. The social partners will build on and consolidate the results of the project in their future work, with a possibility to look for further projects on exchange of national practices. Strategies to address job insecurity and its negative consequences will be considered. The social partners will also remind national policymakers and decisionmakers of their full responsibility to develop new strategies and introduce sectoral reform programmes aimed at enhancing the attractiveness of the teaching profession and to enhance the image and the public perception of the teaching profession. The committee will launch and engage in a cross-sectoral dialogue with other stakeholders since recruitment and recruitment issues do not only affect the education sector. These issues concern every economic sector, as each sector needs highly educated, well-trained and qualified employees.

22-11-2012

### Furniture

#### **Joint Declaration – Nano in Furniture**

During their plenary meeting on 22 November, the social partners of the furniture sector (EFBWW, UEA and EFIC) adopted a joint declaration on the use of nanotechnology and nanomaterials in their sector. The declaration takes into account the results of a joint project on the level of awareness about nano-products among stakeholders, and more in particular the risks during exposure in the value chain. It also points at the innovative potential of these products and the possible impact on the market. It calls upon the European Commission to support further initiatives aiming at guaranteeing a safe workplace, and upon the Member States to involve in studies and actions performed by the various stakeholders.

29-11-2012

### Construction

#### **Joint FIEC-EFBWW proposed amendments on the proposal for a Directive on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services**

EFBWW and FIEC have proposed several amendments to the new proposal for a Directive regarding posting workers. The joint opinion stresses that according to social partners correct application of the legislation, collective agreements and practices go hand in hand with (1) the availability of proper and correct information, (2) effective controls and inspections and (3) targeted dissuasive enforcement measures.

5-12-2012

### Railways

#### **Promoting security and the feeling of security vis-à-vis third-party violence in the European railway sector**

In recent years, insecurity and the feeling of insecurity in public transport have been the focus of attention of railway undertakings, strongly committed to seek the most effective response to those problems. Through these joint recommendations, European social partners aim at taking measures to prevent violence and deal with the

consequences caused by third-party violence, especially against railway company employees.

07-12-2012

### **Live Performance**

#### **Open letter from International Cultural Industry Associations on VAT increase in Spain**

All social partners of the Live Performance social dialogue committee co-signed an open letter from the International Cultural Industry Associations, expressing strong concerns about the decision of the Spanish government to more than double VAT on admissions to cinema, live music events and theatre from 8 to 21 per cent. In their opinion, the Spanish government's decision "will lead to a reduction of investments into the entire Spanish cultural sector and will destroy thousands of jobs in the Spanish cultural sector". The associations request the Spanish government to reconsider its decision, also calling upon the European Commission and the European Parliament. CEPI and FIAPF, social partners of the Audiovisual SSDC, also signed the open letter.

7-12-2012

### **Maritime Transport**

#### **Joint Declaration on Maritime Piracy off the Somali Coast**

By which the European Community Shipowners' Associations (ECSA) and the European Transport Workers' Federation (ETF) have expressed concern about the sustained piracy and high-jacking attempts in an ever-growing area around the Gulf of Aden – despite important and successful international and European efforts – and the huge challenges and great risks for seafarers and shipping companies operating in that area.

7-12-2012

### **Road Transport**

#### **Joint statement on the further opening of the EU road haulage market**

In response to the High Level Group report on the situation of the EU road transport market, which recommends the gradual opening of the EU road haulage market, the social partners in the Road Transport sector issued a joint position stating their joint view that at the moment conditions are not in place to allow further opening of the market. Any changes to the cabotage rules shall be linked with accompanying harmonisation measures in the enforcement, social and fiscal area. The existing rules must be enforced in the meanwhile.

11/12-12-2012

### **Sports and Active Leisure – Start of a testphase**

The consolidation of social dialogue in the sports and active leisure sector has again advanced. Already in 2008, the European Association of Sport Employers (EASE) and Uni Europa Sport have mutually recognised one another as social partners for the sport and active leisure sector, including not-for-profit sport, professional sport and active leisure. On 17 June 2011, the two organisations signed a Joint Statement on the Informal European Sectoral Social Dialogue Committee for sports and active leisure where EASE and Uni Europa Sport reaffirmed the importance of having one European Sectoral Social Dialogue Committee for the whole sector as is the case for professional football. The two organisations also validated the operational structure of the future Committee. On 11 and 12 December 2012, the Commission launched the start of a test phase for this sector which will cover a period of approximately two years in order to allow EU social partners to make progress towards sectoral social dialogue at EU level where they face difficulties.

