



Modern Social Dialogue: Challenges, Opportunities and Developments

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Introduction

- European concept of collective labour relations
- Economic crises lectures and guidelines for further development of collective labour relations in national and regional levels
- Social peace as challenge and task for social dialogue
- European social model



European concept of collective labour relations

- Social dialogue
- Opportunity for ensuring permanent social peace
- Fundamental elements of the European social model



European concept of collective labour relations

- Shift to predominantly service
- Knowledge economies
- Greater individualisation in society
- Growth of female employment
- Changing gender roles bringing issues of work–life balance
- Working-time patterns
- “employer-employee” → “shareholder-company-employee”



Economic crises lectures

- Withdrawal of social dialogue and its institutions
- Decentralisation of collective bargaining
- The application of the *in peius* principle
- Reduction of the status and role of trade unions



Social peace

- The Treaty of Lisbon:
 - “The Union’s aim is to promote peace, its values and the well-being of its peoples” (Art. 2(1)). The said provision of the Treaty imposes an obligation on the authorities of the European Union and authorities of its Member States to guarantee to “<...> its citizens an area of freedom, security and justice <...>” (Art. 2(2)).



Social peace

- Goal *per se*?
- The principles of social justice
- Secretary-General of the Council of Europe, Mr. Thorbjørn Jagland:
 - “People’s rights are threatened by the impact of the economic crisis and growing inequalities. European societies have suffered the effects of the recent economic crisis, which has deeply affected social cohesion in many Member States, and which may eventually threaten both the rule of law and democracy.”



European social model

- The social dialogue - the measures for democratisation of the European Union
- Economic crisis is a chance to strengthen the legal guarantees of the social peace in collective labour relations
- The balance between the social partners
- European Social Charter



European social model

- Collective agreements
- Workplace democracy, redistribution of resources, and efficiency
- EU level collective agreements:
 - Autonomy agreements
 - Method of “good management”



European social model

- Professor Marco Biagi:
 - “The co-operative approach, in the spirit and the practice of partnership between the social actors, is essential not simply to improve industrial relations across Europe. The need for a more intense and dynamic action at EU level is essential if the social partners want to ensure the progress of the future of Europe, in employment as well social partnership will become a key to the successful functioning of the EU and to the strengthening of public democracy.”



European social model

- Legal status of CA in EU
- Agreement on Social Policy:
 - Collective agreements concluded under art. 2(4)
 - Collective agreements according art. 3 –
“alternative to directives”
 - Collective agreements regulated in art. 4
- Collective agreements at the European level



European social model

- Dynamic and modern European concept
- Bilateral/tripartite social dialogue and public dialogue
- Instruments for social peace



Instead of conclusions

- The social peace as an overriding common interest;
- Strengthen of the social dialogue.



Thank you 😊
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