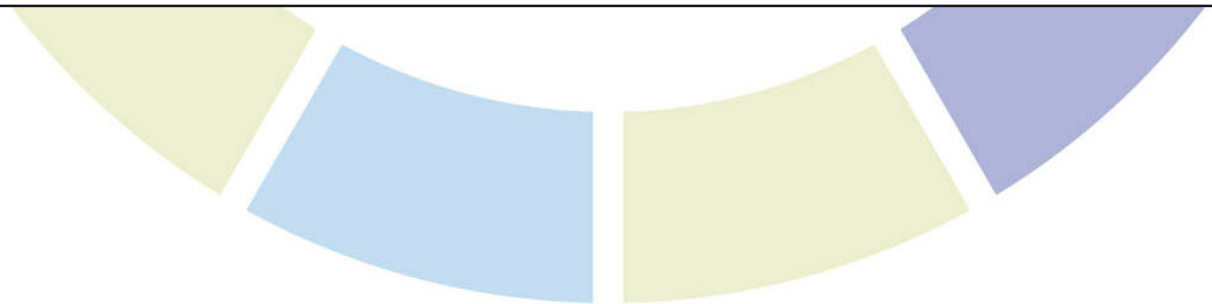




**SSD-SMM: Strengthening SD in the retail, food-
processing and agriculture
Good practices from the European social
dialogue in retail sector**

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EuroCommerce – short introduction

- **EuroCommerce** ⇒ **since 1993**
 - retail, wholesale, international trade
 - vis-à-vis the European Institutions
- **> 100 members**
 - Association ⇒ 31 countries
 - Companies
 - Sub-sectoral national and European organisations
 - Recognised social partner (consulted by the Commission)
 - sectoral social dialogue at EU level (informal since 80s, official since 1998)
 - Exclusive representative of the employers of the whole sector at EU level



EU Social Dialogue in commerce

- Work programme: for 2 years
- 4-5 meetings/year (consider that the EC will reduce funding, then max)
- Joint lobbying, research & project work, promotion of the sector
- No binding outcomes BUT: recommendations, joint statements, opinions etc.
- On general EU policies with a wide sectoral impact
- Avoid conflicting/typically national issues (no progress)

What did we achieve so far?

- Many outcomes of the EU social dialogue: joint statements, toolkits, recommendations, guidelines...
- The most recent and relevant joint achievements:
 - 2009: Joint toolkit on the prevention of third-party violence in commerce
 - 2010: Common contribution of the social partners for commerce to some flagship initiatives of the “EU 2020: A European strategy for a smart, sustainable and inclusive growth”
 - 2010: joint letter of the commerce social partners on social aspects of retail market monitoring
 - 2010: Multi-sectoral guidelines to tackle third-party violence and harassment related to work (+ health, security, education and local governments SP)
 - 2011: EuroCommerce and UNI Europa Commerce joint opinion on the Bastos report on the Agenda for new Skills and Jobs
 - 2012: joint opinion on social aspects of the European Retail Action Plan

Recent and current activities of the SP (1)

- In the framework of the follow-up of EU policies, the SP have achieved a common position on the social aspects of the European Retail Action Plan (consensual aspects)
- A first report regarding the follow-up of the multisectoral guidelines against TPV for the commerce sector has been drafted
- Ongoing project on the establishment of a EU skills council in the commerce sector (see details)

Recent and current activities of the SP (2)

- Last issues discussed during our meetings:
 - Outcome of the Eurofound study on working conditions in commerce+ joint press release: see <http://www.eurofound.europa.eu/ewco/studies/tn1109058s/tn1109058s.htm>
 - Project activities
 - The use of EU funding for the implementation of projects (on social dialogue mainly)
 - Education and training
 - Improvement of the cooperation with SP of NMS + candidate countries

Example: the project on skills council for commerce (1)

- 2 projects:
 - Phase 1 (2010, leader EuroCommerce): mapping exercise
 - Phase 2 (2012) presented by Uni Europa Commerce
 - Common interest issue: address the skills mismatch in the sector
 - Implemented with the financial support of the European Commission
 - Project will end in December, a new project has been introduced for the 1st year of activities

Skills councils for commerce: 2

- Achieved results:
 - Skills councils interviewed in a certain number of countries (BE, DE, DK, FR, CY, NL, IRL)
 - Most of them expressed the willingness to become part of the EU skills councils
 - Experts are currently preparing a report on quantitative and qualitative data
 - Some new observatories identified (e,g, for wholesale in France)
 - The conference to launch the skills councils will take place the 5 December in Brussels
 - Web platform for the dissemination of information

SD priorities for 2013

- Projects:
 - Skills councils (phase 2 and 3) establishment and functioning (reporting to SD)
 - Capacity building projects for NMS and candidate countries
- Issues to be dealt with:
 - Youth employment
 - Social aspects of the European Retail Action Plan (skills, undeclared work)
 - Exchange of views on the impact assessment on the part-time/fixed term directives
 - Education & training/skills needs

As a conclusion...

- Social dialogue in commerce is well-established and well functioning
- The cooperation on the issues addressed in the work programme is good
- Also important to take into account the trust between the social partners
- SD is also useful to promote the sector vis-à-vis the EU institutions
- Sometimes different perception of issues to be dealt with at EU or national level
- Different relations with the cross-industry level



Thank you for your attention!

For more info:

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