12-12-2012

### **Central Government Administrations Framework Agreement for Quality Services**

In December 2012, EUPAE and TUNED signed a European framework agreement for quality service by which they commit themselves and their national affiliate members to implement public service values such as the high level of quality, safety, affordability, equal treatment, the promotion of universal access and of user rights, as set out in Protocol 26 on services of general interest as well as fundamental rights enshrined in the Charter of the European Union including the right to good administration. To meet these requirements, 20 commitments were made by public employers and trade unions representative. They shall, in particular, enhance the efficiency of public services, quality, hospitality, fairness and integrity, quality of work life, trade union rights, communication and transparency vis-à-vis users, and in relationship between employers and employees.

17-12-2012

### **Construction**

#### **Joint opinion on the future EU Strategy on Health and Safety for the period 2013-2020**

With this opinion FIEC and EFBWW want to stress that the future strategy must express the positive contribution which an investment in safety and health can give to the overall Europe 2020 strategy on economic growth and employment. They consider that a regular assessment of the existing legislative framework is important to ensure that any legislation can effectively be implemented and applied by all companies independently of their size. They ask the European Commission to introduce in the new strategy specific actions which aim to support the introduction of national asbestos registers, improve the training of workers who work or could be in contact with asbestos, improve the working conditions of those workers and initiate a European-wide action aiming at the disposal of all asbestos from Europe's public and private buildings, starting with schools. They also committed themselves to improving the overall Health & Safety framework, foster a culture of H&S, better take into account new developments and improve the ergonomics.

18-12-2012

### **Local and Regional Government Framework of Action on Restructuring**

The social partners in the local and regional government sector have launched a common project entitled "Future of the workplace: providing quality jobs, modern and sustainable workplaces in local and regional government", which began in January 2012. The final objective was to develop a common European framework for action for municipalities and regions as employers which was adopted in December 2012. This framework of action is composed of a six series of recommendations, which aim at contributing to a social and sustainable local and regional Europe that supports the public sector as an employer. These recommendations concern the following issues: improving performance and securing necessary resources, recruitment and retention, skills and lifelong learning, gender equality, migration and providing sustainable workplaces.

19-12-2012

### **Temporary agency work**

#### **Joint Eurociett/UNI Europa recommendations on temporary agency work facilitating transitions in the labour market**

The social partners for the temporary agency work sector published a report on "The Role of Temporary Agency Work and Labour Market Transitions in Europe" which puts facts and figures behind the stepping stone function of temporary agency work. This

research was part of a joint project, co-funded by the European Commission. In view of the results of the report, the social partners signed joint recommendations and put them forward to the European Commission. These recommendations stress the need to achieve appropriate regulation of temporary agency work especially through the full implementation of the Directive on temporary agency work (2008/104/EC). Eurociett and UNI Europa also encourage social dialogue and cooperation between public, private and third sector employment services as a means of bringing about transitions in the labour market. The two EU social partners also call for further research into the stepping stone function of temporary agency work and emphasise that temporary agency workers should be on an equal footing with other non-traditional forms of work in terms of access to social protection and social charges. Eurociett and UNI Europa invite governments to involve the sectoral social partners in the implementation of active labour market policies and call for the promotion and exchange of best practice initiatives that foster effective transitions for agency workers.

03-01-2013

### **Personal Services/Hairdressing**

#### **Joint contribution to the public consultation reviewing reduced VAT rates for more efficient tax systems**

Responding to a public consultation published by the Commission (Taxation and Customs Union DG), the sectoral social partners oppose the abolition of reduced VAT rates for labour-intensive services and argue that the lower VAT rates help create jobs.

## **Events in the past**

15/19-11-2012

### **Electricity/gas sector**

#### **Future of skills and jobs in Europe**

The social partners in the electricity sector worked together on the issue of jobs and skills in the sector during a year-long project, which culminated in a final conference on 15 November 2012. The aim of the project was to examine the challenges to the future of the sector in the area of employment, skills development and human resources resulting from changes currently taking place in the sector. It focused on the mapping of those bodies across EU countries that deal with skills, qualifications and labour market analysis. The project thus fits into the wider framework of the Commission's work on the anticipation of skills needs and provides useful information regarding the potential set-up of a sector skills council. The social partners in the gas sector worked together on the same issue and held their final conference on the 19 November 2012. The findings are summarised in the final reports.

