



# EU SOCIAL DIALOGUE NEWSLETTER

*October 2013*

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## **Editorial**

**Dear Social Partners, dear Readers,**

**This is the fourth edition of the newsletter on EU social dialogue which is published on the occasion of the Thematic Liaison Forum meeting held on 7 October 2013 and dedicated to the psycho-social risks at work.**

**For this occasion, the European Agency for Safety and Health at Work (EU-OSHA) has prepared a special feature dedicated to this topic.**

**We hope this new edition will be of great interest for you!**

**Jean-Paul Tricart**

**Head of Unit, Social Dialogue, Industrial Relations**

## **FEATURE** **Psycho-social risks at work**

### **EU-OSHA ACTIVITIES ON PSYCHOSOCIAL RISKS**

#### **EU-OSHA Campaign 2014-15 'Healthy Workplaces Manage Stress' (Official launch 28th April 2014)**

##### Background information

Work-related stress is the second most frequently reported work-related health problem in Europe (after musculoskeletal disorders). A recent EU-OSHA pan-European opinion poll (2013)<sup>1</sup> revealed that according to 51% of all workers work-related stress is common in their workplace. The most common causes of work-related stress were reported to be 'job reorganisation or job insecurity' (indicated by 72% of respondents), 'hours worked or workload' (66%), and being subject to unacceptable behaviours such as harassment (59%). Studies suggest that about a half of all lost working days can be attributed to work-related stress and psychosocial risks.<sup>2</sup> Absences tend to be longer than those arising from other causes<sup>3</sup>, and work-related stress may contribute to increased rates of early retirement, particularly in white-collar workers<sup>4</sup>. Estimates of the cost to businesses and societies stemming from stress and psychosocial risks in the workplace are significant and run into billions of euros at a national level<sup>5</sup>.

Employers in Europe have a legal obligation to assess occupational safety and health risks in the workplace and this also includes psychosocial risks. Nevertheless, there is a gap between legal obligation and practice observed. There is a lot of sensitivity around this topic, and there is still a stigma around mental health. EU-OSHA ESENER survey (2009)<sup>6</sup> found that 79% of European managers are concerned about stress at work, however less than 30% of organisations in Europe have procedures for dealing with psychosocial risks. Over 40% of European managers consider psychosocial risks more difficult to manage than 'traditional' OSH risks. The main obstacles cited were 'sensitivity of the issue' and 'lack of expertise'. In 40% of enterprises there was a need for information or support on how to design and implement preventive measures for psychosocial risks expressed. EU-OSHA campaign sets out to improve understanding of the issue and bridge the gap by providing support and guidance for workers and employers.

<sup>1</sup> European Agency for Safety and Health at Work, 2013. Pan-European Opinion Poll on Occupational Safety and Health, 21 March 2013. Available at: <https://osha.europa.eu/en/safety-health-in-figures>

<sup>2</sup> European Agency for Safety and Health at Work, 2000. Research on Work-related Stress. Available at: <http://osha.europa.eu/en/publications/reports/203/view>

<sup>3</sup> Health and Safety Executive, 2009–10. Available at: [www.hse.gov.uk/statistics/causdis/stress/](http://www.hse.gov.uk/statistics/causdis/stress/)

<sup>4</sup> The Austrian Employee Health Monitor survey, 2009. Chamber of Labour of the province of Upper Austria (AK OÖ) and the Austrian Institute for Empirical Social Studies (IFES), Vienna.

<sup>5</sup> Trontin C, Lassagne M, Boini S and Rinal S, 2007. Le coût du stress professionnel en France en 2007. Institut National de Recherche et de Sécurité, Paris.

<sup>6</sup> <https://osha.europa.eu/en/esener-enterprise-survey/enterprise-survey-esener>

## Campaign objectives

The 2014-15 campaign 'Healthy Workplaces Manage Stress' aims at raising awareness of the growing problem of work-related stress and psychosocial risks and enhancing practical skills to prevent and manage them successfully among different groups of stakeholders. The message which the campaign aims to get across the European companies of different sizes and sectors is that, although often more challenging because of the sensitivity of their nature, psychosocial risks can be dealt with in the same logical and systematic way as other health and safety issues. The benefits of a good psychosocial work environment which include improved worker wellbeing, lower absenteeism rates and better general organisational performance, will especially be highlighted.

The campaign will address the most common concerns and misconceptions related to psychosocial risks and work-related stress, including a lack of common understanding of the terms such as 'psychosocial risks', 'work-related stress', 'harassment' or 'mental health' across enterprises. Simple, practical and evidence-based information on stress and psychosocial risks will especially address the employers and managers of micro and small enterprises.

