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AN EU BASED ON STRONG SOCIAL DIALOGUE FOSTERING JOB CREATION

The EU has also seen significant regulatory developments in the social and employment field in recent years. What is more, the European Commission committed to strengthening social dialogue and the capacities of the social partners. These are essential elements in addressing the EU's ongoing transformations and challenges, which profoundly impact the functioning of its labour market. The shortage of labour and skills required by the changes in the productive fabric, including those related to the digital transition, calls for multifaceted responses and the involvement of all stakeholders. To ensure that the EU can continue to be the best place to live and work, CEOE counts on European institutions and policy makers to make progress towards:

A LEGISLATIVE TERM FOR REGULATORY IMPLEMENTATION AND SOCIAL DIALOGUE

- After a very prolific legislative term in the social and employment field, during the next one it is necessary to **focus on the proper transposition** of the approved legislation (in areas as relevant as minimum wages, pay transparency and health and safety at work), without unnecessary revisions of legislation and prioritising training and the free movement of workers. Indeed, in recent years we have seen excessive interference by the institutions, both at the European and national levels, in areas intrinsic to the development of businesses, which can hamper their competitiveness and affect job creation and the sustainability of social protection systems.
- Building on the commitments made in the Val Duchesse Declaration (January 2024), to **promote and reinforce the role of social dialogue** at European and national level, as a **tool for finding shared solutions** that are balanced, flexible and in line with the reality of our labour markets. In particular, we support the idea of appointing a **European envoy for social dialogue** or the launch of a **Pact for European Social Dialogue**.
- **Promoting European social dialogue**, including autonomous agreements by European social partners that will serve **as a booster for employment and economic progress** in the EU, reduce inequalities and ensure the role of collective bargaining as an instrument for the self-management of industrial relations. These agreements must contribute to a pragmatic and effective implementation of the European Pillar of Social Rights. In addition, the transposition of EU legislation should allow room for collective bargaining.
- Ensuring that the social partners have **real governance** in **employment, education, vocational training and on-the-job training systems** and that they regain control over **the management of labour relations**, respecting their scope of action.
- The unstoppable development of **AI and algorithmic management** results in numerous challenges and opportunities in the labour market that require the close involvement of