22-11-2012

### **Life Performance sector**

#### **Pearle\* capacity building project**

In the course of 2012, Pearle\*, the organisation representing the employers in the social dialogue committee of the Live Performance sector, ran a project to "strengthen capacities of national employers organisations in the EU and candidate countries to support a sustainable environment for European sectoral social dialogue". The supportive actions undertaken in the context of the project were tailor-made, taking account of the specific needs of the national organisations, and included: seminars, round tables, study visits, expert advice, visits by a Pearle\* delegation. Countries that

benefited from such action were: Poland, Italy, Turkey, Bulgaria, Romania, Estonia, Latvia, Lithuania, Iceland, Slovakia, Portugal, Luxemburg.

The project came to a close on 22 November 2012. After an afternoon conference, a "high-level event" was organised in the presence of Commissioner László Andor. It celebrated the role of sector federations by awarding national employer associations for their achievements in various activities: audience development, innovating tools, data collection, collective bargaining and green initiatives.

In his address, Mr Andor confirmed that in periods of economic crisis, "it has been demonstrated over and over again that intensive dialogue between social partners is the best guarantee to address the challenges in the most appropriate manner, both in the interest of the workers and of the organisations concerned." He also commended Pearle\* for the results obtained with a relatively modest budget, providing real added value thanks to the project's tailor-made approach, and contributing to the creation of not less than 4 new employer associations.

27-11-2012

### **Construction**

#### **European Sector Skills Council: How to keep track of skills need?**

The social partners in the construction sector organised a conference in order to discuss the feasibility, the structure and the long-term sustainability of a skills council. They also discussed participation of possible stakeholders and the topics to be addressed. Experience and feed-back from other sectors have also been discussed.

December 2012

### **Audiovisual/Live Performance**

#### **Skills Council**

The "Study of the Feasibility of creating European Sector Skills Councils in the Audiovisual and Live Performance sectors", undertaken jointly by the two social dialogue committees concerned, was finalised in November 2012. On the basis of the resulting recommendations, both committees decided to go ahead with the creation of a skills council covering both sectors. Creating one skills council will allow for taking full advantage of synergies, even if its structure should take account of the specificities of the two sectors. The social partners agreed to submit a proposal for the so-called "second phase" of the project to the Commission, while acknowledging that certain elements of the implementation phase may still need further clarification.

3-12-2012

#### **Liaison Forum on EU social dialogue outcomes and their policy impact**

This Thematic Liaison Forum concentrated on how to further improve the outcome of EU social dialogue and its visibility and policy impact. It included discussions on the typology of outcomes established by the Commission in 2004 and comprising the following three main categories:

- 1) Agreements (Agreements implemented by Council Decision, Autonomous agreements) following Art. 154, 155 TFEU;
- 2) Process-oriented texts (Frameworks of actions, Guidelines, Codes of Conduct);
- 3) Joint opinions and tools.

The Forum gave EU social partners the opportunity to have an exchange of views on a number of good practices regarding the follow-up of EU social dialogue outcomes. The Commission will continue the discussions with EU social partners on how to achieve a common understanding on the terminology and a common approach in relation to the follow-up and visibility of EU social dialogue outcomes.

3-12-2012

### **Chemical industry**

#### **10 years ECEG**

The European Chemical Employers' Group (ECEG) celebrated its tenth anniversary in the sumptuous Solvay Library in Brussels. In its ten years of existence, the ECEG has taken part in the creation of the sectoral social dialogue committee in the chemical industry and established a close working relationship with its union counterpart, with whom it has elaborated a number of policy initiatives and realised a range of projects. The keynote speech was held by Director-General Koos Richelle and followed by a high-level panel with the participation of the European Commission, the European Parliament, BusinessEurope and IndustriALL.

5-12-2012

### **Commerce**

#### **Establishment of the European Skills Council in the commerce sector**

On 5 December, UNI Europa and EuroCommerce representatives signed the agreement establishing the European Skills Council in the commerce sector. Both organisations stressed that the added-value of European action lies in creating a knowledge network, which should serve as a technical tool for the social dialogue committee. The inter-link between these two bodies will be established on a working basis by including two social dialogue members in the governing body of the Skills Council. The follow-up meeting of the project coordinator and DG EAC/DG EMPL on the next phase of the project and working programme for 2013 is to take place in the end of January.

