



09:00	Registration and welcoming coffee
09:30	Opening remarks from the Project Coordinator Presentation of the EESDA project <i>Manon Jacquot (CEPS)</i>
09:35	Welcome note
09:45	President of the Portuguese Commerce and Services Confederation (CCP)
09:45	Presentation of research findings in the EESDA project
11:15	<ul style="list-style-type: none"> <li>EU-wide findings in a comparative perspective (<i>Monika Martišková, CELSI</i>)</li> <li>A network perspective on social dialogue articulation (<i>Carl Nordlund, LIU</i>)</li> <li>Short presentations from country reports (France, Portugal and Sweden) by EESDA team Q&amp;A session moderated by <i>Jaan Masso (University of Tartu)</i></li> </ul>
11:15	Coffee break
11:30	Keynote speech on the importance of social dialogue articulation in the EU
12:30	<i>Jean-Paul Tricart, Associate Researcher at European Trade Union Institute (ETUI)</i> <i>Moderator Ylva Ulfssdotter Eriksson (University of Gothenburg)</i>
12:30	Networking lunch
13:30	Panel discussion with stakeholders (I)
14:30	“EU-level sectoral social dialogue articulation: stakeholders’ perspective”
	Moderator <i>Alexandra Costa Artur (CCP)</i> Panelists <ul style="list-style-type: none"> <li><i>John Delamere (HSE (HOSPEEM) – health)</i></li> <li><i>Annika Flaten (UNI Europa – commerce)</i></li> <li><i>Ricardo Gomes (FEPICOP (FIEC) – construction)</i></li> <li><i>Joaquim Santos (ETUCE – education)</i></li> </ul>
14:30	Panel discussion with stakeholders (II)
15:55	“The future of European social dialogue and its effectiveness: where next?”
	Moderator <i>Marta Kahancová (CELSI)</i> Panelists <ul style="list-style-type: none"> <li><i>Maxime Cerutti (BusinessEurope)</i></li> <li><i>Jeanette Grenfors (CEEP)</i></li> <li><i>Oscar Molina (Autonomous University of Barcelona)</i></li> <li><i>Peter Scherrer (ETUC)</i></li> <li><i>João Silva (EESC)</i></li> </ul>
15:55	Concluding remarks by project coordinators
16:00	<i>Manon Jacquot (CEPS) &amp; Marta Kahancová (CELSI)</i>

## EESDA brief description

Enhancing the Effectiveness of Social Dialogue Articulation in Europe (EESDA)

Grant No. VS/2017/0434

Bringing together five consortium partners, the EESDA project, implemented during 2017-2019, advances the current knowledge and expertise on the articulation of social dialogue in Europe and its effectiveness. It studies the ways in which social dialogue at different levels functions and the channels through which EU-level social dialogue - across and within sectors – affects the actors, decisions and outcomes at the national and sub-national level, and vice versa.

### Project coordinator

#### CEPS

[www.ceps.eu](http://www.ceps.eu)  
Belgium



### Partners

#### Central European Labour Studies Institute (CELSI)

[www.celsi.sk](http://www.celsi.sk)  
Slovakia



#### Confederação do Comércio e Serviços de Portugal (CCP)

[www.ccp.pt](http://www.ccp.pt)  
Portugal



#### University of Gothenburg

[www.gu.se](http://www.gu.se)  
Sweden



#### University of Tartu

[www.ut.ee](http://www.ut.ee)  
Estonia



Carl Nordlund (sub-contractor)

#### University of Linköping

[liu.se](http://liu.se)  
Sweden



## Final Conference of the project

# ENHANCING THE EFFECTIVENESS OF SOCIAL DIALOGUE ARTICULATION IN EUROPE (EESDA)



VS/2017/0434

21 November 2019

Lisbon, Portugal

Hotel Vila Galé Opera

Co-funded by the European Union



## Project methodology



Research conducted within the EESDA project includes an assessment of social dialogue articulation between the national and the European level across 27 EU Member States by means of desk research, an online survey among national social partners and interviews with EU-level social partners as well as national stakeholders. It then concentrates on the effectiveness of social dialogue in six EU Member States (i.e. Estonia, France, Ireland, Portugal, Slovakia and Sweden – with distinct industrial relations models and traditions) and four sectors (i.e. commerce, construction, education and healthcare and with a focus on a specific occupation in each sector). Findings from interviews, case studies and discourse analysis are completed using network analysis that sets out to visualise and reveal strong and weak ties between different actors and to draw lessons for experiences and best practices in other sectors and countries.

The analysis considers actions that have a direct and indirect impact on social dialogue, such as EU Directives, Autonomous Agreements, Framework of Actions, joint projects, joint statements or programme funding.

