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Brussels, 28 November 2002

WORK PROGRAMME OF THE EUROPEAN SOCIAL PARTNERS 2003-2005



INTRODUCTION

Concerned to play their role to the full, ETUC, CEEP and UNICE/UEAPME affirmed their intention to develop a work programme for a more autonomous social dialogue in the joint declaration to the Laeken European Council in December 2001.

Conscious that development of the European social dialogue presupposes strong involvement of national employer and trade union leaders, CEEP, UNICE/UEAPME and ETUC are pleased to present their work programme on the occasion of the social dialogue summit, in Brussels on 28 November 2002, bringing together the social partners of 30 European countries: the 15 Member States of the European Union, the 2 countries which constitute with them the European Economic Area and the 13 candidate countries.

This work programme, to be carried out over the years 2003, 2004 and 2005, is built on a spectrum of diversified instruments and comprises a balanced range of themes of common interest for employers and workers.

Wishing their work programme to make a useful contribution to the Lisbon European strategy, as well as to the preparation of enlargement, UNICE/UEAPME, CEEP and ETUC have decided to group their actions around three big priorities: employment, mobility and enlargement.



EMPLOYMENT

THEMES	ACTIONS	CALENDAR
Employment guidelines	reports on Social Partner actions in Member States to implement employment guidelines (taking into account the cycle of 3 years)	2003-2005
Lifelong learning	follow-up of "framework of actions" + evaluation report	2003, 2004 and 2005
Stress at work	seminar in view to negotiate a voluntary agreement	2003
Gender equality	seminar on equal opportunities and gender discrimination aiming at a framework of actions	2003
Restructuring	identify orientations that could serve as a reference to assist in managing change and its social consequences on the basis of concrete cases	2003
Disability	update of joint declaration of 1999 as a contribution for the European year on disability	2003
Young people	promoting young people's interest in science and technology to help addressing the skills gap through joint declaration and/or awareness-raising campaign	2003-2005
Racism	updating joint declaration of 1995 (with participation of candidate countries)	2004
Ageing workforce	seminar to discuss case studies and explore possible joint actions	2004
Harassment	seminar to explore possibility of negotiating a voluntary agreement	2004-2005
Telework	monitoring of follow-up to framework agreement	2003-2005
Undeclared work	seminar aiming at a joint opinion	2005

ENLARGEMENT

THEMES	ACTIONS	CALENDAR
Industrial relations	joint seminars on industrial relations (case studies on different ways of articulating different levels of negotiations)	2003-2005
Social dialogue	2 enlarged Social Dialogue Committees per year	2003-2005
Restructuring	study on restructuring in candidate countries	2003-2004
Lifelong learning	include candidate countries in follow-up to framework of actions	seminar in 2004, inclusion in reporting 2005
Implementation of legal acquis	joint seminar on European Works Councils	2004
EU social and employment policies after enlargement	prospective reflection to identify issues that will arise in the EU after enlargement such as increase in diversity, migrations, transborder work, etc.	starting in 2004

MOBILITY

THEMES	ACTIONS	CALENDAR
Action plan on skills and mobility	seminar to identify areas where joint actions by the social partners at EU level could help addressing obstacles to mobility (notably for managerial staff), including supplementary pensions	2003-2005