7-12-2012

### **Skills Panorama launching conference**

On 7 December, the European Commission officially launched the EU Skills Panorama, a website presenting quantitative and qualitative information on short- and medium-term skills needs, skills supply and skills mismatches. The Panorama, drawing on data and forecasts compiled at EU and Member State level, will highlight the fastest growing occupations as well as the top 'bottleneck' occupations with high numbers of unfilled vacancies. Currently, there are around 2 million job vacancies across the EU despite high levels of unemployment. The website contains detailed information sector by sector, profession by profession and country by country. The EU Skills Panorama will be regularly updated with the latest data. One of the (future) information sources of the Panorama will be the sector skills councils:

<http://euskillspanorama.ec.europa.eu/>

## Overview of EU sectoral social dialogue outcomes in 2012

16/01/2012	Construction	Proposal for a directive on "Intra-corporate transfers" ("ICT") EFBWW-FIEC joint position paper in support of the compromise Amendment 24 adopted by the EMPL Committee ("Jaakonsaari Report")
20/12/2011	Central Government Administrations	Towards equal pay between women and men (Joint opinion)
27/01/2012	Extractive industry	Budapest III declaration on Coal Policy
15/02/2012	Inland waterways	European Agreement concerning certain aspects of the organisation of working time in inland waterway transport (Agreement requested to be implemented through EU legislation under Article 155.2 of the TFEU)
28/02/2012	Sugar Industry	Corporate Social Responsibility - Code of Conduct of the European Sugar Industry – Ninth implementation report (year 2011)
28/02/2012	Sugar Industry	CAP and Sugar Reform – Towards 2020 (Joint Declaration)
28/02/2012	Sugar Industry	EU sugar social partners call upon the EU institutions to maintain employment levels in the sector and to streamline EU policies (Joint opinion)
20/03/2012	Chemical industry	Joint statement on the proposal of 22 June 2011 for a directive on energy efficiency
28/03/2012	Education	Statement on the amendments of the Professional Qualifications Directive
29/03/2012	Central Government Administrations	European Commission's Green Paper Restructuring and anticipation of change: what lessons from recent experience? (Joint opinion)
30/03/2012	Local and regional government	CEMR-EPSU joint response to the European Commission's Green Paper COM (2012) 7 final 'Restructuring and anticipation of change': what lessons from recent experience?
30/03/2012	Railways	Follow-up of the Joint Recommendations 'Better Representation and Integration of Women in the Railway Sector' - Implementation - Evaluation - Review
18/04/2012	Postal services	New Joint Declaration on Postal Sector Evolution
19/04/2012	Professional Football	Agreement regarding the minimum requirements for standard player contracts in the professional football sector in the European Union and in the rest of the UEFA territory (Autonomous Agreement under Article 155.2 of the TFEU)
24/04/2012	Commerce	Contribution of the social partners for commerce regarding consensus social issues for the Retail action plan
26/04/2012	Personal services	Declaration of the European social partners on health and safety in the hairdressing sector
26/04/2012	Personal services	European framework agreement on the protection of occupational health and safety in the hairdressing sector (Agreement requested to be implemented through EU legislation under Article 155.2 of the TFEU)
21/05/2012	Sea Fisheries	Agreement on the work in fishing (Autonomous Agreement under Article 155.2 of the TFEU)
25/05/2012	Private security	Joint position on the revision of the public procurement directive
29/05/2012	Tanning and leather	Joint Statement on the Free Trade Agreement between the EU and Ukraine

