

## Final Conference of the project Enhancing the Effectiveness of Social Dialogue Articulation in Europe (EESDA) -VS/2017/0434

21 November 2019 – Lisbon, Portugal  
Hotel Vila Galé Opera

### Background

The aim of this conference is to facilitate a discussion on enhancing the effectiveness of social dialogue articulation in Europe between social partners, experts, policy makers and other stakeholders. Findings from the recently completed research project EESDA will reveal systematic evidence on social dialogue articulation between the EU level of social dialogue, European sectoral social dialogue and social dialogue in the EU Member States.

Bringing together five consortium partners, the EESDA project, implemented during 2017-2019, advances the current knowledge and expertise on the articulation of social dialogue in Europe and its effectiveness. It studies the ways in which social dialogue at different levels functions and the channels through which EU-level social dialogue - across and within sectors – affects the actors, decisions and outcomes at the national and sub-national level, and vice versa.

Research conducted within the EESDA project includes an assessment of social dialogue articulation between the national and the European level across 27 EU Member States by means of desk research, an online survey among national social partners and interviews with EU-level social partners as well as national stakeholders. It then concentrates on the effectiveness of social dialogue in six EU member states (i.e. Estonia, Ireland, France, Portugal, Slovakia and Sweden – with distinct industrial relations models and traditions) and four sectors (i.e. construction, commerce, education and healthcare and with a focus on a specific occupation in each sector). Findings from interviews, case studies and discourse analysis are completed using network analysis that sets out to visualise and reveal strong and weak ties between different actors and to draw lessons for experiences and best practices in other sectors and countries.

The analysis considers efforts that have a direct and indirect impact on social dialogue, such as EU Directives, Autonomous Agreements, Framework of Actions, joint projects, joint statements or programme funding.



## Agenda

- 9:00 – 9:30      **Registration and welcoming coffee**
- 9:30 – 9:35      **Opening remarks from the Project Coordinator**  
**Presentation of the EESDA project**  
*Manon Jacquot (CEPS)*
- 9:35 – 9:40      **Welcome note**  
President of the Portuguese Commerce and Services Confederation (CCP)
- 9:45 – 11:15    **Presentation of research findings in the EESDA project**
  - EU-wide findings in a comparative perspective (*Monika Martišková, CELSI*)
  - A network perspective on social dialogue articulation (*Carl Nordlund/ Bengt Larsson, LIU*)
  - Mini case studies from EESDA country reports
    - o *Alexandra Costa Artur (CCP) – Portugal*
    - o *Manon Jacquot (CEPS) – France*
    - o *Bengt Larsson (University of Gothenburg) – Sweden*

*Q&A session moderated by Jaan Masso (University of Tartu)*

11:15 – 11:30    **Coffee break**

11:30 – 12:30    **Keynote speech on the importance of social dialogue articulation in the EU**  
*Jean-Paul Tricart, Associate Researcher at European Trade Union Institute (ETUI)*  
*Moderator Bengt Larsson (University of Gothenburg)*

12:30 – 13:30    **Networking lunch**

13:30 – 14:30    **Panel discussion with stakeholders (I)**  
**“EU-level sectoral social dialogue articulation: stakeholders’ perspective”**  
*Moderator Alexandra Costa Artur (CCP)*  
*Panelists: John Delamere (HSE (HOSPEEM) – health)*  
*Christiaan Boiten (Eurocommerce – commerce)*  
*Ricardo Gomes (FEPICOP (FIEC) – construction)*  
*Joaquim Santos (ETUCE – education)*



14.30 – 15.55

**Panel discussion with stakeholders (II)**

**“The future of European social dialogue and its effectiveness: where next?”**

*Moderator Marta Kahancová (CELSI)*

*Panelists: Maxime Cerutti (BusinessEurope)*

*Jeanette Grenfors (CEEP)*

*Oscar Molina (Autonomous University of Barcelona)*

*Peter Scherrer (ETUC)*

*João Silva (EESC)*

15:55 – 16:00

**Concluding remarks by project coordinators**

*Manon Jacquot (CEPS) & Marta Kahancová (CELSI)*



## List of speakers

### ***Jean-Paul Tricart - European Trade Union Institute (ETUI)***

Jean-Paul Tricart, born 1952, has been an Associate Researcher at the European Trade Union Institute since 2018. He has a longstanding experience and recognized expertise on social policies at European and international level, and in particular social dialogue, social protection and social exclusion issues. From 1988 to 2017, he worked in the Directorate-General for Employment and Social Affairs of the European Commission, where he was, among other positions, Head of Unit responsible for European social dialogue and Industrial relations (2008-2014). From 1973 to 1988, he worked in France as a social science researcher at a university laboratory (1973-1979) and later at the Centre National de la Recherche Scientifique (National Centre for Scientific Research, CNRS) (1980-1988).