The campaign wants to motivate enterprises of all sizes across Europe to conduct systematic and effective psychosocial risk assessments and to put in place preventive measures using available practical tools and guidance. The existing international and national practical tools for managing psychosocial risks in the workplace, as provided by the Agency national focal points, will especially be promoted through the multilingual campaign Website. Additionally, the campaign will encourage employers to take further voluntary actions aimed at mental health promotion. The campaign will advocate that workers and management both need to play an active role and work together to tackle psychosocial risks and work-related stress effectively.

The campaign will also address stakeholders such as policy makers, OHS specialists, social partners and researchers with up-to-date information on the problem with psychosocial risks in Europe. The campaign publications will include a 'state of the art' report on the financial burden of work-related stress and psychosocial risks, as well as a report presenting a comprehensive picture of a problem with psychosocial risks in the European workplaces, developed as a joint initiative of the EU-OSHA and the Eurofound.

## Good Practice Awards competition

The Good Practice Awards competition accompanying the 2014-15 campaign will also be launched in April 2014 and it will look for leading good practice solutions towards managing stress and psychosocial risks at work. All organisations and enterprises across EU Member States, countries of the European Economic Area, the Western Balkans and Turkey are invited to participate in the Awards. The Good Practice Awards Ceremony is held in the second year of the campaign to promote and share good practice, announce the winners of the competition and celebrate the achievements of all those that took part.

## **ESENER Survey**

The European Survey of Enterprises on New and Emerging Risks (ESENER) carried out by EU-OSHA in 2009 in 31 European countries gave a real-time picture of how psychosocial risks in the workplace (including work-related stress, violence and

harassment) are being managed in Europe and what support employers should be provided with. The secondary analysis reports (published in 2012) further identified specific drivers and barriers for psychosocial risk management<sup>7</sup>. The results supported preparations for the EU-OSHA campaign 'Healthy Workplaces Manage Stress' and will be further promoted during the campaign.

Currently in preparation, ESENER II will also focus on psychosocial risks (among other issues, such as musculoskeletal disorders). The field work will take place in 2014. The scope of ESENER II will go beyond the first survey, covering establishments across all sectors, including agriculture and fisheries (excluded previously), and the business sizes will include microenterprises employing at least five people (10 employees was the previous threshold). As a result of the greater scope, each country samples will be at least 50% larger than for ESENER I. Similarly, the geographical coverage will increase to include as many as 36 countries: the 31 countries in ESENER I plus Albania, the FYROM (Former Yugoslav Republic of Macedonia), Iceland, Montenegro and Serbia.

### **Mental Health Promotion**

EU-OSHA has been dealing with mental health promotion within the Workplace Health Promotion (WHP) project (2008-2013) in collaboration with the European Network of Workplace Health Promotion (ENWHP), DG SANCO, WHO, ILO, social partners and experts. Recent publications on mental health promotion include 'Mental health promotion in the workplace – A good practice report'<sup>8</sup> with its fact sheet<sup>9</sup> and an e-Fact on 'Mental health promotion in the health care sector'<sup>10</sup>.

### **Further information**

#### **European Agency for Safety and Health at Work**

**Work-related stress:** <https://osha.europa.eu/en/topics/stress>

**Workplace Health Promotion:** <https://osha.europa.eu/en/topics/whp>

**ESENER survey:** <https://osha.europa.eu/en/safety-health-in-figures>

**Healthy Workplaces Campaigns:** <https://osha.europa.eu/en/campaigns>

<sup>7</sup> <https://osha.europa.eu/en/esener-enterprise-survey/enterprise-survey-esener>

<sup>8</sup> [http://osha.europa.eu/en/publications/reports/mental-health-promotion-workplace\\_TEWE11004ENN/view](http://osha.europa.eu/en/publications/reports/mental-health-promotion-workplace_TEWE11004ENN/view)

<sup>9</sup> <http://osha.europa.eu/en/publications/factsheets/102/view>

<sup>10</sup> <http://osha.europa.eu/en/publications/e-facts/efact46/view>

## LOOKING TO THE FUTURE...

### Upcoming events

14-10-2013

#### **Shipbuilding - 10 years of Sectoral Social Dialogue Committee**

Ten years after the establishment of the Sectoral Social Dialogue Committee in the shipbuilding sector by CESA and the EMF in 2003, their successor organisations SEA Europe and IndustriALL that have emerged from consolidation processes on both sides of industry in 2012 – as reported in a previous edition of this newsletter – will mark this anniversary at a celebratory meeting on 14 October 2013. The formal meeting of the Sectoral Social Dialogue Committee will be followed by an evening cocktail in the Sofitel Brussels Europe Hotel attended by representatives of the social partners, the Commission, and the European Economic and Social Committee.