29/05/2012	Tanning and leather	Joint Statement on the Ban of Cr VI in Leather and Leather Products
14/06/2012	Railways	WIR - Women In Rail - Good Practices and Implementation Guide (Tool)
21/06/2012	Civil aviation	Guidelines for Consultation arrangements for Functional Airspace Blocks
28/06/2012	Multisectoral	Joint opinion on the modernisation of EU public procurement policy by CoESS, EFCI, UNI Europa, FERCO and EFFAT
July 2012	Food and Drink Industry	Joint Statement on the CAP Reform
30/08/2012	Road transport	Project report "Women Employment in Urban Public Transport Sector"
5/09/2012	Hospitals	Use and implementation of the EPSU-HOSPEEM Code of Conduct on Ethical Cross-Border Recruitment and Retention in the Hospital Sector. Joint Final Report by EPSU and HOSPEEM
6/09/2012	Extractive industry	Joint statement on the further improvement of the working conditions and occupational health of employees in the extractive industries
10/09/2012	Audiovisual	Joint opinion on the matter of the European Audiovisual Observatory
27/09/2012	Multisectoral	Common position by CEEMET, ECEG and IndustriALL on the revision of the IORP directive
24/10/2012	Road transport	Joint Statement on the 2011 Transport White Paper
24/10/2012	Road transport	Conclusions and recommendations of the STARTS (Skills, Training and the Road Sector) project
8/11/2012	Education	A European Project by ETUCE and EFEE: "Recruitment and retention in the education sector, a matter of social dialogue" – Joint recommendations to the European Sectoral Social Dialogue Committee for Education
22/11/2012	Furniture	Joint Declaration – Nano in Furniture
29/11/2012	Construction	Joint FIEC-EFBWW proposed amendments on the proposal for a Directive on the enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the provision of services [COM(2012) 131]
5/12/2012	Railways	Promoting security and the feeling of security vis-à-vis third-party violence in the European railway sector - Recommendations of the European railway sector social partners
7/12/2012	Road transport	Joint statement on the further opening of the EU road haulage market
7/12/12	Maritime Transport	Joint Declaration on Maritime Piracy off the Somali Coast
12/12/2012	Central Government Administrations	Framework Agreement for Quality Services
17/12/2012	Construction	Joint opinion on the future EU Strategy on Health and Safety for the period 2013-2020
18/12/2012	Local and Regional Government	Framework of action on Restructuring
19/12/2012	Temporary agency work	Joint Eurociett/UNI Europa Recommendations on temporary agency work facilitating transitions in the labour market

## **New Joint Projects**

Selection of new currently on-going joint projects from the work programmes of sectoral social dialogue committees:

### **Agriculture**

#### **Involvement of social partners in the Common agriculture policy after 2013**

The social partners of the Agriculture sector have launched a new project in order to evaluate the impact of the new Common Agriculture Policy (CAP) on employment. This project will address precarious jobs, the coherence of the CAP with the strategy Europe 2020, the employment situation in the agriculture sector in the EU as well as the involvement of social partners in the evaluation of the new policy.

### **Audiovisual**

#### **Implementation of the Framework of Actions on Gender Equality**

The social partners of the audiovisual sector have launched a joint project aimed at disseminating and promoting the implementation of the Framework of Actions on Gender Equality that was adopted by the social dialogue committee of the sector in October 2011. The work programme of the project includes the elaboration of a leaflet and its translation – from English – in 10 languages, and the organisation of a seminar, scheduled to take place in November 2013, to exchange best practices regarding implementation and to discuss ways to further develop equality policies.

### **Banking**

#### **Lifelong Learning**

The Social Partners of the banking sector are currently running a joint project in the area of lifelong learning based on their joint declaration from 2003. One of the main aims is to disseminate and promote further utilisation of the declaration at national and European level. The project also focuses on the inclusion of Social Partners from the new Member States (e.g. Bulgaria, Romania and acceding country Croatia) in the work of the Sectoral Social Dialogue Committee on banking and the capacity-building in the area of social dialogue in these countries. Workshops will be held in these countries and a final conference in Brussels in September 2013.

### **Commerce**

#### **Capacity-Building in the new Member States**

As previous projects in this area show, in many cases social partners still lack the financial and human resources capacity to engage in social dialogue at sectoral level; their organisations are still weak and they face communication and language barriers. On the other hand, businesses are not always organised in employers' associations (or are not part of them) and/or are not committed to social dialogue at both national and European level. Through this project the European social partners in the commerce sector aim to achieve these objectives by the implementation of activities including preparatory activities for each side in regional working groups, a number of joint workshops on a regional basis on the most relevant topics at both national and European level, as well as a final seminar on industrial relations, social dialogue and EU social policies in Brussels. This one-year long project is a continuation of the Commission's support to first candidate countries and then new Member States in the years 2000-2007 in the implementation of the EU social acquis.

