

Online interactive Risk Assessment OiRA- Link to the sectoral Social dialogue



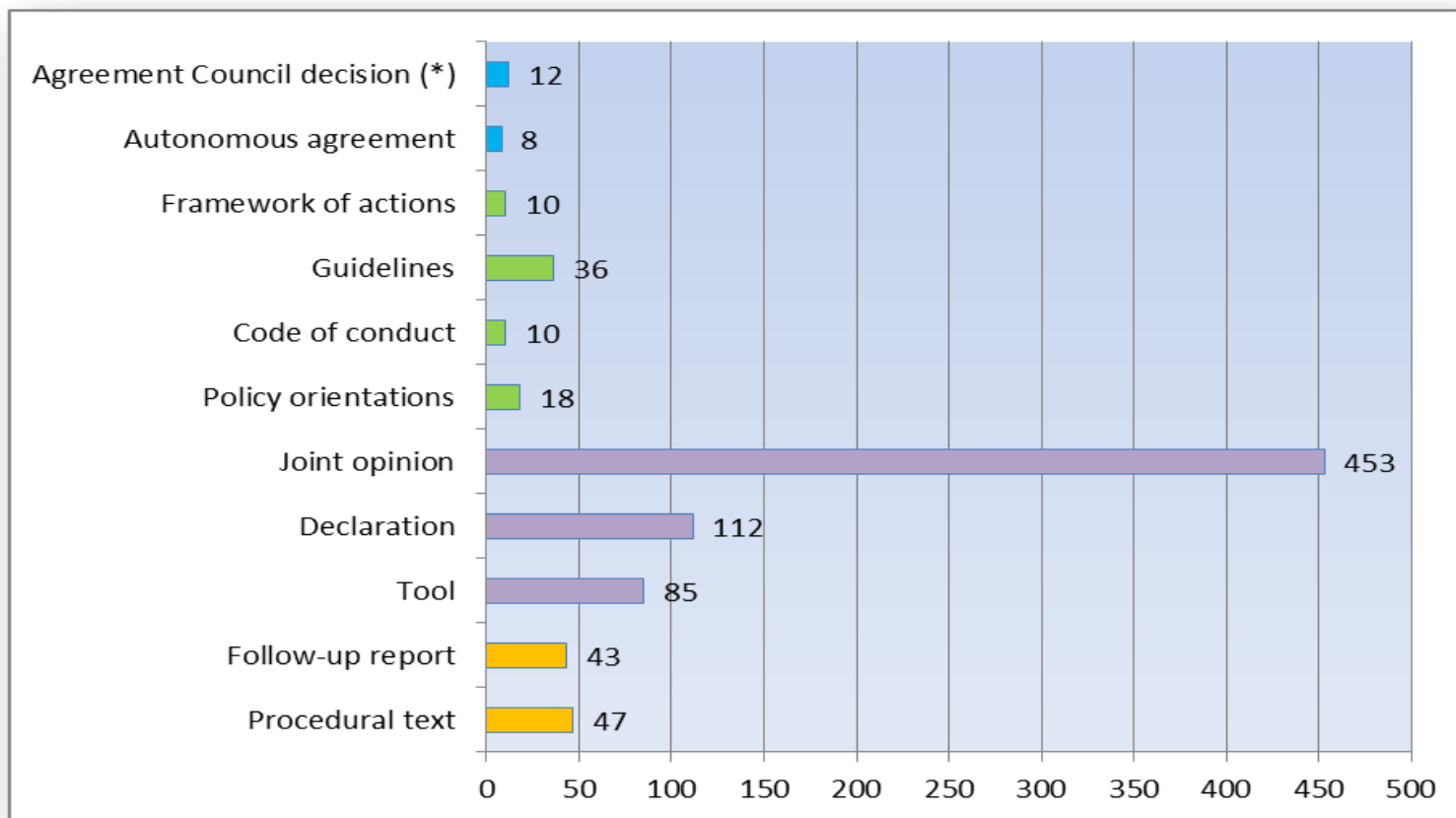
European sectoral social dialogue

- 43 committees
- 145 million workers covered
→ three quarters of the EU workforce
- > 6 million undertakings



European
Commission

European Social Dialogue's outcomes



(*) Including 2 agreements for which implementation by Council decision has been requested

European Social Dialogue outcomes

- **To date (December 2016)**
 - More than 900 jointly agreed texts
 - First text: 1978 (Agriculture – working hours)
- **20 agreements adopted by EU social partners setting minimum standards**

	Cross-industry	(Multi-)sectoral
Autonomous implementation	4	4
Implemented by Council Directive	4	8 (6 + 2 requests)

European social dialogue outcomes

1. Sectoral agreements (binding and not binding)

- Maritime transport, Civil aviation, Railways, Personal services, Hospitals, Football, Inland waterways, Sea-Fishery

- Implementation by EU legislation requested by social partners
 - Inland waterway, transport, Hairdressing sector, Sea-Fisheries, Central government administrations

2. Joint opinions and tools

A pillar of Europe's social model

Article 154

- 1. The Commission shall have the task of promoting the consultation of management and labour at Union level and shall take any relevant measure to facilitate their dialogue by ensuring balanced support for the parties.***
- 2. To this end, before submitting proposals in the social policy field, the Commission shall consult management and labour on the possible direction of Union action.***
(...)