### ***John Delamere - European Hospital and Healthcare Employers' Association (HOSPEEM) & HSE***

John has been the Irish Delegate for HOSPEEM since 2010. He is also a member of the HOSPEEM Steering Group. John had a central role in organising a regional conference in respect of the EU Directive on Sharps in 2013. He is the lead negotiator for the Irish Health Service in all national engagements on behalf of the HSE. The HSE has a workforce of approx. 120,000 and is the largest public service employer in Ireland.

### ***Christiaan Boiten-EuroCommerce***

Christiaan Boiten is the Adviser for Jobs and Skills at EuroCommerce, the official social partner for the retail and wholesale sector. He is responsible for the Social Affairs Committee including EU Employment and Social Affairs legislation and social Dialogue since 2018. He also works on topics such as digitalisation and the future of work.

### ***Ricardo Pedrosa Gomes - European Construction Industry Federation (FIEC) & FEPICOP***

Ricardo Pedrosa Gomes is president and CEO at SETH – Sociedade de Empreitadas e Trabalhos Hidráulicos since 1995 and member of the Board of AECOPS (Association of Construction and Public Works Enterprises) since 1999 and President since 2008. He is also president of FEPICOP (Federation of Construction and Public Works), Vice-President of FIEC (European Construction Industry Federation) in 2008/2009, 2014/2016, and Vice President of CPCI (National Confederation of Construction).

### ***Joaquim Santos - European Trade Union Committee for Education***

Joaquim Santos is a secondary teacher, member of the Executive Commission of the National Federation of Education (FNE) and of the National Secretariat of UGT – PT. He represents Portugal in *the Committee of the European Sectoral Social Dialogue in Education* (ESSDE) and, via UGT-PT, he is the Portuguese representative of his country in the *Working Group on Education* of the *Trade Union Advisory Committee (TUAC)* to the OCDE.

### ***Maxime Cerutti - BusinessEurope***



Maxime Cerutti was appointed Director of BUSINESSEUROPE's Social Affairs department in January 2012. He is responsible for a diverse portfolio of social affairs and labour market policy issues as well as the day-to-day management of the department. He also coordinates BUSINESSEUROPE's engagement as a social partner in the context of the European social dialogue. Maxime joined BUSINESSEUROPE in November 2007 as social affairs adviser. Prior to this, he worked between 2005 and 2007 as a policy officer at the European Youth Forum in Brussels. He started his professional career with a six-month internship at the French ministry of Foreign Affairs in Paris, where he followed the work of the EU Council on Employment and Social Affairs.

***Jeanette Grenfors - European Centre of Employers and Enterprises providing Public Services (CEEP)***

Jeanette Grenfors is Chair of CEEP Social Affairs Board and member of Social Dialogue Committee. She is active in CEEP and European Social Dialogue since 2001 and is the former SALAR delegate in HOSPEEM. Jeanette is also senior Legal Adviser and Expert at the Swedish Association of Local Authorities and Regions (SALAR) and substitute at the Swedish ILO Committee.

***Oscar Molina - Autonomous University of Barcelona***

Oscar Molina is associate professor appointed to the Department of Sociology and researcher at Centre d'Estudis QUIT / Institute for Labour Studies, Universitat Autònoma de Barcelona. He holds a degree in Economics at Pompeu Fabra University and obtained his PhD in Social and Political Science at the European University Institute, Florence. He has been post-doct at the Robert Schuman Centre (Florence – Italy) and University College Dublin. He has taught courses on globalization and industrial relations, industrial relations in Europe and sociology of work. He is coordinator of Eurofound's correspondent team for Spain and coordinator of the NETWIR project that applies Social Network Analysis to analyse bargaining coordination in four countries and two sectors.

