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Social dialogue

In International Organisations the employer has a two-fold role towards staff: not only that of an employer, but but also that of a social regulator. So the European Patent Organisation and its executive, the Office have to take decisions on a wide range of topics, such as working conditions, human resources, salaries, social security, pensions, education allowances. For this, the development of a strong social dialogue is of paramount importance.

Social dialogue at the EPO is transposed via two major consultative bodies involving both staff and management representatives.

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- The main body, the parity General Consultative Committee (GCC), consists of an equal number of staff and management representatives and focuses on proposals concerning the conditions of employment. All full members of the Central Staff Committee are members of the GCC. The Central Staff Committee is thereby the main interlocutor of the Office's management and guarantees staff a clear and direct central voice in the consultation process. The GCC meets four times per year, supervises sub-committees created for the preparation of specific topics and works under the following rules of procedure.
- The Occupational Health, Safety and Ergonomics Committees (COHSEC and LOHSECs), deal specifically with occupational, health and ergonomics issues arising either centrally or at any of our places of employment.

In addition to the above-mentioned committees, a number of statutory committees and bodies also exist which deal with particular topics.

The social dialogue structure finds its origin in Decision CA/D/ 2/14 and amended since then.

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Author: GCC - Secretariat

13.04.16
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Management and Union define social dialogue agenda

Author: Benoît Battistelli - President, Samuel van der Bijl - Chairman FFPE

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