11-12-2013

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

The meeting will now take place in Brussels on Wednesday, 11 December 2013. The main objective of this Liaison Forum is to look back on the achievements of the past, but also to discuss forward looking challenges, in particular

- the capacity for identifying, analysing and solving problems at sectoral level;
- the added value of EU social dialogue in relation to national industrial relations systems;
- the follow-up and reporting mechanisms of EU sectoral social dialogue outcomes;
- the visibility of EU sectoral social dialogue achievements at all levels.

One element of the discussion will be dedicated to the question on how to further improve the visibility of EU sectoral social dialogue. In this context, the Commission invited EU social partners to report about some of the key achievements from the past. On the basis of the contributions received, the Commission will prepare a Special Edition of the Newsletter on EU Social Dialogue in January 2014 summarising these "Success Stories" related to the work of Sectoral Social Dialogue Committees.

## NEWS

### **DG Employment, Social Affairs and Inclusion**

2 October 2013

#### **Commission Communication on Strengthening the Social Dimension of the Economic and Monetary Union**

This Communication on strengthening the social dimension is a further contribution from the Commission to the debate on deepening the Economic and Monetary Union.

What the Commission proposes is a number of initiatives to strengthen the social dimension of EMU with a particular focus on three points:

- Reinforced surveillance of employment and social challenges and policy coordination;
- Enhanced solidarity and action on employment and labour mobility;
- Strengthened social dialogue.

See full text:

[Strengthening the Social Dimension of the Economic and Monetary Union](#)

2 October 2013

### **Commission Communication on Regulatory Fitness and Performance (REFIT): Results and Next Steps**

The Commission adopted a new Communication on regulatory fitness and performance which outlines where the Commission has taken action to simplify EU rules and make them less burdensome. The document also sets out where it will take further action, for example considering withdrawing pending proposals or evaluating or repealing existing pieces of legislation. It also makes references to the three directives on information and consultation of workers and to the entire acquis on Occupational Health and Safety.

See full text:

[Regulatory Fitness and Performance \(REFIT\): Results and Next Steps](#)

### **Cross-industry**

On 11 June 2013, ETUC, BUSINESSEUROPE, UEAPME and CEEP presented their **Framework of Actions on Youth Employment**, resulting from social dialogue negotiations. The Framework of Actions is based on existing and new practices linked to the four priorities identified: learning, transition, employment and entrepreneurship. The European social partners aim to promote the most effective initiatives identified across Europe that could be used as inspiration for designing solutions by national social partners in their respective contexts to address youth unemployment. Recommendations to other relevant actors such as the EU institutions and Member States are also included. National social partners will report on their activities annually over the next three years.

The Framework of Actions also includes specific points on actions to promote and develop apprenticeship schemes. A further step to put this commitment into practice was taken in the context of the launch of the **European Alliance for Apprenticeships**, which took place at the 2013 WorldSkills competition in Leipzig (Germany) on 2 July. On this occasion the European social partners signed a first-ever joint declaration with the European Commission and the Presidency of the EU's Council of Ministers<sup>11</sup>. This is a further expression of the social partners' will to focus their efforts towards the promotion and improvement of apprenticeship systems.

EU social partners have also finalised their negotiations on the **role of social dialogue in EU economic governance and the European Semester**. The agreed text is currently being ratified by the organisations and is expected to be presented on 22 October ahead of the Tripartite Social Summit and the European Council meeting.

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<sup>11</sup> [http://ec.europa.eu/education/apprenticeship/doc/declaration\\_en.pdf](http://ec.europa.eu/education/apprenticeship/doc/declaration_en.pdf)

The Tripartite Social Summit will take place on 24 October 2013. It will make it possible for EU social partners and EU institutions to exchange views on the next steps towards the social dimension of the EMU/EU with a view to improving policies, their implementation and monitoring.

The cross-industry Social Dialogue Committee will take place on 15 October 2013. An ad hoc meeting to exchange views with social partners ahead of the Annual Growth Survey will take place on 16 October. The same day, the cross-industry social partners as well as the social partners of the education social dialogue committee (ETUCE and EFEE) will meet with Commissioner Vassiliou. The objective of this "High level meeting on Education and Training" is to launch strengthened cooperation of the Commission with the social partners concerned in order to support effective education and training reforms, in particular by making full use of the innovative opportunities offered by the new Erasmus+ programme.

## Other news from the sectoral level

30-05-2013

### Central Government Administrations

#### Finland to join European social dialogue committee

The Finnish Minister of Finance, Jutta Urpilainen, expressed her desire for Finland to participate in the formal European social dialogue between employees and employers in the central government administration sector. Ms Urpilainen made the announcement in a seminar on the future of the European Union and EMU held by the central organisations of the Finnish trade unions on 28 May 2013. Ms Urpilainen raised the issue in the context of discussing the European labour market model and the necessity to develop social Europe.

