

Social partner forum **„Role of Social Dialogue in Ensuring the Economic Growth and Qualitative Work Places”**

Tuesday, 31 March 2015
Venue: Riga, Latvia

Recognizing the importance of social dialogue in general, but also in the EU and the Member States' economic and social governance,

taking into account the Declaration by the *European Social partners on Social partner involvement in European Economic Governance adopted in 2013* and the new start for social dialogue launched in high level conference in Brussels on 5 March 2015 by the initiative of the President of the European Commission Jean-Claude Juncker and Vice-president on euro and social dialogue Valdis Dombrovskis,

conceiving contribution of social dialogue at EU level for investment, competitiveness, economic growth and employment, in particularly quality job creation, and

emphasising role and competences of social partners – employers' organizations and trade unions –, need to activate involvement of social partners in achieving targets of the strategy "Europe 2020", in implementation of macro-economic reforms and European investment plan,

in order to support development of social dialogue at the EU, national, regional, sectoral and enterprise level,

participants of the forum put forward the following recommendations that will be submitted to the European social partners, the European Commission and the Presidency of the Council of European Union, EU Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) meeting on 20 – 22 April 2015, in Riga and to the International Labour Organisation (ILO).

DRAFT OF RECOMMENDATIONS

1. International level

In the face of increased economic and social change around the world, consensus-building within the framework of social dialogue and best practice of social dialogue should be actively promoted by the ILO. It should also support efforts of national governments of engaging with social partners, thus increasing legitimacy to take decisions.

2. European Union level

EU recognises and promotes active social dialogue in collaboration with the European social partners – representatives of employers and trade unions – also for effective governance of Economic and Monetary Union and aspects of social dimension of Europe ensuring timely and regular consultations of social partners on all related matters, facilitating involvement of social partners in setting country-specific recommendations and supporting their implementation within the framework of the European semester process.

The existing mechanisms of social dialogue should be strengthened by promoting social partners' agreements at the EU level and their implementation at national level.

3. National level

Governments should provide substantive dialogue with social partners – representatives of employers and trade unions – for addressing macroeconomic and social matters, including education, training and innovation related policies, by balancing involvement of social partners' representatives.

Regular consultations of social partners and the government and conclusion of agreements should be promoted, while respecting the tradition of social dialogue in each EU Member State. Agreements reached within the framework of tripartite and autonomous social dialogue should be respected and implemented both by governments and social partners. Implementation of best practice of EU Member States should be promoted at national level.

Governments should promote collective bargaining by setting conducive framework conditions and incentives, as well as realistic requirements regarding the representativeness of social partner organisations. The European Commission and governments of EU Member States should continue to support national capacity-building of social partners through a variety of funding resources.

4. Regional level

Partnership at regional and local level should be promoted by supporting involvement and impact of employers' and employees' organizations on the decision-making process at the local level by addressing local community development matters, including business, employment, education and infrastructure, while respecting the competence of the local authorities in each EU Member State.

5. Sectoral level

Establishment of employers' and employees' sector organizations should be promoted, as well as their capacity to act should be facilitated in order to ensure equal and legitimate partners within social dialogue, thereby promoting solidarity within sectors. The long-term goals should be set to enable interest balancing of employers and employees for competitiveness and sustainability of sectors, to promote collective bargaining and consultation process, as well as conclusion of sectoral collective agreements.

6. Enterprise level

In order to facilitate balancing interests of employers and employees for business competitiveness and sustainability, consultations on all related matters, including education, training and modernisation, as well as conclusion of collective agreements at enterprise level should be promoted. In particular - the benefits of employers' and employees' dialogue in micro and small enterprises should be promoted, while respecting the very specific characteristics of working relations and consequence on the mode of social dialogue organisation in these enterprises.