

# Final European Event



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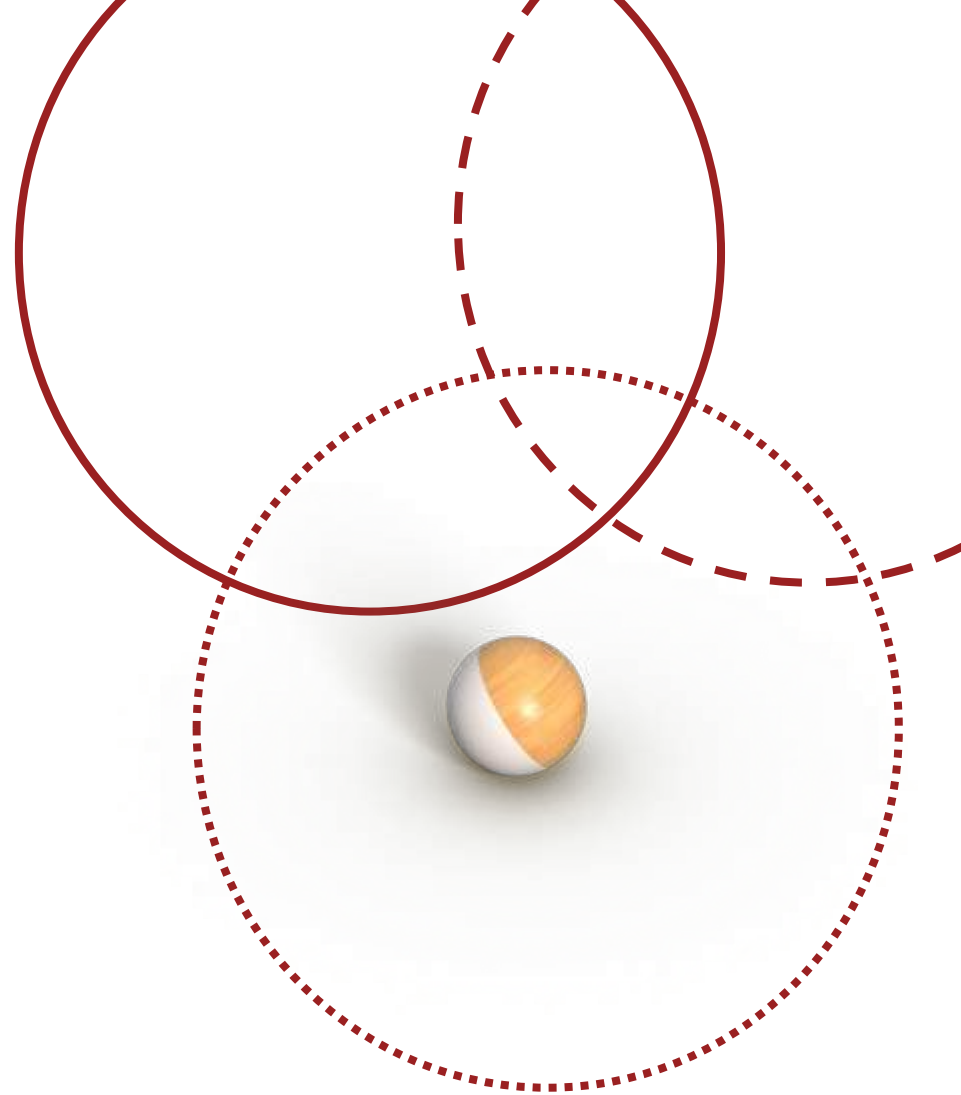
# Challenges vs Strengths

Development from narrow understanding vs wide scope

Gaps in institutionalization (big table, recognition, etc.)

Complexity requires engagement and participation

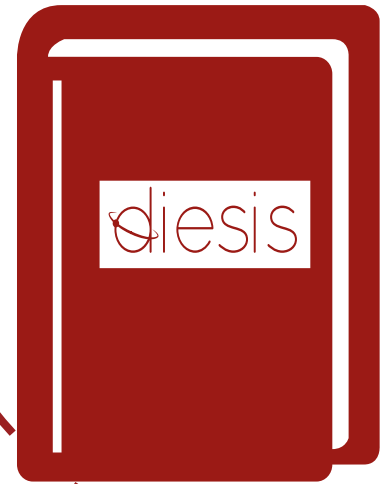
Complexity requires weak ties (but frequency and intensity, Granovetter)



# Industrial relation features

1. strong or reasonably established and publicly guaranteed trade unions (less than Nordic vs more than liberal/ “New MS”)
2. degree of solidarity wage setting based on coordination at the sectoral level or above; (80% coverage and bargaining coordination composite index amongst the highest 4 in a scale of 1-5 for the period of 2004-6)
3. a fairly generalised arrangement of information, consultation, and perhaps **co-determination** at the firm level based on the rights of workers and unions to be involved; (directive and TU “controlled” elected work councils)
4. and routine participation in tripartite policy. (Yes but crisis and now central) (also at regional level)

*(Jelle Visser 2009)*



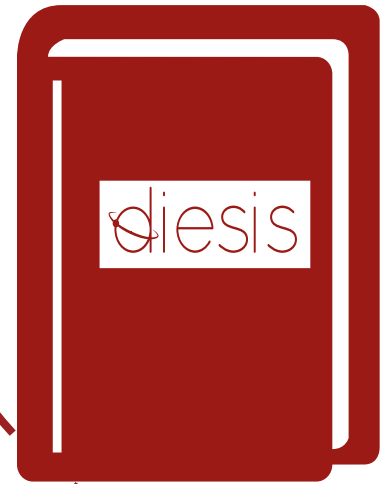
# Reccomendations

1. Further improvement of the effective participation of the representatives of SE in the institutionalised civil dialogue (Law 5/2011).
2. To advance the institutionalisation of SD
3. SE players should also reinforce their capabilities to participate in the SD with a bottom-up perspective
4. SE actors must reinforce their collaboration with TU on bilateral issues (e.g. worker cooperatives and similar)
5. SE actors must reinforce their collaboration with CEOE/CEPYME on bilateral issues (affiliation and candidacies)



# Reccomendations II

1. The government should look for ways to involve SE representatives in initiatives leading to the strengthening of SD, especially in the view of a thorough reform of the Statute of Workers
2. Mechanisms should also be sought to encourage the associativeness of enterprises, especially MSMEs.
3. The creation of a permanent table with all three actors (CEOE/CEPYME, trade unions and CEPES) to address all these issues.





Thank you  
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