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Issue N° 3

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**News from the Commission**



## Better working conditions for fishermen

On **13th October** the Council approved a Directive based on the framework agreement of the social partners in Sea-fishing. This Directive implements the EU social partners' agreement on the ILO Work in the Fishing Convention of 2007. It is an example of successful sectoral social dialogue. The objective of the social partner agreement is to improve the working and living conditions of workers on board sea fishing vessels with regard to minimum age, medical "fit-for-work" certificate, conditions of service (e.g. content of the fisherman's work agreement, working time limits, right of repatriation), accommodation and food, occupational health and safety protection and medical care based on the ILO Convention's provisions.

The agreement applies to workers on all fishing vessels engaged in commercial sea fishing which fly the flag of an EU Member State. The agreement does not apply to the self-employed. Although it is extended to the self-employed working alongside workers on the same vessel whenever there is a link (direct or indirect) to the protection of the health and safety of employed workers on the same vessel. This corresponds to the current scope of occupational safety and health (OSH) Directives for the fisheries and maritime sector. [Read more.](#)

## Work-life balance consultation

The Commission launched on 13th July a [second-stage consultation](#) with European social partner organisations on possible action addressing the challenges of work-life balance faced by working parents and caregivers. The aim of the consultation is to seek their views on how to reduce obstacles to women's participation in the labour market, by improving work-life balance and possibilities for women and men to make use of their rights more equally. The second-stage

## Social Pillar

The consultation on the [European Pillar of Social Rights](#) is ongoing until the end of 2016. At EU level the Commission organised two dedicated consultation hearings with EU social partners (6th June and 14th October). Many national social partners also participated in the national consultation events organised by the Commission's Representations, sometimes in collaboration with the European Economic and Social Committee. A number of EU and national social partners as well as other stakeholders have already provided the Commission with position papers (see DG EMPL's [Social Pillar webpage](#)). The Commission will host on **23rd January 2017** a high-level conference on the Social Pillar to which representatives of EU and national social partner organisations from the cross-industry and sectoral level will be invited.



## EMCO review on social partner

consultation closed on 30th September. The European social partners have decided not to enter into direct negotiations on any of the issues in the consultation.

The Commission's [Workprogramme 2017](#) presented on **25th October** announces that the Commission, related to the Pillar of Social Rights, will present initiatives to address the challenges of work-life balance faced by working families.

## **Tripartite Social Summit**

The Tripartite Social Summit (TSS) on **19th October** focused on "Addressing Europe's common challenges: generating growth, creating jobs and ensuring fairness". Participants expressed their views also on the following three sub-themes: (1) European Semester: the main challenges in view of the AGS 2017, (2) putting the New Skills Agenda into practice: the key role of social partners, (3) the integration of refugees into the labour market: lessons learnt so far. The EU social partners [presented](#) a joint statement focusing on Brexit, investment, industrial policy and social dialogue. For the second time a joint [press release](#) was published.

The EPSCO Council on 13th October adopted the new [Decision on the Tripartite social summit for growth and employment](#). The Decision entered into force on 21st October.

## **Involvement in the European Semester**

The Employment Committee (EMCO) organised on **24th October** for the first time a review on the involvement of social partners in relevant policies and reforms as part of the European Semester. Member States have committed to a closer involvement of social partners in relevant policies and reforms as part of Employment Guideline No.7. At the meeting Member States discussed national practices with European and national social partners and the Commission. General conclusions on the current state of play will be presented by the EMCO Chair at the next meeting of the Council of Ministers for Employment and Social Affairs in December 2016.



## Latest news from social partners

### Commerce

**Health & Safety.** On 10th November EuroCommerce and UNI Europa organise in Brussels the Final Conference of the joint project "How can the EU social partners contribute to improve Health and Safety in the workplace through an efficient social dialogue?" The conference will validate the toolkit on ergonomics, stress and work and psychosocial risks; discuss measures improving health and safety and the added value of social dialogue; discuss transferability of good practices and present common conclusions and follow-up.

### Electricity

**Traineeships.** The European Social Partners for the electricity sector, EURELECTRIC, IndustriAll Europe and EPSU, have signed a landmark [agreement](#) to provide minimum standards for trainees in their sector. The agreement follows the Council Recommendation on a Quality Framework for Traineeships from March 2014 and sets out a framework for traineeships in the electricity sector covering working conditions, educational objectives, the role of supervisors, the duration of traineeships, the compensation and the recognition of the knowledge and skills acquired. Social Partners foresee a project including workshops to further promote the agreement.

### Graphical Industry

**Vocational Training.** Social partners of the graphical industry (Intergraf and UNI Europa) met in September 2016 to discuss next steps in their annual plenary, following two completed projects: (1) on the [future of industry and socially responsible restructuring](#) (2010) and (2) on [future skills and best practices](#) (2014). In order to facilitate cross-industry collaboration and knowledge-sharing, a relevant project of the Live Performance and Audiovisual Social Dialogue Committee was presented to the plenary, alongside a focus on vocational training and new business models in the printing sector.

### Hairdressers

**Health & Safety.** Coiffure EU and UNI Europa oppose the self-test for contact sensitization to hair dyes. On 20th September, they asked in a [letter](#) to Commissioner Bieńkowska to abolish this test and replace it with scientifically-based questionnaires. They aver that the test is not scientifically-based and can result in sensitization and false-negative and false-positive results. The Commission has in the meantime replied to the letter.