- Report outlining the conceptual, theoretical and methodological approach of the project
- Database of more than 250 social partners across Europe
- New data collected through implementation of an online EU-wide survey targeting national social partners
- Network analysis of interrelations between national social partners in Europe
- Report analyzing the perceptions and attitudes of national social partners towards EU-level social dialogue structures, embedding EU-survey results and network analysis
- Six country reports with a detailed national social dialogue analysis and four sectoral case studies (commerce, construction, education and healthcare)
- A comparative report evaluating the overall analysis of social dialogue articulation and its effectiveness across six countries and four sectors
- Six national policy briefs highlighting key findings in the studied countries and sectors
- A comparative policy brief evaluating the effectiveness of social dialogue articulation
- Summary paper with policy recommendations

## EU-wide survey and network analysis

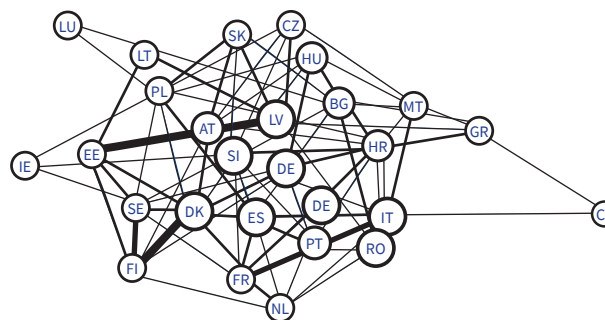


As part of the primary data collection objectives of EESDA, an EU-wide online survey was distributed to social partners from 27 EU Member States. National social partners perceive their involvement in EU-level social dialogue structures in general as important and positive. For those organisations that do not participate in EU-level social dialogue structures, the lack of financial resources and capacity constraints were mentioned among the main reasons of non-participation. In terms of topics that national social partners would like to see addressed in EU-level social dialogue structures, trade unions prioritised the quality of working conditions, while employers' associations prioritised negotiations on skills, access to training and employability.

Capturing the network of interactions between social partners engaged in European social dialogue, the visualisation below depicts the network of reported cross-border interactions for all social partners (employers' associations and trade unions). We observe that some countries occupy a central location in this network, with particularly strong ties to others. The findings also show a regional effect (e.g. Visegrád, Baltics, Southern Europe and Scandinavian clusters), where actors from neighbouring countries in the region have relatively strong interactions with each other. These regional effects are more pronounced when visualising networks per organisation type (union or employers' association).



### Networks of interactions among national social partners in Europe



Source:  
EESDA survey among national social partners in 27 EU Member States.

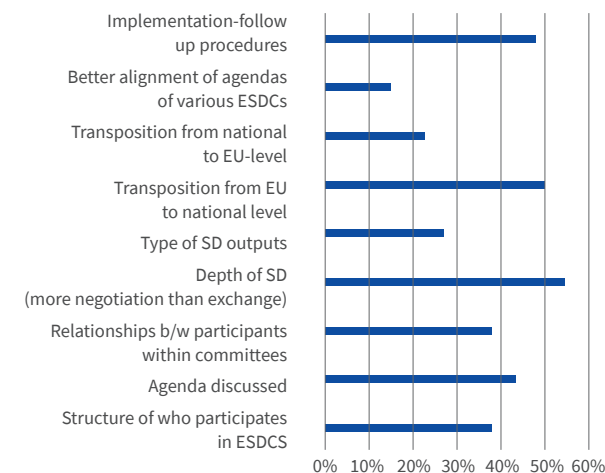
## Main findings and takeaways



Both trade unions and employers' associations generally indicated that there is sufficient opportunity to initiate a discussion in EU-level social dialogue structures. This means that social dialogue (SD) articulation is effective in a vertical bottom-up perspective (transposing topics from the national to the EU-level), but also in a horizontal perspective, where the agendas of various EU-level social dialogue committees (ESDCs) are reasonably aligned (see Figure below). In contrast, it was also found that effectiveness could be increased in the vertical top-down articulation of social dialogue, transposing topics from the EU-level social dialogue to national or sectoral social dialogue structures in EU Member States.



### Areas of improvement for a more effective EU-level social dialogue



Source:  
EESDA survey among national social partners in 27 EU Member States.

In order to increase the effectiveness of EU-level social dialogue, improvements can be made in the depth of social dialogue (more actual negotiation instead of information exchange) and in the articulation as well as implementation of outcomes from EU-level social dialogue to national-level.

Effectiveness of social dialogue also refers to the capacity of social dialogue to produce binding or non-binding outcomes. The analysis shows that trade unions reveal stronger preference to binding outcomes, such as Directives, while employers' associations prefer non-binding outcomes, e.g. Guidelines, Joint Statements or other soft regulatory tools.