12-06-2013

### Personal services/hairdressing

#### Report on the European agreement on the implementation of the European hairdressing certificates

Three years after their 2009 autonomous agreement on the implementation of the European Hairdressing Certificate, the European sectoral social partners adopted a follow-up report that outlines the practical steps taken to prepare for issuing these voluntary EU-wide training certificates. A secretariat has been set up to manage the administrative tasks and a website is available with more information, including the prices of the certificates for national social partners ([www.euhaircert.eu](http://www.euhaircert.eu)). The first certificates are expected to be issued soon to hairdressers in Austria.

17-06-2013

### Audiovisual

#### Joint opinion on the position of public service media in Greece

Reacting to the decision of the Greek government to close down the Hellenic Broadcasting Corporation (ERT), the social partners of the audiovisual sector expressed their "profound dismay". Acknowledging the difficult situation which Greece finds itself in at the moment, they consider that the action concerning ERT is contrary to the values enshrined within the European Social Model. They stated that the existence of public service media and their independence from government lie at the heart of democratic societies. The social partners therefore urged the Greek government to immediately reverse its decision, to fulfil its duties to ensure pluralism and to respect the independence of the media. They also called upon the EU Institutions to address this serious issue as a matter of urgency, to work to preserve and develop the public broadcasting media and protect its workforce in Greece and across the EU.

17-06-2013

### Construction sector

#### Joint statement of the European Social partners of the Construction Industry (EFBWW and FIEC) on proposed compromise amendments (2012/0061(COD-PE498.030v01-00))

The European social partners of the construction industry FIEC and the EFBWW adopted a joint statement on the proposed compromise amendments related to 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. The compromise amendments were put to the vote at the EMPL Committee of the European Parliament on 20 June 2013.

In their joint statement, the social partners proposed a number of modifications to the compromise amendments. First, EFBWW and FIEC proposed to include an amendment stating that the rules of the host country apply in the case of fake or non-genuine posting. Second, stating that the amendments presented only voluntary control measures, the social partners proposed to include a minimum set of mandatory controls. Among these, they considered mandatory prior notification before posting as particularly efficient.

19-06-2013

## Ports

### **A new social dialogue committee in the port sector was launched with port authorities, terminal operators, dockers and other port workers**



1.5 million workers are directly, and another 1.5 million indirectly employed in European ports across the 22 EU maritime Member States. This newly created committee will examine the challenges faced by the sector and help contribute to its long term success. It brings together the European Sea Ports Organisation (ESPO), the European Federation of

Private Port Terminal Operators (FEPORT), the European Transport Worker's Federation (ETF) and the International Dockers Coordination Europe (IDC), representing dockers and port workers.

Ports are not only engines of economic development and sources of prosperity. More cargo, cruise ships and ferries in EU ports means also more jobs and new opportunities. In the next 15-20 years, European ports will face a challenging growth in traffic, and need to adapt to new generations of ships coming into service, new energy trades in gas and biomass and new logistic complexities regarding terminal operations and connections of ports with the hinterland. This potential growth is expected to create many new jobs, in particular for young workers. However, the technological developments are changing training requirements. These new requirements could affect working conditions and give rise to new risks and hazards for workers. The committee's work programme for the next years reflects the commitment of the social partners to address these challenges jointly, covering topics such as: training and qualifications; attractiveness to young workers; health and safety; and promotion of female employment.

As quoted in the Commission Press Release dated 19 June 2013, Commission Vice-President Siim Kallas, responsible for transport said: *"European ports have a huge potential to create quality jobs, attract investment and contribute to growth. However, port workers must also be well-trained and their working environment adapted. The social dialogue will contribute to it."*

László Andor, European Commissioner for Employment, Social Affairs and Inclusion commented: *"The discussions in the ports social dialogue committee will contribute to improving the working lives of dockers, for example on improved health and safety at work and working conditions. The involvement of social partners in government*

*reforms is vital, in particular in a context of modernisation of port infrastructure and government spending cuts".*

See Press Release:

[http://europa.eu/rapid/press-release\\_IP-13-562\\_en.htm](http://europa.eu/rapid/press-release_IP-13-562_en.htm)

25-06-2013

### **Steel industry**

#### **Declaration on the European Steel Action Plan**

In a joint declaration, EUROFER and IndustriALL have welcomed the Action Plan for a competitive and sustainable steel industry in Europe that was unveiled by the Commission on 11 June 2013. One of the triggers of European integration in 1951, the steel industry is still one of the EU's most important industrial sectors and is at the heart of the new EU re-industrialisation strategy to boost the share of manufacturing in GDP from the current 15.2 to 20 per cent by 2020.

