



## **The European cross-sectoral framework agreement on stress at work**

**and its implementation by the social partners**

**Conference**

**“Tackling work-related stress in the EU –  
Lessons learned from the European social partner’s  
agreement”**

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## I. Implementation according to the framework agreement

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### **Clause 7. Implementation and follow up:**

- Member organisations in accordance with the procedures and practices specific to management and labour in the EU and EEA member states BUT does not exclude involvement of non-members in implementation process in national/European context!
- Invite the member organisations in candidates countries to implement the agreement
- No additional burden for SME's
- Implementation period of 3 years (i.e. before 08/10/2007)
- Review : after 5 years on the request of one of the signatory parties
- "Interpretation clause" - "Non regression clause" - "More favourable clause" - "Adaptability clause"
- Reporting : yearly 2005 - 2007 / final implementation report in 2008



## II. Implementation results

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### Phase I: Dissemination activities

#### Translation of the European framework agreement:

- ◀ English text = only original version
- ◀ Purely technical exercise or often first step to identify further implementation action
- ◀ Several countries annexed/integrated translation to/in the concrete implementation results (e.g. Spain, Sweden, Netherlands, Austria, Czech Republic)
- ◀ In all cases translation resulted from bipartite dialogue and sometimes within tripartite setting with help from public authorities (e.g. Slovenia)



## II. Implementation results

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### **Phase I: Dissemination activities**

#### *National activities*

- Information campaigns via employers', trade union and/or general media
- Newsletters (e.g. Czech Republic, Greece, UK, Germany)
- Internet/respective websites (in almost all countries)
- Joint or separate seminars (e.g. Germany, Finland)
- Specific brochure (e.g. Latvia, Netherlands, Czech Republic, UK)
- Other tools like information or training CD-ROMs (Germany)

And this jointly/separate, for the general public or targeted public (OHS experts, managerial staff, trade union reps.) and on different levels (interprofessional, sectoral and even specific company activities)



## II. Implementation results

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### **Phase I: Dissemination activities**

#### *Transnational activities*

- Polish social partners – conference with colleagues from LT, MT, IT and SI
- Joint and separate activities by BUSINESSEUROPE, UEAPME CEEP and ETUC (seminars, brochures, websites, support programmes, etc.)
- European Sectoral social dialogue:
  - Joint Statement Construction sector (EFBWW and FIEC – Jan 2006)
  - Joint Declaration Electricity sector (EPSU & EMCEF, Eurelectric– Dec 2007)
  - Joint Declaration Private Security sector (UNI-Europa & COess – June 2008)
  - ETUCE (ETUC affiliate for education) implementation project



## II. Implementation results

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### **Concrete implementation results:**

- Social partners' agreements
- National, sectoral and regional collective agreements
- Legislation
- Tripartite activities
- Complementary activities



## II. Implementation results

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### Social partners' agreements

- Sweden: Joint national agreement for private (2005) and public sector (2006)
- Austria: Joint interprofessional guidelines (2006)
- Finland: Joint recommendation by all interprofessional social partners (private, state, municipalities and churches) (2007)
- Latvia: interprofessional framework agreement (2006)
- Ireland: interprofessional social partners' guide (2007)
- Netherlands: update of existing national joint declaration
- Spain: integrated in annual interprofessional Agreement (ANC/2005)
- Czech Republic: separate trade union and employers' recommendation to lower level bargaining negotiators





## **II. Implementation results**

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### **National, sectoral, regional and company collective agreements**

#### **National:**

- **Belgium (1999 but extended in 2007)**
- **Romania (September 2006)**
- **Iceland (June 2007)**
- **Italy (June 2008)**
- **France (July 2008)**



## II. Implementation results

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### National, sectoral, regional and company collective agreements

#### Sectoral:

- **Denmark: renewed Cooperation Agreements for local government (2005), regional authorities (2006) and state sector (2005) + in state sector a substantial guide on how to best implement the agreement**
- **Netherlands: sectoral agreements in amongst others finance, cleaning, carpentry, hotel and catering, agriculture and public sector**
- **Sweden: municipal sector (April 2005) and “local enterprises” (2007)**