## Chemical Industry

### **Improving the conditions for equal treatment of women in employment in the European chemical industry – Best practices and strategies**

This new project is built on the results of two previous projects that the social partners in the chemical industry have completed together with the European Federation of Managers in the Chemical and Allied Industries (FECCIA) in the past two years. These had shown that women constitute an enormous employment potential for the chemical industry that could soften the effects of demographic change in Europe. The challenge of reconciling work with raising children and caring for elderly family members is the most significant obstacle to boosting the employment of women. Hence, the ECEG, IndustriALL and FECCIA, have launched a comparative study of work-life-balance regulation in the 27 EU member states. Best-practices in the chemical industry are to be identified and an electronic platform entitled "Work&Care" is to be created in the framework of the new project.

## Education

### **The development of the teaching profession in times of economic crisis as a key task for social partners in education**

On the basis of an analysis of the reasons behind the growing lack of attractiveness of the teaching profession's and the identification of best practices, recommendations will be elaborated for EU/national policymakers and social partners for addressing the forecasted shortages of skilled teachers.

## Live Performance

### **Developing a European Interactive Risk Assessment Tool for use in the Live Performance sector**

Implementing an important element of their 2012-2013 work programme, the social partners of the social dialogue committee of the Live Performance sector have engaged in a joint project that should result in the creation of an interactive risk assessment tool. It will be elaborated in close cooperation with the The European Agency for Safety and Health at Work, using its generic OiRA tool. The tool will in particular be useful for touring productions, but is also expected to provide added-value at local level, notably in those countries where national tools do not exist.

## Personal Services/Hairdressing

### **Occupational health and safety in the hairdressing sector - Implementing the European framework agreement**

The project has two main objectives. The first is to disseminate the achievements of the sectoral social dialogue committee and to support in particular the implementation of the European framework agreement on the protection of occupational health and safety. Secondly, the project will support and promote social dialogue in the hairdressing sector in countries where no national social partner organisations exist, and help increase the capacity of existing national social partner organisations that are affiliated to UNI Europa Hair & Beauty or Coiffure EU. The project started in December 2012 and will continue until the end of 2013. It will be organised around 4 regional workshops in Madrid, Warsaw, Vilnius and Dublin.

## Personal Services/Hairdressing

### **PROBES – Promote the participation of the Professional Beauticians to the European Sector Social Dialogue of Personal Services**

PROBES aims at strengthening the participation of professional beauticians in social dialogue. In order to achieve this goal, it promotes the cooperation between beauticians and hairdressers organisations. In the new Member States the project focuses on analysing the current situation of social dialogue and proposing measures

to improve it. Among planned actions are the setting up of a network of experts, a sector survey and a dedicated website.

## Postal Services

### **Developing a quality postal service in the digital age**

Social partners in the postal sector continue their work on restructuring. The purpose of the new project is to identify future major challenges for the sector, share lessons among operators and unions, and have a better understanding of national good practice. During 'listening sessions', employers and unions from six countries will present and discuss in-depth national good practices in restructuring in several areas of activity. A final conference planned for November 2013 will conclude the project.

## Railways

### **PSR-RAIL – Identify and prevent psychosocial risks within the railway sector**

The aim of this joint project which started in October 2012 is to identify, prevent and reduce psychosocial risks within the European railway sector. The social partners wish to improve and ensure a fair working environment and good working conditions, necessary to provide high quality of services. The project will identify railway-specific elements of psychosocial risks by analysing different railway professions such as drivers, maintenance staff, traffic management (dispatcher) or staff in direct contact with passengers. In three thematic seminars the social partners will jointly learn and discuss definitions, indicators and impact. They will collect good practice examples and develop two guides which will be published. The social partners plan to agree on joint recommendations regarding psychosocial risks in the railway sector.

## Railways

### **Social aspects and the protection of staff in case of change of railway operator (The current situation)**

With this new joint project, the social partners wish to assess the current situation in Europe of a social level playing field in competitive tendering of public rail passenger transport and the status of protection of staff in case of a change of operator. The objective of the project is to obtain a broad overview of the situation in the different EU member states. In addition, the project will examine whether it is possible to make a common evaluation between CER and ETF of the issue and achieve common conclusions. The main activities of the project are two workshops and interviews with stakeholders. The results will be presented at a public final conference. A report will summarise the background information on the topic, results of the interviews and country reports, workshop results and findings of the social partner discussions.

