

# Shaping Europe's Future through Social Dialogue

## A priority for the new Commission (2024-2029)

March 2025



The new Commission has put social dialogue at the forefront of its priorities and started delivering strongly already in the first 100 days, to ensure that the EU's future competitiveness goes hand in hand with quality jobs and rights skills for workers.

### 1. Engaging with social partners to address economic and social change

#### A Pact for European Social Dialogue:

- [The Pact was signed](#) on 5 March 2025 by the Commission and the cross-industry social partners - ETUC, BusinessEurope, SGI Europe and SMEunited.
- The Pact aims to strengthen the role of social partners in shaping labour markets, employment and social policies.

#### Towards a Quality Jobs Roadmap:

- The Commission works with social partners to support fair wages, working conditions, training and job transitions.

#### A sectoral approach to foster EU fair competitiveness:

- Firms and trade unions from the automotive, transport and electricity sector took part in a [Strategic Dialogue](#) launched by President von der Leyen, leading to the [Action Plan on the automotive industry](#) presented on 5 March 2025.
- [Another Strategic Dialogue](#) was held by the President with the social partners of the sector on 4 March 2025, to prepare a **Steel and Raw Materials Action Plan**.

#### Involving social partners on shaping major policy proposals:

- Executive Vice-Presidents Ribera, Séjourné and Mînzatu consulted social partners ahead of the adoption flagship proposals, such as:
  - [Clean Industrial Deal](#)
  - [Union of Skills](#)
  - [2025 Commission Work Programme](#)

#### Dedicated hearings with social partners:

- The Commission has held consultations at technical level with social partners on:
  - Single Market Strategy
  - Roadmap for Women's Rights

**Upcoming:** Public procurement, Quality Jobs.

#### Fostering social dialogue at national level:

- The Commission and the Employment Committee of the Council (EMCO) are working with Member States on improving data collection, based on the [2023 Council Recommendation](#) on strengthening social dialogue in the EU.

## 2. Supporting cross-sector and sectoral social dialogue

### Social Dialogue Committee:

- On 5 February 2025, the Commission chaired the Social Dialogue Committee, the main body for cross-industry social dialogue at EU level and held an exchange on the political priorities of the new Commission.
  - The Committee gathers the European cross-industry social partners and their national member organisations.

### Sectoral Social Dialogue Committees:

- **32 meetings** of sectoral social dialogue committees have been organised by the Commission in the first 100 days. In total, DG EMPL supports **44 sectors**.
  - They are the voice of **66 employers' organisations** and **15 European trade union federations**, representing **185 million workers** and **6 million firms** across the EU.
  - In February 2025, the European Builders Confederation was the last organisation to be recognised.

### The committees adopt around 30 sectoral texts per year, which can be consulted [here](#):

→ This dialogue has already delivered results:



Guidelines on third-party violence and harassment at work in central government administrations, local and regional governments, education, hospitals and Horeca



Policy orientations and action frameworks for sea fisheries, railways and audiovisual sectors

### Continuous exchanges with social partners:

- **2 Liaison Forums** have been organised by the Commission to inform EU level cross-industry and sectoral social partners on its main initiatives.

### Support to social partners projects:

- The Commission has allocated almost **€20 million** to European and national social partners to strengthen their capacity in shaping the industry's transformations.
  - In **January 2025**, a call for proposals was launched on information and training measures for workers' organisation
  - In **April 2025**, a call for proposals will be launched on support for social dialogue.
- Every year, the Commission funds dozens of projects developed by European and national social partners, to address key employment and social priorities in the EU, in addition to potential ESF+ support to social dialogue in the Member States.

## 3. Improving the analysis of social dialogue with Eurofound

- In January 2025, the Commission with the help of [Eurofound](#) – the EU tripartite agency providing research-based input for developing social employment policies – set up a **new network to promote social dialogue outcomes**.
- The network will produce thematic reviews, in-depth analyses, and overviews of EU social dialogue outcomes and related EU-funded projects.