***Peter Scherrer – European Trade Union Confederation (ETUC)***

Peter Scherrer (M.A.) served an apprenticeship as a metalworker and studied History and Sociology at the Universities of Berlin (FU), Newcastle-upon-Tyne (GB) and Bielefeld. He is since 1974 a member of the German metalworkers' trade union IG Metall. He was from 2005-11 General Secretary (GS) of the European Metalworkers' Federation and till May 2019 Deputy GS of the European Trade Union Confederation (ETUC) which he currently supports as an independent Expert.

***João Dias da Silva – European Economic and Social Committee (EESC)***

João Dias da Silva is the Secretary-general of the Portuguese National Federation for Education (FNE). He is also a member of the Bureau of the European Economic and Social Committee (EESC) and the Workers' Group since 2015. He is active in the sections for External Relations and for Employment, Social Affairs and Citizenship.



## List of participants

Paula Agapito  
CRL- Centro Relações  
Laborais

Carlos Alveis  
UGT- General Union of  
Workers

Nuno Bernardo  
CTP- Confederação  
Turismo de Portugal

Nuno Biscaya  
CIP - Confederação  
Empresarial de Portugal

Emanuel Boeiro  
UGT-Sindicato dos  
Enfermeiros

Christiaan Boiten  
Eurocommerce

Maxime Cerutti  
Business Europe

Luis Costa  
ANESPO - Associação de  
Escolas Profissionais

Alexandra Costa Artur  
CCP- Confederação Do  
Comercio E Serviços

John Delamere  
HSE- Health Service  
Executive

João Dias Da Silva  
European Economic and  
Social Committee

Miriam Filova  
Slovak Association of  
Employer' Federations

Annika Flaten  
UNI Europa

Tish Gibbons  
SIPTU College

Ricardo Gomes  
FEPICOP-Federação  
Portuguesa da Indústria da  
Construção e Obras  
Públicas

Jeannette Grenfors  
CEEP- European Centre of  
Employers and Enterprises  
providing Public Services

Miroslav Hajnos  
Slovak Confederation of  
Trade Unions

Luis Henriques  
CIP- Confederação  
Empresarial de Portugal

Manon Jacquot  
CEPS-Centre for European  
Policy Studies

Marta Kahancova  
CELSI- Central European  
Labour Studies Institute

Bengt Larsson  
University of Gothenburg

Helena Leal  
CCP- Confederação Do  
Comércio E Serviços

Christophe Lefevre  
CFE-CGC- General  
Confederation of  
Executives

Gerli Liivet  
Estonian Nurses  
Association

Nina Lopez-Uroz  
CEPS-Centre for European  
Policy Studies

Isabel Luis  
CECOA - Centro formação  
profissional Comércio

Monika Martišková  
CELSI- Central European  
Labour Studies Institute

Joaquin Martins  
SETACOOP (UGT) - General  
Union of Workers



Jaan Masso  
University of Tartu

Gabriella Mercuri  
CEEP- European Centre of  
Employers and Enterprises  
providing Public Services

Oscar Molina  
Universitat Autònoma de  
Barcelona

Michel Mourgue-Molines  
Intergros

Ellen Nygren  
The Swedish Trade Union  
Confederation LO

Teresa Oleiro  
CES - Conselho Económico  
e Social

Hugo Oliveira  
CCP- Confederação Do  
Comércio E Serviços

Ana Paula Bernando  
UGT- General Union of  
Workers

Guida Pitta da Cunha  
AECOPS - Associação de  
Empresas de Construção e  
Obras Públicas e Serviços

Maria Reis  
ADIPA - Associação dos  
Distribuidores de Produtos  
Alimentares

Sandra Ribeiro  
DGERT - Direção Geral  
Emprego e Relações de  
trabalho

Joaquim Santos  
CSEE/ETUCE- European  
Trade Union Committee  
for Education

Peter Scherrer  
ETUC- European Trade  
Union Confederation

Anastasia Sinitsyna  
University of Tartu

Costa Tavares  
Expert in Construction

Jean-Paul Tricart  
ETUI- European Trade  
Union Institute for  
Research

Ylva Ulfsdotter Eriksson  
University of Gothenburg

Regina Varret  
TALO-Estonian Employees'  
Unions' Confederation

Duarte Veiga da Cunha  
CEEP- European Centre of  
Employers and Enterprises  
providing Public Services  
PT

Ana Vieira  
CCP- Confederação Do  
Comércio E Serviços

João Vieira Lopes  
CCP- Confederação Do  
Comércio E Serviços

