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European sectoral Social dialogue

Et, itc-ilo actrav, Turin, 11/11/2011

Social dialogue levels

- ▣ company
- ▣ local
- ▣ sectoral
- ▣ regional
- ▣ national
- ▣ **European**
- ▣ global

Social Dialogue is essential for:

- ✓ **sustainable development**
- ✓ **growth**
- ✓ **employment creation**
- ✓ **business performance**
- ✓ **international competitiveness**
- ✓ **job quality**
- ✓ **good employment practices**
- ✓ **efficient industrial relations**

CoVERAGE

In 2010, there were 40 European Sectoral Social Dialogues in existence, covering some 145 million workers, i.e. more than three quarter of the EU's workforce, and more than 6 million undertakings in the EU

UNI Europa is a social partner in 9 European Sectoral Social Dialogue Committees (Telecoms, Postal Services, **Banking**, Industrial Cleaning, Commerce, Insurance, Personal services, Private Security and Temporary Agency Work)

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Sectoral social dialogue committees are central bodies for :

- ✓ **trust-building between social partners;**
- ✓ **information-sharing;**
- ✓ **discussion;**
- ✓ **consultation;**
- ✓ **negotiation and**
- ✓ **joint actions.**

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CRITERIA FOR TAKING PART IN SSDC

- **Representativeness**
- **Capacity to negotiate**
- **Adequate structures**

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Types of outcomes of European sd

1. **Agreement**
2. **Process oriented text (framework of actions, guidelines, code of conduct), follow-up report**
3. **Joint opinion, declaration, tool**

EUROPEAN SOCIAL PARTNERS IN BANKING

UNI Europa is a part of UNI global union. UNI-Europa unites trade unions organising in services and skills sectors in 50 different countries. With over 330 affiliated trade union organisations, UNI-Europa represents 7 million workers. The number of affiliated workers in the banking sector amounts to some 800,000.

FBE/European Banking Federation (coverage: 2.3 million)

ESBG/European Saving Bank Group (691.000)

EACB/European Association of Co-operative Banks (547.000)

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SPOTLIGHT ON THE SECTOR in the eu

- 4.2 million people are working in the banking sector, in more than 6000 credit institutions;
- Large majority has employee status (97%) and full-time work is predominant (88%);
- 53% women
- 45% high level education
- Sector requirement: high financial, IT and communication skills, language skills

SECTORAL SOCIAL DIALOGUE: KEY OUTCOMES

- ✓ Joint declaration on lifelong learning in the banking sector – guidelines, 2003
- ✓ Joint statement on Employment and social affairs in the European banking sector: some aspects related to CSR
- ✓ Analysis of the demographic change in the banking sector – best practices (attractiveness of the sector, policies of retention of older workers, staff competences)

Integrating organisations from nms & CC

The social partners debated questions related to enlargement during a series of round-table discussions which took place 2000-2003 in Hungary, Czech R., Poland, Malta, Slovakia, Slovenia and Cyprus.

In 2005, a follow-up project brought together the social partners from Slovakia, Czech R., and Hungary with their counterparts from other MS for twinning meetings.

In 2008, an additional project focusing on the capacity-building activities for the social partners from Hungary, Czech R. and Slovakia was implemented. Two workshops focusing on ESD and the interaction between the national and EU level were organised.

Limiting factors in nms and CC

- Decline in membership as a dominant feature,
- Little tradition of social partnership and autonomous, bipartite collective bargaining,
- Proliferation and fragmentation of trade unions which adversely affects TU dialoguing strength,
- Unification because of weakness, not because of strength,
- Chain to young people is broken,
- Image of trade unions...

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CHALLENGES RELATED TO PARTICIPATION OF SOCIAL PARTNERS FROM NMS & CC IN ESD

- An overall low level of social dialogue and industrial relations (disrespect for collective agreements),
- Poorly designed institutional framework, weak labour and SD institutions,
- Barriers in external (language) and international communication (dissemination of ESD related info to members) and internal capacities (insufficient knowledge about ESD forms and processes)
- Insufficient understanding of ESD by trade union members...
- Lack of sectoral employers' organisations,
- Absence of employers' interest in being involved in EU-level sector projects and activities

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Resource materials

Official Journal of the European Union, Consolidated versions of the Treaty on European Union and the Treaty on the Functioning of the European Union

European Sectoral Social Dialogue, Recent Developments, 2010 edition, EC

Industrial Relations in Europe, 2010, EC

Sectoral Social Dialogue in EU 12 and Candidate Countries, 2010, EC, ITC-ILO, ETUC
by Svigir

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