



The European industrial relations dictionary

info sheet

'With over 500 users a day, the industrial relations dictionary is one of the most valued products of Eurofound. It is a unique tool for policy-makers and practitioners who need to follow changes and keep abreast of emerging issues in the evolving world of European industrial relations'

Erika Mezger, Deputy Director Eurofound



Why a European industrial relations dictionary?

National employment and industrial relations systems have developed over centuries and have been influenced by their national culture and traditions. European integration, on the other hand, has developed relatively recently and has generated a specific, new context for EU employment and industrial relations. There is a need to understand these developments and their impact on the national systems. It was with this in mind that Eurofound, in 2005, set out to provide policymakers, practitioners and researchers with a useful and user-friendly resource for their work.

The aim of the dictionary is to provide up-to-date, easily accessible information on the European system of industrial relations, the functioning and structure of supranational institutions, the legal framework of European Union law and fundamental rights, and transnational economic integration.

What kind of information does it provide?

The dictionary consists of a collection of the most used, relevant terms in employment and industrial relations in the EU today.

It contains about 300 entries organised around nine themes:

- industrial relations context
- institutional framework
- legal framework
- collective industrial relations
- individual employment
- enterprise
- free movement of workers

- discrimination and equality in employment
- health and safety
- movement towards an EU system of industrial relations

How does it work?

Since its establishment in 2005, the dictionary has been regularly updated and revised by the EU-level correspondents of Eurofound's Network of European Observatories in order to reflect the latest EU-level developments. The date of the latest update is clearly indicated for each entry. The product of a collaborative effort between acknowledged experts in the field, the dictionary is aimed at policymakers, practitioners and all those interested in the history and evolving structure of the European Union.

Eurofound research manager Christian Welz, together with Brian Bercusson [deceased 2008] of King's College, University of London and Niklas Bruun of the Hanken School of Economics in Helsinki, with project coordination provided by Solon Consultants, London, were responsible for the original concept of a European industrial relations dictionary.

The team currently responsible for revising and updating the entries is:

- Michel Albertijn, Tempera, Belgium
(michel.albertijn@tempera.be)
- Andrea Broughton, Institute for Employment Studies, UK
(andrea.broughton@employment-studies.co.uk)
- Frédéric Turlan, Human & Employment Relations Agency (HERA), France
(hera-turlan@orange.fr)

The content

Here is an example of the information available from the dictionary.

European sectoral social dialogue

European sectoral social dialogue is an instrument of EU social policy and industrial relations at sectoral level. It is a forum for consultations on European policies as well as a tool for autonomous social dialogue among the European social partners who may develop joint actions and conduct negotiations on issues of common interest. European sectoral social dialogue contributes directly to shaping European Union labour legislation and policies.

The EU recognises social dialogue as one of the pillars of the European social model. The new article 152 of the Treaty on the Functioning of the European Union (TFEU) highlights the Union's commitment to promoting the role of the European social partners, and supporting social dialogue. It also acknowledges the autonomy of the European social partners. In accordance with the TFEU, the Commission is committed to promoting and facilitating European social dialogue at both cross-industry and sectoral levels. In addition to cross-industry social dialogue, sectoral social dialogue is an increasing part of this European governance tool.

In September 2010, there were 40 sectoral social dialogue committees, which have produced a variety of joint texts and agreements, covering 145 million workers in a range of sectors. The most recent social dialogue committee to be launched was in the education sector in June 2010. The latest state of play regarding the European sectoral social dialogue is contained in a European Commission staff working document, issued in July 2010, which states that more than 500 texts have been produced as a result of the sectoral social dialogue, ranging from joint opinions and responses to consultations, to autonomous agreements and agreements that have been given legal force by means of a European Directive.

The legally-binding texts are as follows:

- Council Directive 2010/32/EU of 10 May 2010 implementing the Framework Agreement on prevention from sharps injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU in July 2009;
- Council Directive 2009/13/EC of 16 February 2009 implementing the Agreement concluded by the European Community Shipowners' Associations (ECSA) and the

European Transport Workers' Federation (ETF) on the Maritime Labour Convention, 2006, and amending Directive 1999/63/EC;

- Council Directive 1999/63/EC of 21 June 1999 concerning the Agreement on the organisation of working time of seafarers concluded by the European Community Shipowners' Association (ECSA) and the Federation of Transport Workers' Unions in the European Union (FST, now dissolved);
- Council Directive 2005/47/EC of 18 July 2005 on the Agreement between the Community of European Railways (CER) and the European Transport Workers' Federation (ETF) on certain aspects of the working conditions of mobile workers engaged in interoperable cross-border services in the railway sector;
- Council Directive 2000/79/EC of 27 November 2000 concerning the European Agreement on the Organisation of Working Time of Mobile Workers in Civil Aviation concluded by the Association of European Airlines (AEA), the European Transport Workers' Federation (ETF), the European Cockpit Association (ECA), the European Regions Airline Association (ERA) and the International Air Carrier Association (IACA);
- An agreement has also been concluded between 14 industrial sectors on workers' health protection through the good handling and use of crystalline silica and products containing it (signed on 25 April 2006).

The Commission, in its Communication on '*The European social dialogue, a force for innovation and change*', expressed the view that the sectoral level 'is the proper level for discussion on many issues linked to employment, such as working conditions, vocational training and industrial change, the knowledge society, demographic patterns, enlargement and globalisation' (COM (2002) 341 final of 26 June 2002).

In its July 2010 working document on the sectoral social dialogue, the Commission notes that the texts concluded within the framework of the European sectoral social dialogue have 'contributed to modernising industrial relations and to adopting new social standards'. However, the Commission also notes that there is still room for improvement and that it intends to encourage the European and national sectoral social partners to make full use of their capacity to negotiate. The Commission states that it will encourage sectoral social dialogue and continue to foster the integration of new players into the process, as well as encourage better participation of new Member States' representatives.

How can it be accessed?

The dictionary can be accessed from the Eurofound Industrial Relations webpage and from the European Industrial Relations Observatory (EIRO) home page: <http://www.eurofound.europa.eu/areas/industrialrelations/dictionary/index.htm>

Entries are organised in alphabetical order. Searches can be done by complete glossary entries or restricted to

title only. Each entry provides the official definition of the given terms together with hyperlinks to all related documents and websites such as organisations, treaties, directives, legislation, case law and to all the relevant dictionary definitions. In addition, EIRO articles and studies include hyperlinks to the dictionary entries in order to facilitate users' understanding of developments at EU level.

European Foundation for the Improvement of Living and Working Conditions
Wyattville Road, Loughlinstown, Dublin 18, Ireland
Telephone: (+353 1) 204 31 00 Email: postmaster@eurofound.europa.eu
website: www.eurofound.europa.eu

Feedback

In order to help Eurofound to provide high-quality information to its audience, users of the dictionary are encouraged to give their feedback. Comments and suggestions should be sent to:

Camilla Galli da Bino at gdb@eurofound.europa.eu.