

EU SOCIAL DIALOGUE

Social dialogue refers to the discussions, consultations, negotiations and joint actions that take place between the social partners, namely employers and trade unions, on a wide range of social and work-related issues. At EU level, social dialogue was launched in 1985 and since then has been considered crucial to promote competitiveness and fairness and to enhance economic prosperity and social well-being. Developing and fostering social dialogue is an essential element of the European social model. European social dialogue complements and supports national social dialogue and industrial relations.

LEVEL OF DIALOGUE

Cross – industry
Sectoral

TYPE OF DIALOGUE

Bipartite
Tripartite

HOW DOES THE SOCIAL DIALOGUE WORK?

The social partners understand the needs of workers and companies and defend their interests. Involving them at EU level helps to ensure that the concerns of both businesses and workers are taken into account in initiatives taken at EU level. They play a key role in developing EU social policy and defining European social standards. The dialogue between social partners influences the way work is organised and it also helps to boost growth in jobs and social well-being.

European Commission supports and promotes social dialogue. Before the Commission submits a proposal in the social policy field, it consults social partners. Social partners can also negotiate agreements between themselves. These agreements can then be applied by the social partners themselves across the EU or can be transformed into EU legislation.

Before submitting a proposal in the social policy field the Commission first consults the social partners on the possible course of EU action. Following that, if the Commission considers EU-level action advisable, it consults employers and trade unions on the content of the envisaged proposal. The social partners then give the Commission an opinion or recommendation on the subject in question. They may also inform the Commission that they want to start formal negotiations on the matter under Treaty Article 155. This Treaty Article also grants social partners the right to negotiate on their own initiative.



Social dialogue is crucial to promote both competitiveness and fairness in Europe. In countries where social dialogue is well established, the economic situation tends to be more favourable and subject to less strain. Also, countries with strong social dialogue are among the most competitive in Europe. The challenge for the forthcoming period will be to enhance the capacity of social dialogue to deliver in a European Union of 28 Member States.

SECTORAL SOCIAL DIALOGUE - HOTEL, RESTAURANT AND CATERING (HORECA)

EMPLOYERS' ORGANIZATION

HOTREC is the umbrella association of national trade associations representing the hotels, restaurants, cafés and similar establishments in Europe. HOTREC therefore acts as the representative of the hospitality businesses vis-à-vis the EU institutions.

The main objectives of HOTREC are:

- The promotion and defence of the interests of the hospitality industry towards the EU institutions;
- The enhancement of the cooperation between the national hospitality associations.

HOTREC's principal activity is to monitor and analyse policy developments at EU level that have an impact on the hospitality industry.

<http://www.hotrec.eu/>

EMPLOYEES' ORGANIZATION

EFFAT is the European Federation of Trade Unions in the Food, Agriculture and Tourism sectors.

EFFAT is an autonomous European trade union federation. EFFAT promotes its members' interests in all European interprofessional issues jointly and with strength. As a regional organisation within the IUF, EFFAT also defends its members' interests world- and sector-wide.

EFFAT supports its member organisations in Central and Eastern Europe to develop free and solid trade unions. For many years EFFAT has given its support to the sustainable development of agrofood and tourism policy in which ethical, social and ecological aspects are considered. Only safe and high quality food can also guarantee safe jobs and working conditions.

<http://www.effat.org/en>



IMPORTANT ACHIEVEMENTS

- European Hospitality Skills Passport (EHSP)
- Joint EFFAT-HOTREC Statement on Undeclared Work in the European Hotel and Restaurant Sector in 12/2010
- Joint EFFAT-HOTREC Statement on the “Sharing Economy” – “For a level playing field and fair competition in hospitality and tourism” in 12/2015
- European Alliance for Apprenticeships - Joint EFFAT-HOTREC Pledge to enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector in 12/2015
- Joint EFFAT-HOTREC Position on the role of social partners in integrating refugees into labour market and society in 12/2015 (signature pending)