However, during the crisis, steel output in the EU has declined by 27 per cent – with another 3 per cent drop expected by the end of the year – and more than 40,000 jobs have been lost. In the face of these challenges, a High-Level Roundtable initiated by Commissioners Antonio Tajani and László Andor has developed an Action Plan. Its implementation and its impact on the sector's competitiveness, sustainability and employment will be overseen by a High-Level Group on Steel, which will prepare the first amendments on the basis of the first practical results as early as in June 2014.

In their declaration, the social partners, who have already contributed to the development of the Action Plan, commit themselves to accompany this process by means of an active European social dialogue.

1-7-2013

### **Temporary agency work**

#### **Joint statement on the roundtable on temporary agency work social dialogue**

On 1 July 2013, Eurociett and UNI Europa's members organised, with the financial support of TAIEX, the first roundtable on temporary agency work social dialogue in Croatia (Zagreb). The purpose of the meeting was to bring together the Croatian social partners to discuss key issues, challenges and opportunities about temporary agency work in the Croatian labour market with a view to favouring social dialogue. In their declaration adopted at that occasion, Eurociett and UNI Europa expressed their hope that the roundtable would provide the opportunity for the Croatian social partners to organise themselves and to represent employers and workers in a way that will foster meaningful social dialogue in the temporary agency work sector. The social partners will follow up on this meeting by inviting their Croatian counterparts to join the meetings of the European sectoral dialogue committee.

9-09-2013

### **Local and Regional Governments**

#### **Joint response to the European Commission Open Consultation on a new "Occupational Safety and Health Policy Framework"**

The social partners represented by EPSU and CEMR have submitted a joint response to the open consultation on a new "Occupational Safety and Health Policy Framework". They jointly state that in the public sector changes in public service delivery as e.g. outsourcing, service-provider splitting, public-private partnership models and public-public cooperation, the use of new technologies (ICT, machinery and equipment), along with a rapidly ageing workforce, all change the dynamics and priorities of health and safety strategies. In their view, it is therefore fundamental that such changes are taken into consideration. For example, compared to other branches (e.g. manufacturing, craftsmanship) employees in the public sector reported an increase in task multiplicity and work-related stress. Factors such as work intensification and high

demands on service quality in municipalities with less financial and human resources will increase and are putting at risk the health of the work force.

23-9-2013

### **Railways**

#### **Joint opinion on social aspects and the protection of staff in competitive tendering of rail public transport services and in the case of change of railway operator**

As part of an evaluation of different social rules in railway passenger transport linked to the Regulation 1370/2007 (public service obligations), the social partners CER and ETF decided to conduct a study on social aspects and the protection of staff in competitive tendering of rail public transport services and in the case of change of railway operator. The project developed by the social partners has shown that there are very different national situations with regard to the protection of personnel. In the context of the Commission's proposals on the 4<sup>th</sup> railway package, which include the opening of the domestic railway passenger market, CER and ETF agreed on a number of statements of principle addressed to the European legislator and to national authorities. In their joint opinion, the parties insist, amongst other things, that it must be compulsory for every EU Member State, where such protection doesn't exist, to create a social level playing field by setting binding social standards (on a national, regional or local level) in order to protect working conditions existing at the moment of change of operator and/or requiring a transfer of staff previously taken on to provide services. Such social standards have to include at least provisions on wages, working time, health and safety and training. CER and ETF also recommend using the experience and knowledge of the social partners in the whole tendering process.

27-09-2013

### **Maritime transports**

#### **Joint position to curb growing piracy threat**

"ECSA and ETF adopted a joint position calling for curbing the piracy threat in the Gulf of Guinea". In particular, they ask for an international military presence for protecting seafarers and the security of vessels outside territorial waters in West Africa, proper protection from the local navy in territorial waters, the implementation of a well-functioning monitoring and reporting system and the possibility of using private armed guards on board vessels.

## **Events in the past**

18-6-2013

### **Lunchtime conference on "Daytime Cleaning" in Commission Premises**

The European social partners of the Industrial Cleaning Industry, DG EMPL and the Office for Infrastructure and Logistics in Brussels (OIB) organised a joint lunchtime conference on "Daytime cleaning in Commission Premises". The conference was intended to discuss the implementation of these working arrangements which will be included in the next framework service contract for cleaning Commission premises in Brussels (expected for 2015).

During this conference the European social partners presented their Joint Declaration on daytime cleaning and the advantages of the scheme. The Belgian campaign "Nettoyer en journée? Un monde de différences" was presented, as well as the Swedish social partners' experiences with 20 years of daytime cleaning. The participants were mainly building superintendents, who will supposedly receive the first criticism from clients.

The social partners agreed that daytime cleaning is beneficial to professional dignity and collegiality, and a valuable tool in the battle against undeclared work. On the other hand, investments in training will be necessary, e.g. to enhance client-orientedness and language skills.