A pillar of Europe's social model

Article 155

- 1. Should management and labour so desire, the dialogue between them at Union level may lead to contractual relations, including agreements.*
- 2. Agreements concluded at Union level shall be implemented either in accordance with the procedures and practices specific to management and labour and the Member States or, in matters covered by Article 153, at the joint request of the signatory parties, by a Council decision on a proposal from the Commission. The European Parliament shall be informed. (...)*

Democratic value added of social dialogue

- **Social subsidiarity**
- **Social dialogue allows a practical discussion of workplace related issues at European level**
- **Reconciling conflicting interests – not lobbying**
- **Strengthening social dialogue and the capacity of social partners to agree solutions \triangleq strengthening social cohesion in Europe**

What can/should we expect?

- **Trade unions – improve workers situation**
- **Employers – increase competitiveness and ensure social peace**
- **Commission – support their policy priorities**

European sectoral social dialogue

- **Commission Decision of 20 May 1998 (98/500/EC)**

- Art. 1: Criteria for a new committee

Organisations on both sides must:

- relate to specific sectors or categories and be organised at European level
- be composed of organisations that are part of the social partner structures in the Member States
- have the capacity to negotiate agreements
- be representative of several Member States
- have adequate structures to ensure effective participation in the work of the committee

European sectoral social dialogue

Establishing a new SSDC: steps

- **Joint request by the social partners addressed to Commissioner EMPL; may include draft work programme**
- **Acknowledgement of receipt by Commissioner; preliminary assessment of representativeness of social partners**
- **Assessment by the Commission**
- **Acceptance/refusal of creation SSDC by Commissioner**
- **Formal representativeness study by the European Foundation for the Improvement of Living and Working Conditions (Eurofound, Dublin)**



A new start for Social Dialogue

High Level Conference on Social Dialogue – 5 March 2015

"I am a strong believer in the social market economy - and the social market economy can only work if there is social dialogue.

Social partners can identify the greatest needs and opportunities - helping us invest, grow and create jobs. Their support and participation is essential.

I said that I wanted to be a President of social dialogue and this Commission made a commitment to strengthen social dialogue in Europe and make it an integral part of our jobs and growth strategy.

Today we are delivering on that promise."

(J.-C. Juncker)

OiRA in the EU Sectoral Social Dialogue

EU OiRA tools

Published tools:

- ✓ Cleaning
- ✓ Hairdressing
- ✓ Live Performance / Productions
- ✓ Live Performance / Venues
- ✓ Leather and tanning
- ✓ Maritime transport
- ✓ Private Security
- ✓ Sport sector – not-for-profit
- ✓ Sport sector – profes
- ✓ Sport sector – active leisure

EU sectoral social partners:



Some statistics

- **Number of tools: 12**
- **Number of OiRA accounts for the EU tools: 6,117**
- **Number of risk assessments carried out with OiRA: 7,221**
- **Tools planned to be developed in the near future:**
 - ✓ Education - kinder garden
 - ✓ Education – secondary school
 - ✓ Horeca

OiRA = EU platform that works!

Tools developed at EU level and adapted at national level

- ✓ **EU Hairdressing:** Spain, Slovenia, Greece, Portugal (and a few others when revised)
- ✓ **Leather and Tanning:** Spain, Portugal
- ✓ **Cleaning:** Belgium, Latvian, Lithuania, Slovenia
- ✓ **Private security:** Spain and Greece
- ✓ **Life performance – Production:** in progress in BE, ES and FI
- ✓ **Live performance – venues:** In progress in BE, ES and FI

Added value

- **Build on existing tools:**

- ✓ Always better than build from scratch;
- ✓ Possibility of using images / photos
- ✓ Less expensive / less work
- ✓ Reuse / adapt promotion material:

<https://www.youtube.com/watch?v=XhMEmlq03YM&feature=youtu.be>

- **Tools already validated by the EU social partners, so the process of validating the tool at national level can be much more straightforward;**
- **Easier for national partners to decide to develop and / or adapt a tool, when they have already an existing one.**

OiRA Hairdressing – a contribution to the implementation of the European Framework agreement on OSH in the hairdressing sector

- **The EU OiRA hairdressing tool is based on the European Framework agreement on the protection of occupational health and safety in the hairdressing sector.**
- **This tool has been adapted to several national contexts and taken into account when revising / updating already published ones.**
- **By using these tools (because they are based on the agreement), we are contributing to the implementation on the field (at company level) of the framework agreement.**
- **Number of accounts created for all the OiRA hairdressing tools is 3.871**
- **Number of RA carried out with hairdressing tools is 4.765**

Thank you!