

SOCIAL ACTION PLANS under THE MEMORANDUM OF UNDERSTANDING ON SOCIAL ISSUES IN THE CONTEXT OF THE ENERGY COMMUNITY

(EXPLANATORY NOTE AND TEMPLATE OUTLINE)

Draft as of 30 April 2008

EXPLANATORY NOTE

I. SCOPE

Following the agreement achieved on 28.01.2008 in the meeting with the Social Partners in Brussels, this ECS document provides a template for a Social Action Plan under the Memorandum of Understanding on Social Issues in the context of the Energy Community (the Memorandum).

The outline follows the requirements of the Memorandum – particularly those in its Articles 6 (from point of view of procedure) and 2, 3, 4 and 5 (from point of view of substance).

II. ACTIVITIES UNDER ARTICLE 6 OF THE MEMORANDUM

Article 6 of the Memorandum requires:

- Identification of an approach on how to address the social issues within its context;
- Development of Social Action Plans in close cooperation with the social partners.

1. Steps under Article 6, related to the identification of an approach to address the social issues in the context of the Memorandum

In accordance with this requirement, the governments and the social partners need to find concrete answers to the following:

- 1.1. Who shall participate in defining of the approach
- 1.2. What shall be the scope of the issues covered by the agreed approach
- 1.3. How the relevant work in terms of process and outcomes shall be done
- 1.4. What will be the timeframe of actions
- 1.5. How will the process be monitored and evaluated

2. Steps under Article 6 of the Memorandum, related to the development of the Social Action Plans

2.1. Scope of the Social Action Plans

Following the requirements of Articles 2, 3, 4 and 5 of the Memorandum, the Social Action Plans shall focus on:

- Steps towards developing the highest possible levels of protection for consumers (Public Service Obligations).
- Effective information and consultation mechanisms (social dialogue)
- Improvement of the adaptability of workers (management of change)
- The Social Dimension of the Energy Community, as outlined in Article 5 (workers' fundamental rights; labour laws; health and safety at work; equal opportunities);

2.2. Content of the Social Action Plans

The proposed content is indicated in the **Annex** to this paper.

It follows the major requirement of Article 6.2 of the Memorandum to reflect:

- Findings, and
- Appropriate follow-ups.

SOCIAL ACTION PLANS - OUTLINE AND PROPOSAL FOR A STRUCTURE -

I. PARTNERSHIP

In accordance with Article 3 of the Memorandum, each government shall identify the institutions which are recognized and considered as social partners for the purposes of the Memorandum.

II. INSTITUTIONAL AND LEGAL FRAMEWORK AND PROCEDURES FOR IMPLEMENTATION OF THE MEMORANDUM

1. Institutional and Legal Framework

The Signatories shall specify the applicable framework linked to social dialogue relevant for the implementation of the Memorandum.

2. Road map

On the basis of the identified applicable framework, the required steps and detailed calendar of implementation shall be identified individually for each of the Signatories.

3. Monitoring and reporting

The Signatories shall present information regularly on the implementation process (to be specified how and to whom).

It is suggested that Contracting Parties report once a year to the Social Forum and Energy Community Secretariat on the implementation

III. CONTENT

See annexed table

SOCIAL ACTION PLAN

Draft structure - example

Activities undertaken to implement the MoU	Institutional and legal framework relevant to the activity	Responsible organization for the implementation	Who are the social partners and how are they involved	Deadline and milestones for reporting	Status of the implementation	Obstacles
I. Public Service Obligations Ensuring economic, social and territorial cohesion, universal access, and a high level of consumer rights (Art.2 of the MoU)						
II. Social Partners Promoting the social dialogue with the Social Partners : - introduction of effective mechanisms for information and consultation of Social Partners (Art.3 of the MoU)						
III. Management of Change Promoting the development of specific employment, training and support services (Art.4 of the MoU)						

<p>IV. Social Dimension Focusing attention on the following key areas:</p> <ul style="list-style-type: none">- Workers' fundamental rights- Improved working conditions and standards of living;- Improved working environment concerning the health and safety of workers;- Equal opportunities (Art. 5 of the MoU).						
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