18-9-2013

### **Agriculture**

#### **50th anniversary of social dialogue in the sector**

On 18<sup>th</sup> September 2013, the Social Partners of the Agriculture sector celebrated the 50<sup>th</sup> anniversary of social dialogue in their sector. Indeed, in the agriculture sector, already in 1963 a Joint Advisory Committee on Social Questions affecting Paid Agricultural Workers was set up. It was then transformed in 1974 into a Joint



Committee on Social Problems of Agricultural Workers and took its current format as sectoral social dialogue committee in 1999.

This celebration, organised by the social partners, was opened by addresses of GEOPA's President, Chris Botterman and EFFAT's General Secretary, Harald Wiedenhofer highlighting their common work for the agriculture sector. Following these addresses,

Commissioner László Andor delivered a speech in which he reaffirmed the importance of social dialogue in the EU and highlighted its contribution to economic and social policy-making. He also encouraged the social partners to further strengthen their work together and to ensure an effective follow up of the commitments made through social dialogue.

This event was also an opportunity for the social partners to formally sign, in the presence of the Commissioner, a common declaration identifying the major challenges



of the agriculture sector and highlighting possible means of action of the Social Dialogue Committee. Indeed, the final conference of the social partner's joint project on *"Full involvement of the social partners in the CAP after 2013: a proactive approach for the development of employment"* had taken place on the same day and as a result of the discussions between social partners, an agreement had been reached.

Afterwards, a roundtable brought together Hans-Joachim Wilms, Vice-President of the European Economic and Social Committee, Jean-Paul Tricart, Head of the Unit "Social Dialogue and Industrial Relations" in DG Employment, Social Affairs and Inclusion of the European Commission, Chris Botterman, GEOPA's President and Arnd Spahn, EFFAT's Agriculture Secretary, in order to discuss a number of topics related to the future of social dialogue at EU level.

## Calls for proposals

### Database on results of action grants

The long-awaited database of projects supported by DG Employment, Social Affairs and Inclusion is now on-line:

<http://ec.europa.eu/social/main.jsp?catId=1035&langId=en>

Currently it already contains information on more than 100 projects, of which a substantial part are the calls for proposals in the field of social dialogue. It will gradually be complemented.

An easy to use search function allows for selecting projects on the basis of a specific call for proposals, target groups, policy areas, etc.

The screenshot shows the 'Results of action grants' search interface. It features a sidebar on the left with navigation options: 'Funding', 'ESF - European Social Fund', 'European Globalisation Adjustment Fund (EGF)', 'PROGRESS programme', 'Progress Microfinance', 'Calls for proposals', 'Awarded grants', 'Results of action grants', and 'Calls for tender'. The main content area is titled 'Results of action grants' and includes a search bar and a 'Search' button. Below the search bar is an 'Advanced Search' section with several filters: 'Year of execution' (a dropdown menu), 'Call for proposals' (a text input field), 'Programme' (a dropdown menu), 'Countries involved' (a text input field), 'Direct Target Groups' (a text input field), and 'Ultimate Target Groups' (a text input field). At the bottom of the search section is a 'Policy Areas' section with a list of 12 categories, each with a checkbox: 1. EMPLOYMENT, 2. SOCIAL PROTECTION AND SOCIAL INCLUSION, 3. SOCIAL SECURITY SCHEMES, 4. FREE MOVEMENT OF WORKERS, 5. LABOUR LAW, 6. WORKING CONDITIONS, ADAPTATION TO CHANGE AND RESTRUCTURING, 7. HEALTH, SAFETY AND HYGIENE AT WORK, 8. DIVERSITY AND ANTI-DISCRIMINATION, 9. GENDER EQUALITY, 10. SOCIAL DIALOGUE, 11. Engagement and international issues, and 12. Social economy.

### Update on the 2013 calls for proposals in the field of social dialogue

- *Call for proposals VP/2013/001 – Industrial relations and social dialogue*
  - The deadline for the submission of applications was 20 June 2013. **181** proposals were submitted. The evaluation process is underway and the award decision is expected to be taken by the end of October.
  - Queries: [empl-04-03-03-01@ec.europa.eu](mailto:empl-04-03-03-01@ec.europa.eu)
  - Website: <http://ec.europa.eu/social/main.jsp?catId=629&langId=en&callId=373&furtherCalls=yes>
- *Call for proposals VP/2013/002 – Information and training measures for workers' organisations*
  - The deadline for the submission of applications was 23 May 2013. **47** proposals were submitted, of which **26** were accepted.
  - Queries: [empl-04-03-03-02@ec.europa.eu](mailto:empl-04-03-03-02@ec.europa.eu)

- Website:  
<http://ec.europa.eu/social/main.jsp?catId=629&langId=en&callId=374&furtherCalls=yes>
- *Call for proposals VP/2013/003 – Information, consultation and participation of representatives of undertakings*
  - The deadline for the submission of applications was 24 June 2013. **52** proposals were submitted. The award decision will be taken shortly.
  - Queries: [empl-04-03-03-03@ec.europa.eu](mailto:empl-04-03-03-03@ec.europa.eu)
  - Website:  
<http://ec.europa.eu/social/main.jsp?catId=629&langId=en&callId=376&furtherCalls=yes>

For any queries regarding these calls for proposals, please use the contact e-mails mentioned above.

