

PROJET D'ORDRE DU JOUR
RÉUNION DES DIRECTEURS GÉNÉRAUX DES RELATIONS DE TRAVAIL

BRATISLAVA
20 MAI 2016
9:00– 16:00

1. ADOPTION DE L'ORDRE DU JOUR
2. APPROBATION DU COMPTE-RENDU DE LA RÉUNION DES DIRECTEURS GÉNÉRAUX DU 20 NOVEMBRE 2015 À AMSTERDAM
3. PRÉSENTATION DES PRIORITÉS DE LA PRÉSIDENTE SLOVAQUE DANS LE DOMAINE DES AFFAIRES SOCIALES

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LE SOCLE EUROPÉEN DES DROITS SOCIAUX (voir annexe)

4. INTRODUCTION GÉNÉRALE (STEFAN OLSSON, DIRECTEUR 'EMPLOI', COMMISSION EUROPÉENNE)
5. TABLE RONDE 1: L'AVENIR DU TRAVAIL ET DES SYSTÈMES DE PROTECTION SOCIALE, DÉFIS ET VOIES POSSIBLES

1. Introduction par la Commission (Stefan Olsson)
2. Les délégations sont invitées à s'exprimer (approx. 5 minutes), en référence aux questions ci-dessous.

Les délégations qui souhaiteraient faire une présentation plus longue (approx. 10 minutes) sur une expérience ou un développement national pertinent sont les bienvenues (contact: Julien.DE-BEYS@ec.europa.eu).

- i *Quelles sont, selon vous, les tendances les plus génératrices de changement ?*
- ii *Quels seraient les principaux risques et les principales opportunités associés à ces tendances ?*
- iii *Existe-t-il des pratiques, existantes ou émergentes, au niveau politique, institutionnel ou entrepreneurial, que vous recommanderiez comme référence ?*

Celles-ci pourraient recouvrir a) des changements législatifs, telles que la modernisation des contrats de travail b) des réformes politiques telles que la réorganisation de la protection sociale, y compris pour les travailleurs indépendants c) le rôle des accords avec les partenaires sociaux pour faire face aux nouveaux défis d) l'innovation sociale dans la prestation des services sociaux et l'amélioration des compétences, les services collaboratifs, l'innovation initiée par les usagers et des exemples de standards et d'engagements (d'entreprises) dans le domaine des conditions de travail.

6. TABLE RONDE 2: LES DROITS SOCIAUX DANS L'ACQUIS DE L'UE, MISE EN ŒUVRE RÉELLE ET PERTINENCE AU 21ÈME SIÈCLE.

1. Introduction par la Commission (Muriel Guin, Chef d'unité 'Conditions de Travail', Commission européenne)
2. Les délégations sont invitées à s'exprimer (approx. 5 minutes), en référence aux trois questions ci-dessous.

Les délégations qui souhaiteraient faire une présentation plus longue (approx.. 10 minutes) sur une expérience ou un développement national pertinent sont les bienvenues (contact: Julien.DE-BEYS@ec.europa.eu).

- i. *Selon vous, quelles sont les priorités les plus pressantes en matière sociale et d'emploi?*
- ii. *À quoi pouvons-nous attribuer les différences de situation sur le plan social et de l'emploi en Europe?*
- iii. *L'acquis de l'UE est-il adapté à la réalité actuelle et l'UE pourrait-t-elle, selon vous, encore l'améliorer?*

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7. ACTIVITÉS DE L'UE DANS LE DOMAINE DU DROIT DU TRAVAIL (Y INCLUS LES JUGEMENTS RÉCENTS DE LA COUR DE JUSTICE DE L'UE)

Annex – Background on the European Pillar of Social Rights (EN only)

In his State of the Union address to the European Parliament on 9 September 2015, President Juncker announced the establishment of a *European Pillar of social rights* as part of the work undertaken by the Commission for a deeper and fairer Economic and Monetary Union. This proposal was also included in our Work Programme for 2016.

The Commission brought forward a Communication on 8 March 2016, serving as a basis for broad consultation to run until the end of 2016. A first, preliminary outline of the Pillar was included, as well as two accompanying documents explaining the key economic, labour market and societal trends which the Pillar intends to address, and the relevant social *acquis*, on which it builds. In addition, 20 fiches illustrating the challenges underpinning the Pillar were published.

All documents are accessible on the following Europa page. (the Communication and its annex are already available in all languages and the rest will be translated by mid-June):

http://ec.europa.eu/priorities/deeper-and-fairer-economic-and-monetary-union/towards-european-pillar-social-rights_en

The Commission is collecting stakeholder views, including that of other EU institutions, national authorities and parliaments, social partners, NGOs, social service providers, academia and citizens. The consultation process itself will conclude by 31 December 2016. The Commission will hold a European conference on 28 November in Brussels to gather feedback. The outcome will form the basis for the Commission to put forward a final proposal for the Pillar early in 2017.

The expert contribution of the group of the Directors General for Industrial Relations is a very important one. The Commission looks forward to benefiting from the DGIR's views and national experiences on key topics such as the future of work and welfare, the EU social *acquis* or the need for more social and economic convergence in the EU. In Bratislava, the Commission services will be in 'listening mode', benefiting from interventions and discussions with a view to reflect these in the further work on shaping the Pillar of social rights.

Why a European Pillar of Social Rights?

European values have taken shape over time in a whole set of social rights, which are enshrined in national and European laws as well as fundamental rights. At the same time, society and the labour market have experienced radical change since the adoption of some of the existing social and employment legislation.

- Can people actually access these rights in their daily lives?
- Are our European Union and our Member States' policies in social affairs - in the broad sense of the word - fit-for-purpose for the 21st century? Are they sustainable for future generations?

Addressing these questions requires taking the **current context** into careful consideration. Indeed, the aftermath of the crisis is still making itself felt. The crisis has affected different countries in different ways, and Member States have found different responses.

Furthermore, we are confronted with long term challenges like globalisation, the ageing society and changing work patterns. The EU is also faced with a marked divergence in employment and social performances. The trend towards convergence of recent decades has been reversed in the last 10 years, bringing growing inequality and threatening economic and social progress. This challenges the smooth functioning of the Internal Market and weighs particularly heavily on the performance of the euro area.

In response to these challenges, the first outline of what should become the European Pillar of Social Rights sets out a number of key principles which are seen as essential for well-functioning and fair labour markets and welfare systems in today and tomorrow's Europe. **The Pillar should build on, and complement, our EU social *acquis* in order to guide policies in a number of fields essential for well-functioning and fair labour markets and welfare systems.** The principles proposed do not replace existing rights, but offer a way to assess and, in the future, approximate for the better the performance of national employment and social policies.

Once established, the Pillar should become the reference framework to screen the employment and social performance of participating Member States, to drive reforms at national level and, more specifically, to serve as a compass for the renewed process of convergence within the euro area.