## **Information from the EU Social Partners**

### **Structural changes in EU social partner organisations**

#### **Introducing industriAll European Trade union**

With the creation of **industriAll European Trade Union** a new player has emerged in the European policy arena to engage with multinational companies, European industry and employers' associations and the EU institutions.

It was established on 16<sup>th</sup> May 2012, when trade unions affiliated to the former European Metalworkers' Federation (EMF), the European Mine, Chemical and Energy Workers Federation (EMCEF) and the European Trade Union Federation: Textile, Clothes and Leather (ETUF:TCL) formed a **new European trade union federation** representing 7 million workers in Europe's key industrial and manufacturing sectors.

The primary aim of the new organisation is to work for decent working conditions and secure employment for all European industrial workers and to fight for a strong and sustainable industry in Europe. The crisis that has caused the loss of 4 million jobs in manufacturing in Europe and is contributing further to a de-industrialization process has greatly increased the significance of this aim.

industriAll Europe points out that industry remains the foundation of the European economy and that the manufacturing industry is of key importance in creating real wealth in Europe. EU industry employs over 34 million people, accounts for three-quarters of EU exports and represents over 80% of R&D expenditure. industriAll Europe sees its mission to campaign for European policies and framework conditions that will enable industry to make its contribution to social, economic and environmental development. The transition towards a more sustainable economy will not be possible unless industry contributes to it!

The headquarters of industriAll Europe are based in the International Trade Union House in Brussels. Ulrich ECKELMANN leads the organisation supported by the Deputy General Secretaries Bart SAMYN, Sylvain LEFEBVRE and Luc TRIANGLE.

The organisation's key fields of activities are **Industrial Policy**, advancing workers' involvement at company level through **Company Policy** strategies, promoting a European **Collective Bargaining** and **Social Policy** agenda as well as **Social Dialogue**.

industriAll Europe sees **European Sectoral Social Dialogue** as an important part of its toolkit to develop joint strategies with European sectoral employers' organisations for the sustainable social and economic development of the various sectors it represents. 11 out of the 42 officially recognised sectoral social dialogue committees of the European Union have been established under the umbrella of industriAll Europe. These include the metal, engineering and technology-based industries (MET); Chemical industries; Extractive Industries; Gas; Electricity; Steel; Shipbuilding; Paper; Textiles & Clothing; Tanning & Leather; Footwear.

More information about the organization: [www.industrial-europe.eu](http://www.industrial-europe.eu)

Source: *IndustriALL Europe, responsible for social dialogue coordination: Sylvain Lefebvre, Andrea Husen*

## **SEA Europe - Joint forces for a strong maritime Europe**

European shipbuilders, shiprepairers and maritime engineering and manufacturing companies agreed to form a new joint representation in Brussels in 2012. At the Founding Assembly held in Paris on 1 June 2012, 22 national associations from 18 countries launched SEA Europe, Ships and Maritime Equipment Association. The new Association represents a sector of more than 500 000 jobs and 80 billion € turnover. The Assembly elected Lars Gørvell Dahll, Senior Vice President at Kongsberg Gruppen ASA as Chairman.

Shipyards and equipment-makers mostly share common interests, concerns and policy objectives. They serve global, highly competitive markets with the highest technology requirements. The market conditions are under considerable pressure as demand in many segments continues to be weak. At the same time, due to sharply increasing fuel cost, regulatory pressure to reduce emissions to the environment and strong growth prospects for off-shore hydrocarbon as well as renewable energy, investments in maritime industries are expected to see strong growth.

SEA Europe conducts its work in a large array of working groups complemented by sector committees dealing with specific market segment matters. At its focus stands LeaderSHIP 2020 the Initiative by Commission Vice-President Tajani to rebuild a new comprehensive industry policy for the sector.