## Information from Eurofound

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

#### **Events**

- Launch of Eurofound's 3rd European Company Survey (ECS), 26 November, Brussels, Belgium
- European Employment Forum 2013 - Attaining growth through change, 12 November, Brussels, Belgium
- Meeting of the Chairpersons of the Committees on Social Affairs and Labour Employment Incentives to Implement the Europe 2020 Strategy, 10 November, Vilnius, Lithuania
- Conference on EU Labour Law, 21 October, Brussels, Belgium
- Lithuanian Presidency EU Conference Mental health: Challenges and possibilities, 10 October, Vilnius, Lithuania

#### **Publications**

- Quality of life in enlargement countries: Third European Quality of Life Survey – includes an introduction, and country reports on Serbia, Kosovo, Iceland, Montenegro, Turkey, former Yugoslav Republic of Macedonia and Croatia
- Social innovation in service delivery: New partners and approaches and executive summary
- Foundation Focus: Job creation, job preservation or job loss? The future of Europe's labour market
- More and better jobs in home-care services – includes an overview report, ten country reports and an executive summary
- ERM Quarterly - Issue 2, July 2013
- Mobility and migration of healthcare workers in central and eastern Europe
- Caring for children and dependants: effect on careers of young workers - Background paper
- Eurofound yearbook 2012: Living and working in Europe

#### **Representativeness studies**

- **Textiles and clothing**
- **Sport and active leisure**
- **Live performance**

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

### **New EU-OSHA report identifies key priorities for occupational safety and health research**

The report identifies the most important topics for occupational safety and health (OSH) research in the coming years. These fall under four themes: demographic change; globalisation and the changing world of work; safe new technologies; and new or increasing exposures to chemical and biological agents.

<https://osha.europa.eu/en/publications/reports/priorities-for-occupational-safety-and-health-research-in-europe-2013-2020>

### **Report sheds light on the key factors determining OSH practice**

A new report from EU-OSHA describes the contextual and environmental factors that shape approaches to OSH management.

<https://osha.europa.eu/en/press/press-releases/how-can-successful-prevention-strategies-at-eu-level-take-account-of-different-factors-at-national-level>

### **The European social model - a key driver for competitiveness Sep 23, 2013**

Four EU agencies, Cedefop, EU-OSHA, ETF and Eurofound, joined forces on 25 September 2013 to examine and highlight how each one is contributing to a strengthened European Social Model – in its own unique way.

<https://osha.europa.eu/en/press/press-releases/the-european-social-model-a-key-driver-for-competitiveness>

### **Healthy Workplaces Summit on 'Working together for risk prevention'**

The Summit for the closing of the Healthy Workplaces Campaign 2012-13 on 'Working together for risk prevention' takes place on 11-12 November 2013 in Bilbao and focuses on the highlights of the campaign and on management leadership and worker participation as the key to good workplace safety and health.

<http://www.healthy-workplaces.eu/en/get-involved/summit-2013>

## Information from the International Labour Organisation ILO

### **Sectoral meetings:**

Tripartite sectoral meetings are held at the ILO Headquarters in Geneva on selected key emerging issues. During the meetings, representatives of governments, employers' and workers' organizations reach consensus on specific points of interest of the industry points and adopt recommendations for future actions by the ILO and its member States. Background documents and draft tools to be discussed during the meetings are available at ILO/SECTOR webpage:

<http://www.ilo.org/sector/activities/sectoral-meetings/lang--en/index.htm>

### **Upcoming events**

- **12-15 November 2013, Geneva**

Meeting of Experts on Policy Guidelines on the Promotion of Decent Work for Early Childhood Education Personnel – Tripartite Experts will consider, with a view to adopting, draft policy guidelines on early childhood education personnel. The Meeting follows on from a [Global Dialogue Forum on Conditions of Personnel in Early Childhood Education](#) held in Geneva from 22 to 23 February 2012. It is hoped that such guidelines will provide a useful tool for constituents and education policy makers to develop high quality early childhood education programmes based on qualified and effective early childhood education workers.