### Insurance

**Digitisation.** As digital developments are gradually transforming the insurance industry, the European social partners in insurance signed a [joint declaration on the social effects of digitalisation](#) on 12th October 2016. This joint declaration intends to frame potential further dialogue at national level and stimulate public debate on this topic. The social partners are now considering appropriate follow-up actions as part of their work programme 2017-2018.

### Road Transport

**Women in transport.** On 17th-18th October 2016, ETF and UITP, organised the final conference on the Urban Public Transport joint project WISE II. This Conference aimed at supporting companies and trade unions to achieve better representation and integration of women in the urban public transport sector. Good practice examples and the joint recommendations of the European social partners were promoted and key aspects and topics influencing women's employment in the urban public transport sector were discussed. The aim is to increase the share of women in urban public transport companies to 25% by 2020.

## Metal

**Stronger sectoral social dialogue.** IndustriAll and CEEOMET have published on 19th September a joint [declaration](#) on how to strengthen sectoral social dialogue at a time of vast structural changes in our economies and societies. They call for full respect for social partner autonomy but also for a renewed focus on the representativeness, mandate and capacity of the actors involved to ensure the legitimacy of their actions.

## CESI

On 14 October, CESI Europe Academy held in Madrid the second seminar of its project on health and safety at work in the public sector in Europe. The seminar addressed the role of managers, trade unions and safety reps as responsible players in the implementation of the OSH policies in the public sector in Europe. More information is available [here](#).

Together with 177 European and national civil society organisations and trade unions, CESI signed and supports a common statement 'A new Europe for people, planet and prosperity for all'. It calls for the European project to reclaim its promise of peace, democracy and solidarity. The full statement can be accessed [here](#).

CESI has recently been re-selected as one of the 15 non-government members of the [Platform for Tax Good Governance](#) (further info: [here](#)).

In September CESI joined the European Alliance for Apprenticeships (EAfA)([here](#)).



## Information from EU agencies

### EU-OSHA

#### **Interested in the health and safety of older workers?**

In line with the [pilot project on the safety and health of older workers](#), EU-OSHA presents a suite of publications on occupational safety and health (OSH) in the context of the ageing workforce. Read an overview of the general implications of the ageing workforce for OSH or find out more about the implications for women in particular. You can also check an analysis of the existing policies, strategies and programmes in Europe for safer and healthier working at any age and specific rehabilitation and return-to-work systems.



#### **European Week for Safety and Health at Work 2016**

This took place from 24th to 28th October and was part of the [Healthy Workplaces for All Ages Campaign](#). [Explore the multilingual E-guide on managing safety and health at work for an ageing workforce](#).

## EUROFOUND

### A selection of recent outputs

#### **Reports**

1. [What do Europeans do at work? A task-based analysis: European Jobs Monitor 2016](#)  
Employment shifts at Member State and EU level between 2011 Q2–2015 Q2.
2. [Representativeness of the European social partners organisations: Maritime transport](#)  
A further volume in [Eurofound's series of representativeness studies](#)

3. [New topics, new tools and innovative practices adopted by the social partners](#)

How have social partners in the EU28 and Norway responded to the political, legal and social challenges in recent years?

## [Executive summary](#)

### 4. [Changes in remuneration and reward systems](#)

This report examines the different types of supplementary pay schemes. It examines how systems are regulated in each country, how far they are integrated into collective agreements, and the views of social partners. [Executive summary](#)

### 5. [Win-win arrangements: Innovative measures through social dialogue at company level](#)

This report identifies the measures, especially innovative ones that have been established through social dialogue in response to new workplace challenges. [Executive summary](#)

### 6. [Extending working lives through flexible retirement schemes: Partial retirement](#)

This report investigates how partial retirement schemes can contribute to sustainable and adequate pension systems. It maps schemes at national and sector levels in the EU and Norway, examines their characteristics and assesses their impact on the extension of working lives. [Executive summary](#)

### 7. [EU social partners' first reactions to Brexit](#)

Following the British referendum on 23rd June, in which 51.9% of people voted to leave the European Union, social partners across most European countries have commented on the impact that the British exit will have on their countries or members. This topical update summarises their first reactions, in particular, in relation to working-life related issues.

**[A complete overview of Eurofound's recent work can be found here.](#)**

## **[Eurofound Events](#)**

17/11/2016 (Brussels)

### **6th European Working Conditions Survey joint event with the Employment and Social Affairs Committee of the European Parliament**

The event will see the launch of Eurofound's overview report of the latest European Working Conditions Survey. For more information please contact [Cristina Arigho](#)

28-29/11/2016 (Berlin)

### **EU labour market integration of asylum-seekers and refugees - Eurofound National Cluster Seminar,**

This seminar brings together representatives from Austria, Belgium, France, Germany, Luxembourg and the Netherlands to discuss 'EU labour market integration of asylum-seekers and refugees'. For more information please contact [Catherine Leeson](#)

## **Upcoming events**



05-09/12/2016

**[European Vocational Skills Week](#)** (more information: [here](#))

12/12/2016 (Brussels)

**[Liaison Forum](#)**

23/01/2017 (Brussels)

**[Final Conference Social Pillar Consultation](#)**

**Send us your contribution**

You have a contribution for the next edition of the newsletter? Please contact the [editor](#).

Contributions to be sent **by 31st January 2017**.

Next edition: **mid-February 2017**.

We also look forward to your comments and suggestions.

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