**Pact for European Social Dialogue**

The Pact of European Social Dialogue is part of a renewed commitment to strengthening European social dialogue in a time of global transformation. It follows up to the Val Duchesse Social Partner Declaration of 2024 and contributes to the implementation of principle 8 of the European Pillar of Social Rights. The Pact offers a framework, under which European social dialogue will prosper.

Social dialogue at all levels, including national and European, cross-sectoral and sectoral, provides our labour markets and our economies with the adaptability required to meet the challenges and opportunities facing Europe, such as decarbonization and digitalization, ensuring both economic competitiveness and social fairness.

As stated in the EU Treaties, the EU aims to achieve a "highly competitive social market economy, aiming at full employment and social progress, and a high level of protection and improvement of the quality of the environment".

The sustainability, growth and competitiveness of the EU's social market economy needs to be built on robust democratic institutions, environmental sustainability, inclusive communities, social justice, quality jobs and services, thriving companies of all sizes, services of general interest, high-quality public services and strong social protection systems. Social dialogue is an important feature of our European social model and needs to contribute to ensuring the competitiveness of European businesses, higher productivity, and quality jobs in order to maintain good standards of living. The EU's future long-term competitiveness needs to go hand in hand with quality jobs and a workforce that is equipped with the right skills.

The Pact for European Social Dialogue aims to create the conditions for European social partners to shape labour markets, employment and social policies in a way that supports the management of change, delivers a fair, sustainable and resilient economy, and provides quality jobs.

This unique role of social partners is integral to establishing and promoting the social dimension of EU policy. Through this Pact, the co-signatories reiterate and strengthen the importance of this role by establishing a long-term framework for strong and effective social dialogue activities at European level.

**Empowering Social Dialogue to contribute to economic and social progress**

The role that the Treaty awards to social partners differentiates social dialogue from other forms of consultation, such as dialogue with civil society, making a clear distinction between social partner and public consultations is therefore essential.

For social dialogue to continue to be an important part of the European social model, the conditions should be created to facilitate the development of a strong, autonomous social dialogue in all Member States and candidate countries as the quality of the national dialogue directly affects its potential on the European level.

The Pact is a process to strengthen European social dialogue, rather than an end result. It defines concrete actions to be taken by the European Commission, fully respecting the autonomy of the social partners, on the one hand and by the European social partners in their autonomous social dialogue on the other hand. Our common goal is to boost and create the right conditions for mobilising the full potential of social dialogue at all levels.

**European Commission Actions to Strengthen Social Dialogue and Reinforce the Role of Social Partners**

The European Commission will continue to support social partners and improve the conditions for European social dialogue.

It will bolster the development of the bipartite social dialogue at all levels, while respecting social partner autonomy and ensuring room for social partners to negotiate and conclude agreements at EU level, by supporting social dialogue politically, financially and administratively, in a sustained way and by promoting capacity building of national social

partners, also in candidate countries, through the use of ESF+ and other relevant funding initiatives.

The Commission will organise an exchange with social partners, after the adoption of the Pact, on its procedure as set out in its 2023 Communication on social dialogue for the implementation of EU social partners agreements through EU law at the request of social partners.

To further improve the tripartite dialogue between the Commission and social partners at all level, the Commission will consult social partners in a timely and meaningful way on policy initiatives that do not fall under the scope of article 153 and 154, but are of particular relevance for social partners. It will ensure that the social dialogue coordinators carry out their tasks in each Directorate General in promoting a better understanding of social dialogue and a coherent approach across Commission services.

The Commission will exchange with social partners in a timely and meaningful way allowing the social partners to indicate their key political priorities regarding the Commission's Work Programme for the following year, ahead of its adoption.

In addition, the Commission will ensure that social partners are involved in the implementation dialogues.

It will also exchange with social partners to identify other areas where there could be a need for better social partner involvement, such as in the use of EU Funds, shaping labour market policies, and implementing labour market policies decisions.

The Commission will establish a European Social Dialogue Envoy. The Envoy will contribute to improving awareness and understanding of the role of social dialogue within the Commission, promote timely and meaningful consultations of social partners on initiatives and policies relevant to them; and channel concerns about social dialogue at national level jointly identified by social partners to the EU institutions. The Envoy will be invited regularly to the Social Dialogue Committee.

The Commission will establish, in consultation with the European social partners, a mechanism to receive joint reports from the European social partners on social dialogue at EU level. In circumstances where social partners jointly identify that social dialogue is not being respected and appropriately promoted at EU level, the Envoy will follow-up and coordinate the response to be given by the Commission to these joint reports.

It will support the regular monitoring of the implementation of the Recommendation on Strengthening Social Dialogue by Member States, in consultation with the European social partners.

The Commission will put in place appropriate arrangements for implementing these actions together with the European cross-sectoral and sectoral social partners.

In 2025 the Commission looks forward to working together with the social partners on a Quality Jobs Roadmap.

The Commission will promote both cross-sectoral and sectoral dimensions of social dialogue, taking a strategic approach to associate the well-functioning EU-level social dialogue including Sectoral Social Dialogue Committees, in the development and implementation of the EU-level priorities across sectors.

**European Social Partners Joint Commitments for successful social dialogue shaping labour markets, employment and social policies**

The European social partners reiterate their commitment to an effective social dialogue based on mutual respect and trust between representative and independent social partners.

In the context of their autonomous social dialogue, the European social partners will regularly prepare a multi-annual Work Programme to address the key economic and social challenges facing European labour markets and identifying the appropriate instruments to tackle these challenges.

The European social partners will establish joint procedures to improve their autonomous bipartite social dialogue, their coordination when preparing their respective replies to social partners consultations, organise their joint work and conduct discussions or negotiations on the different types of social dialogue tools used at EU level (joint statements, framework of actions, autonomous agreements implemented by the social partners, agreements implemented via an EU Directive/Council decision, etc.). This includes jointly identifying what actions are necessary to improve the implementation at national level of their autonomous framework agreements, as well as the impact of other instruments resulting from the EU social dialogue joint initiatives, such as statements and frameworks of actions. The European social partners will discuss how to better support and monitor their members initiatives to implement EU autonomous agreements.

The undersigned,

Done at the Berlaymont Building in Brussels on 5 March 2025 in six original copies in the English language.

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