#### Company level:

- **Sweden: Fastigo**
- **Germany: Daimler, Gothaer Versicherungen, Debeka Versicherungen**
- **Portugal: EDP Produção, CP-E.P. (Portuguese railway) and Montepio Geral (bank sector)**

**Work in progress/scheduled: Hungary, Spain, Slovenia, Poland, Slovak Republic, Luxemburg, Czech Republic, Portugal**



## II. Implementation results

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### Legislation // Legislative changes:

- Belgium: Royal Decree extending national collective agreement private sector of 1999 to the whole public sector (2007)
- Czech Republic: new chapter on work-related stress in new Labour Code (2006)
- Denmark: social partners in private sector that European agreement is sufficiently implemented through existing rules and regulations
- Latvia and Slovak Republic: implementation led to changes in labour law
- Poland: in view of the foreseen implementation negotiations, social partners asked public authorities to “screen” to see whether and where eventual changes are needed to align with European agreement
- Hungary: change to H&S Act to include stress as health risk at work
- Norway: the Norwegian Environment Act is considered to sufficiently covering the content of the EU agreement



## II. Implementation results

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### Tripartite activities:

- **Slovenia:** tripartite social agreement 2007-2009 whereby social partners commit themselves to conclude specific collective agreements
- **UK:** specific working group overseeing implementation + jointly funded specific booklet + specific projects in most prone sectors (central government, local government, health services, Education)
- **Hungary, Luxemburg:** tripartite discussions ongoing
- **Latvia:** educational campaigns of social partners together with Labour Inspectorate and Ministry of Health
- **Netherlands:** in cooperation with Ministry of Social Affairs, social partners created new web-based risk-assessment tools
- **Norway:** social partners/Ministry of Government Administration and Ministry of Labour renewed existing agreement which also covers aspects of tackling work-related stress + joint specific brochure of Labour Inspectorate and social partners
- **Portugal:** new protocols between social partners and authorities to fund studies, training and awareness-raising activities



## II. Implementation results

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### **Complementary activities:**

- Germany: training guidelines/courses, internet tools, brochures, etc. being developed by and for bipartite administrated organisations in the area of Accident and Health insurance
- Denmark: “Stress barometer” developed jointly by social partners and used in governmental institutions
- Netherlands: new internet stress-measurement tool developed specifically for the public state sector
- Portugal: joint social partners cooperation protocol providing for the development of specific training kits, targeted research, etc.



### III. Challenges/Added value agreement /Conclusions

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#### Challenges in implementation:

- Linked to the Industrial relations / social dialogue systems
  - Lack of experience in implementing autonomous agreements (in particular in new member states) (e.g. CZ, PL, SI)
  - But the experiences gained help in building/enforcing bipartite social dialogue structures and processes (e.g. PL, SI, HU)
  - Positive experiences in including organisations which are not affiliated to any of the European social partners in implementation process (e.g. PL, AT, NO, SI)
- Linked to topic of work-related stress (WRS):
  - WRS is already dealt with by EU and national regulations so real need for new regulations but rather fine-tuning existing ones
  - WRS is a broad and multifaceted topic: difficult to describe/define; work organisation as stress factor; appropriate risk assessment and evaluation systems (in particular for SME's)
  - Lack of awareness in society in large



### III. Challenges/Added value agreement /Conclusions

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#### **Added value of agreement**

- Existence of European agreement and obligation to implement it created momentum to step up efforts and make progress for new rules or fine-tuning existing ones
- WRS and psycho-social problems at work become (again) priority in OHS strategies and policies
- Allowed to focus – as intended by the agreement- on concrete work place actions to handle WRS
- As this is 2nd autonomous agreement, experiences are growing on how to implement them and help in developing/reinforcing social dialogue processes and structures



### III. Challenges/Added value agreement /Conclusions

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## Conclusions

- An agreement with clear and real added value
- A catalyst for action and awareness
- Development of social dialogue
- Real impact assessment only possible in few years
- European and national social partners learned (again) some lessons on how to improve the respective social dialogue systems





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**Thank you for your attention**

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