



# HEALTH, SAFETY AND WELL-BEING AT WORKPLACE IN THE WHOLESALE AND RETAIL SECTOR: ROLE OF SOCIAL DIALOGUE

**Bratislava, 24 October 2016**

# About commerce in the EU

## COMMERCE IS...



6 MILLION COMPANIES



MORE THAN 1 IN EVERY 7 WORKERS IN THE EU



11% OF GDP



INNOVATION

- Processes
- Products
- Experiences



## AND IT PROVIDES...



Choice



Clear Product Information



Jobs



Convenience



Affordability



Tax Revenue

# Short presentation of EuroCommerce

- EuroCommerce represents the retail & wholesale sector.
  - > National associations in 31 countries and 5.4 million companies, both leading multinational retailers such as Carrefour, Ikea, Metro and Tesco, and many small family operations.
  - > Retail and wholesale provide a link between producers and 500 million European consumers over a billion times a day.
  - > It generates 1 in 7 jobs, providing a varied career for 29 million Europeans
  - > Also supports further jobs throughout the supply chain, from small local suppliers to international businesses.
  - > EuroCommerce is the recognised European social partner for the retail and wholesale sector.

# The sectoral social dialogue for commerce

- In three words:
  - > **Consensus-based:** sectoral social dialogue helps achieve consensus on important issues of mutual interest at EU level.
  - > **Voluntary:** the dialogue has been going nearly 30 years and has evolved as a voluntary framework for cooperation.
  - > **Autonomous:** the self-governing nature of each of the social partners, as well as of the partnership, is essential and needs to be respected

# EU Social dialogue in commerce: what is it about?

- **Main issues addressed in the current work programme:**
  - > **H & S at workplace**
  - > **Education, training, anticipation and skills**
  - > **EU Employment strategy & commerce sector**
  - > **EU policies with a social impact on commerce**
  - > **Improving the effectiveness of social dialogue**

# Health and safety in the wholesale & retail sector: a longstanding cooperation between EU social partners

- Health and Safety at workplace are a consensual issue (reciprocal interest to address it)
- Different topic addressed, the first one was third-party violence (link with psychosocial risks at work)
- EuroCommerce and its social partner UNI Europa have a longstanding cooperation on this issue:
  - > Joint declarations
  - > European projects
  - > Joint participation to OSHA campaigns on “healthy workplaces”

# Main SD achievements on H & S at workplace

- Different joint declaration aimed at raising awareness of national social partners on the importance of a safe working and shopping environment
- A joint toolkit “Stop it!” aimed at addressing third-party violence in shops (widely disseminated, in FR, EN, DE)
- Multisectoral guidelines to tackle work-related violence and harassment (with health, education, private security, local governments social partners) – public/private cooperation

# H & S project on the role of social dialogue (1)

- We are currently in the final phase of a joint project with our social partners
- It builds partly on our previous social dialogue activities in the field of OSH
- Project implemented with the financial support of the European Commission
- Steering Committee jointly composed by EU, national and company social partners
- Research activity, workshop and final conference scheduled to take place 10.11



# H & S project on the role of social dialogue (2)

- **Project entitled : How can the EU social partners for commerce contribute to improve Health and Safety at workplace in their sector through an efficient social dialogue?**
- **Focus on stress, ergonomics & psychosocial risks at work**
- **2 years duration**
- **2 workshops took place in last June: ergonomics and stress/psychosocial risks**

# H & S project on the role of social dialogue (3)

- The main objectives of the present project are the following:
  - > Raise awareness of the specificity of H & S matters in the commerce sector by focusing on 3 specific areas
  - > Bring a joint contribution as social partners to the OSHA campaign on healthy workplaces
  - > Exchange experiences and good practices related to the implementation of the EU H & S directives/recommendations in our sector
  - > Contribute to the implementation of the new Strategy on health and safety at workplace for the period 2014-2020;
  - > Improving statistical data collection and availability to have better evidence of existing problems in this domain and developing more effective monitoring tools in terms of tackling and prevention mechanisms; Providing practical support to small enterprises in the commerce sector to help them to better comply with health and safety rules. (e.g. adaptation of the Online Interactive Risk Assessment (OiRA), a web platform providing sectoral risk assessment tools).

# As a conclusion...

- **Health and safety at workplace is an important issue for sectoral social dialogue in retail & wholesale**
- **Social partners have achieved a constructive cooperation on many related issues (see project showing good practice cases with emphasis of social dialogue at different levels)**
- **The draft toolkit elaborated in the framework of the project shows added value of joint approach (see also HR models)**



# THANK YOU FOR YOUR ATTENTION!

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