

**Annex I: Possible initiatives to promote fair wages through social dialogue in EU Member States (non-exhaustive)**

<b>Capacity building</b>		
<b>Further use of existing regulation</b>	<b>Additional suggestions for the Commission</b>	<b>Additional suggestions for Member States</b>
<p><b>ESF+</b></p> <ul style="list-style-type: none"> <li>• Promote even stronger use of European Social Fund+ for the capacity building of national social partners in all Member States</li> <li>• Encourage using the European Social Fund (ESF+) to support projects that promote social dialogue in Member States and</li> <li>• Promote bilateral and unilateral activities involving the social partners in order to further and disseminate collective bargaining structures in all Member States.</li> <li>• Encourage the use of the possibilities under European Structural Funds (e.g. ESF+) to promote projects covered by collective agreements.</li> </ul> <p><b>Council Conclusions on “A new start for a strong Social Dialogue” (2016)</b></p> <ul style="list-style-type: none"> <li>• Support further implementation and development.</li> </ul>	<ul style="list-style-type: none"> <li>• Support capacity building through mutual learning and exchange of best practices. One way of doing so could be to introduce a 1:1-mentoring programme between Member States.</li> </ul>	<ul style="list-style-type: none"> <li>• Member States should take the necessary steps to “<i>support the improvement of the functioning and effectiveness of social dialogue at national level, which is conducive to collective bargaining and creates an appropriate space for social partners’ negotiations</i>” (Council Conclusions on A new start for a strong Social Dialogue, 2016)</li> <li>• Provide better opportunities for social partners to enter into supplementary agreements or implement legislation through collective agreements.</li> </ul>
<b>Transparency</b>		
<b>Use of existing regulation</b>	<b>Additional suggestions for the Commission</b>	<b>Additional suggestions for Member States</b>
<p><b>The European Semester</b></p> <ul style="list-style-type: none"> <li>• Extend the use of the European Semester to include Country Specific Recommendations on the outcome regarding the effectiveness, transparency and involvement of social partners in wage-setting mechanisms.</li> <li>• Provide more analysis identifying barriers to social dialogue in individual countries in order to target</li> </ul>	<ul style="list-style-type: none"> <li>• Regularly present information on wage-levels, wage-formation, collective bargaining etc. in Member States to help raise awareness and upward convergence – more frequently than the annual review on minimum wages published by Eurofound and targeted collective bargaining and social dialogue in Member States.</li> <li>• Include social dialogue in the Commission’s impact assessment of relevant new regulation.<sup>1</sup></li> </ul>	

<sup>1</sup> According to the current Commission guidelines on Impact assessments they must include a description of the environmental, social and economic impacts. As examples on social impacts are mentioned: Levels of education and training, fundamental rights, employment and skills, social inclusion, poverty etc.

these challenges – for example through the European Semester process and/or Eurofound.		
<b>Better implementation and enforcement</b>		
<b>Use of existing regulation</b>	<b>Additional suggestions for the Commission</b>	<b>Additional suggestions for Member States</b>
<p><b>Council Conclusions on “A new start for a strong Social Dialogue” (2016)</b></p> <ul style="list-style-type: none"> <li>Support further implementation and development.</li> </ul> <p><b>The European Pillar of Social Rights</b></p> <ul style="list-style-type: none"> <li>Support further implementation of principle 8 in the European Pillar of Social Rights, stating that “[<i>The social partners</i>] shall be encouraged to negotiate and conclude collective agreements in matters relevant to them, while respecting their autonomy and the right to collective action.” In accordance with the strategic guidelines 2019-2024 the Pillar should be implemented at EU and Member State level with due regard for respective competences.</li> </ul> <p><b>European Labour Authority (ELA)</b></p> <ul style="list-style-type: none"> <li>Support the use of ELA to contribute to fair labour mobility as well as ensuring and strengthening free movement in the EU by facilitating cooperation and ensuring effective implementation and enforcement of EU-rules in the internal market.</li> </ul> <p><b>Freedom of association</b></p> <ul style="list-style-type: none"> <li>Support the freedom of association as stated in Article 28 in the Charter of Fundamental Rights of the European Union made legally binding by Article 6 of the Treaty.</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate a tripartite discussion on the application in the Member States of international standards on freedom of association and the right to collective bargaining.</li> </ul>	
<b>Awareness raising – sharing of good practices</b>		
<b>Use of existing regulation</b>	<b>Additional suggestions for the Commission</b>	<b>Additional suggestions for Member States</b>

<ul style="list-style-type: none"> <li>• Raising awareness on decent working conditions based on safety and flexibility</li> <li>• Encourage using the European Social Fund (ESF+) to support projects that promote social dialogue in Member States</li> </ul>	<ul style="list-style-type: none"> <li>• Present good examples of creating incentives/building capacity such as those mentioned in the Joint Employment Report. A dedicated report could be presented regularly and discussed at the Tripartite Social Summit.</li> </ul>	
<b>Incentives for collective bargaining</b>		
<b>Use of existing regulation</b>	<b>Additional suggestions for the Commission</b>	<b>Additional suggestions for Member States</b>
<ul style="list-style-type: none"> <li>• Strengthen the role of the social partners and the collective bargaining system by (to a greater extent) leaving it to the social partners themselves to agree on the content of the regulation (European agreements) or by allowing the social partners to derogate from certain regulation through collective agreements.</li> <li>• Increase focus on promoting social dialogue in EU policy making, e.g. by making exemptions for terms agreed upon in collective agreements.</li> </ul>		<ul style="list-style-type: none"> <li>• Allowing the social partners to implement national and EU-legislation through collective agreements.</li> <li>• Provide better opportunities for social partners to enter into supplementary agreements or implement legislation through collective agreements.</li> <li>• Promote collective bargaining through rules on public procurement.</li> <li>• Provide an institutionalized setup and process for resolving conflicts among the social partners – both during the time of collective bargaining and afterwards when doubts about interpretation of the agreements needs settlements.</li> <li>• Ease trade unions access to workplaces and increase the protection against reprisals when employers or workers are trying to organize and bargain collectively.</li> <li>• Unemployment insurance through trade unions (“Ghent system”) can help increase the incentives to insure and to organize.</li> </ul>