- **26-28 November 2013, Geneva**

Global Dialogue Forum on Initiatives to Promote Decent Work in the Chemical Industry – Tripartite representatives will examine initiatives to promote social dialogue for improving the performance of the chemical and pharmaceutical industries, in particular of small and medium-sized enterprises. Taking on board the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), the discussion may assess how corporate social responsibility initiatives and relations with the emerging voluntary initiatives could be promoted at global and national levels in the chemical and pharmaceutical industries.

### **Outcomes of recent sectoral meetings:**

- Points of consensus and Recommendations for future actions adopted at the [Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry](#), 20 - 22 February 2013, Geneva  
[http://www.ilo.org/sector/Resources/recommendations-conclusions-of-sectoral-meetings/WCMS\\_206464/lang--en/index.htm](http://www.ilo.org/sector/Resources/recommendations-conclusions-of-sectoral-meetings/WCMS_206464/lang--en/index.htm)
- Points of consensus and Recommendations for future actions adopted at the [Global Dialogue Forum for the Promotion of the Work in Fishing Convention](#), 2007 (No.188), 15-17 May 2013, Geneva  
[http://www.ilo.org/sector/Resources/recommendations-conclusions-of-sectoral-meetings/WCMS\\_214603/lang--en/index.htm](http://www.ilo.org/sector/Resources/recommendations-conclusions-of-sectoral-meetings/WCMS_214603/lang--en/index.htm)
- Guidelines on the Training of Ships' Cooks adopted by tripartite Meeting of Experts, 23-27 September 2013, Geneva  
[http://www.ilo.org/sector/activities/sectoral-meetings/WCMS\\_204810/lang--en/index.htm](http://www.ilo.org/sector/activities/sectoral-meetings/WCMS_204810/lang--en/index.htm)

**Other meetings:**

- Tripartite Sub-regional Workshop for Promoting Social Dialogue and Industrial Relations in the Oil and Gas Industry, Baku, 4-6 June 2013

**Knowledge development:**

As part of its Sectoral Programme, the ILO develops new sectoral tools and training materials and carries out sector-specific studies, such as:

New sectoral tools and training materials:

- [Guidelines on the medical examinations of seafarers](#), adopted by a Meeting of Experts held in Geneva, 2011
- [Training Package for the Toolkit on Poverty Reduction through Tourism](#)
- [FAO/ILO Guidance on addressing child labour in fisheries and aquaculture](#)

**New studies and publications:**

- [Economic Crisis, International Tourism Decline and its Impact on the Poor](#), in collaboration with UNWTO
- [Caught at sea: fighting forced labour in the fishing industry](#)
- [The health of workers in selected sectors of the urban economy: Challenges and perspectives](#)
- [City-to-City and South-South and Triangular Cooperation](#)

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

### Consultation on Undeclared Work (2013)

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. Please find enclosed the links for the overview of consultations and the official list of EU social partners:

### Consultations of the EU social partners

### List of consulted organisations

## Articles/Reports/Studies

September 2013

EU Employment and Social Situation Quarterly Review – September 2013

There are signs of fragile economic recovery, but **economic growth is unlikely to be sustained unless it is inclusive and job rich**, especially while labour market and social conditions remain extremely challenging and divergence between countries is growing, according to the September special edition of the EU Employment and Social Situation Review.

The **EU is struggling with many challenges:**

- High unemployment has already led to all-time high long-term unemployment.
- Large job destruction has aggravated low employment.
- In the same time precarious employment has increased and in labour mismatches occurred with the rise of structural unemployment.
- The group of young people not in education, employment and training (NEET) expanded but due to acute unemployment.
- Poverty and social exclusion has increased, following rise in jobless households and rise in in-work poverty, and household incomes have declined.

As the situation has worsened more in some Member States, **divergences between countries have been growing, especially within the Euro Area**. The South and periphery of the EU have been particularly hard hit. But also more resilient Member States get affected by spill-overs through reduced aggregate demand, eroded confidence, and contagion via the financial markets. These might **threaten core objectives of the Economic and Monetary Union (EMU)**: to benefit all its members by promoting economic convergence and to improve the lives of citizens in the Member States.

The **uneven impact of the crisis** within countries has seen rising inequality with fiscal consolidation being most felt by the lower income groups hardest hit by job losses.

Social expenditure, offsetting the recession in the first phase, was then reduced becoming pro-cyclical with likely adverse effects continuing into the future. Sustainable growth will be all the more challenging.

**Policy responses** to confront the employment and social challenges and ensure a job-rich recovery are needed in four areas: investing in jobs and people; improving labour market functioning; increasing the effectiveness and efficiency of tax and benefit systems; and, constructing a genuine social dimension of the EMU.

June 2013

EU Employment and Social Situation Quarterly Review

**More information on EU social dialogue.**

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EMPL-SD-NEWSLETTER@ec.europa.eu**

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