*Source: SEA Europe, Secretary-General Douwe Cunningham*

## **Information from Eurofound**

### **The European Foundation for the Improvement of Living and Working Conditions**

#### **Events**

Welfare reform for active inclusion of young people with health problems or disabilities, 16-17 January 2013, The Hague, Netherlands

Foundation Forum 2013 - Social and employment policies for a fair and competitive Europe, 14-15 February 2013, Dublin, Ireland

#### **Publications**

Effectiveness of policy measures to increase the employment participation of young people and executive summary in all languages

Sustainable work and the ageing workforce and executive summary in all languages

Foundation findings - Intergenerational solidarity

Third European Quality of Life Survey - Quality of life in Europe: Impacts of the crisis and executive summary in all languages

Work organisation and innovation and executive summary in all languages

From crisis to recovery: Better informed policies for a competitive and fair Europe - Four-year work programme 2013-2016

Income from work after retirement in the EU and executive summary in all languages

Industrial relations and working conditions developments in Europe 2011

ERM report 2012 – After restructuring: labour markets, working conditions and life satisfaction and executive summary in all languages

NEETs - Young people not in employment, education or training: Characteristics, costs and policy responses in Europe and executive summary in all languages

#### **Representativeness studies published in 2012**

Horeca

Cleaning activities

Private security

Insurance

Paper

Sea fisheries

## **Information from the European Agency for Health and Safety at Work**

Motivation for employers to carry out workplace health promotion – a literature review and its summary (EU-OSHA 2012) - *available in English*

Motivation for employees to participate in workplace health promotion – a literature review and its summary (EU-OSHA 2012) - *available in English*

Drivers and barriers for psychosocial risk management (EU-OSHA 2012) - *available in English*

ESENER secondary analysis report on worker participation (EU-OSHA 2012) - *available in English*

Promoting occupational safety and health through the supply chain. (EU-OSHA 2012) - *available in English*

[https://osha.europa.eu/en/publications/literature\\_reviews/promoting-occupational-safety-and-health-through-the-supply-chain/view](https://osha.europa.eu/en/publications/literature_reviews/promoting-occupational-safety-and-health-through-the-supply-chain/view)

How to create economic incentives in occupational safety and health: A practical guide. (EU-OSHA 2012) - *available in English*

[http://osha.europa.eu/en/publications/literature\\_reviews/guide-economic-incentives/view](http://osha.europa.eu/en/publications/literature_reviews/guide-economic-incentives/view)

Innovative solutions to safety and health risks in the construction, health care and HORECA sectors. (EU-OSHA 2012) - *available in English*

<http://osha.europa.eu/en/publications/reports/innovative-solutions-OSHrisks>

Leadership and Occupational Safety and Health (OSH): An Expert analysis. (EU-OSHA 2012) - *available in English*

[https://osha.europa.eu/en/publications/literature\\_reviews/leadership-and-occupational-safety-and-health-osh-an-expert-analysis/view](https://osha.europa.eu/en/publications/literature_reviews/leadership-and-occupational-safety-and-health-osh-an-expert-analysis/view)

Working together campaign resources worker participation:

<https://osha.europa.eu/en/topics/worker-participation>

Working together campaign resources - leadership:

<https://osha.europa.eu/en/topics/management-leadership>

More about the campaign: <http://www.healthy-workplaces.eu/en/hw2012>

In late August, the social partners from the European Leather and Tanning Industry, industriAll & COTANCE, launched an "Online Interactive Risk Assessment Tool" (OiRA) to support small and medium sized tanners in particular in the proper management of occupational health and safety risks. The tool is meant as a reference to give valuable information and suggestions to perform a risk assessment for the tannery in order to minimise and eliminate health and safety risks. The tool is based on the OiRA initiative lead by the European Agency for Safety and Health at Work (EU-OSHA). OiRA is based on a software that helps to develop easy-to-use and cost-free online risk assessment tools. <http://www.euroleather.com/index.php/socialissues/144-new-risk-assessment-on-line-tool.html>

## Consultation of EU social partners (According to Art. 154(3) TFEU)

5-12-2012

### **Second phase of social partners' consultation on a Quality Framework for Traineeships**

Following a first phase consultation beginning of 2012, the Commission has organised a 2<sup>nd</sup> phase consultation on 6 December 2012, which was launched as part of the Youth Employment Package, with deadline for replies on 31 January 2013.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=1036>

**The European Commission consults the social partners on the possible direction of an initiative, in a first stage, and on the content of an initiative, in a second stage. An updated list (November 2012) is available under:**

**List of consulted organisation according to Article 154 TFEU**

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## Articles/Reports/Studies

January 2013

Employment and Social Developments in Europe 2012

December 2012

EU Employment and Social Situation Quarterly Review

**More information on EU social dialogue.**

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