

## Editorial

First of all, let me wish you a happy New Year! We do hope that you will continue to take an interest in our work and to read this newsletter which presents to you the highlights of the ETUI's activities over the past month. We are convinced that 2016 will be a very challenging as well as a very interesting year.

A key component of our 2016 work programme will be the three-day conference 'Mastering the new world of work' which we are co-organising with the ETUC. This gathering will take place in Brussels on 27-29 June 2016. Its purpose is to look at the ways in which our world, and the world of labour in particular, is being transformed by the digital revolution. It will focus not only on the quantity of work ('will robots destroy our jobs?') but also on its quality (working conditions, life-work balance, autonomy versus precarious jobs, impacts on social dialogue, health and safety at the workplace, etc.) and on the challenges to trade unions and workers represented by these fast developing new trends. An effort will be made to answer the question of how trade unions and civil society can help define a path to a 'social digitalisation of work and the workplace' that will succeed in protecting and even in strengthening the overall wellbeing of Europe's workers.

Please already save these dates in your calendars and we will ensure that all necessary information about this event is sent to you soon.

Philippe Pochet, General Director ETUI

## Publications

### Joint regulation and labour market policy in Europe during the crisis



This book presents the results of a research project which sought to understand how the crisis-driven labour policy measures in the EU Member States most affected by the crisis translated into changes in collective bargaining in manufacturing. Drawing on empirical evidence consisting of interviews with policy officials and industrial relations actors as well as of company case studies in seven countries (Greece, Ireland, Italy, Portugal, Romania, Slovenia and Spain) the book illustrates how the recent policy measures have resulted in a crisis of collective bargaining at different levels, including not only national but also sectoral and company levels.

Editors: Aristeia Koukiadaki, Isabel Távora and Miguel Martínez Lucio

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### Italy's labour market reforms of 2012: did they reduce unemployment?

This Working Paper critically analyses Italy's labour market reforms of 2012 (Fornero Reform). It focuses especially on a measure designed to cut unemployment and labour-market dualism by reducing the protection against dismissal enjoyed by permanent employees.

## Focus

### HesaMag #12: Women at work: in search of recognition



Equality for men and women in the workplace has been one of the longest standing aims of European social policy. Forty years after the adoption of the first Directive, and in spite of numerous initiatives by the European Union, there is still a long way to go to achieve full gender equality in the workplace.

A major obstacle in this regard is the invisible nature of the specific risks facing working women, which stem from the organisation of work. The deeply entrenched nature of gender segregation on the labour market and sexist stereotypes only serves to reinforce the status quo: managerial posts are still predominantly filled by men and part-time hours are essentially the preserve of women.

- [Download the articles](#)

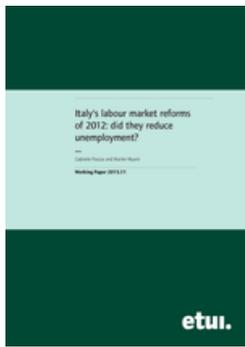
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Watch also the interview of ETUC Confederal Secretary Esther Lynch on the priorities for the ETUC on health and safety at work and the gender challenges related to this priority: [Health and safety at work: Esther Lynch \(ETUC\) on priorities and gender challenges](#), 20 January 2016.

## Events

### Save the dates

- 21/01/2016: Seminar organised by the ETUI and ERL - [The deconstruction of employment as a political question: employment as a floating signifier](#).



Authors: Gabriele Piazza and Martin Myant

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## Training

### Week 2 of ETUI young TU leaders training in Brussels on 8-12 February

Following week 1 in October 2015 in Rome, 25 participants to the course will meet again in Brussels for the second phase of the course. The training aims at creating the basis for the future generation of European trade unionists able to understand and analyse complex current issues, think critically and plan strategically. In Brussels they'll know more about the work done by ETUC and different European TU Federations. The last training week will take place in Sofia in next June.

## In the media

- 23/11/2015 - [ETUI calls for concrete measures to tackle psychosocial risks](#), ISHN MAGAZINE
- December 2015 - [Think Tank Review](#), Council of the European Union Library (Policy brief: How to avert the risk of deflation in Europe: rethinking the policy mix and European economic governance)
- 01/12/2015 - [Tarptautinis forumas darbu saugos ir sveikatos klausimais Vilniuje](#) (occupational safety and health issues in Vilnius), Lithuanian Trade Union Confederation (LTUC).
- 11/12/2015 - [Rischio campi elettromagnetici: Etui pubblica una guida per la valutazione](#), Sicurezza e Qualità, Italy (Guide: Electromagnetic fields in working life. A guide to risk assessment).
- 12/12/2015 - [Union européenne : santé et sécurité, un guide syndical](#), Les clés du social, France (Guide : Les rouages de la politique de santé et sécurité dans l'Union européenne. Histoire, institutions et acteurs)
- 14/12/2015 - [Curbing Tax Avoidance, Tax Evasion And Tax Havens](#), Social Europe Journal, UK (Background analysis: Tackling tax evasion, avoidance and tax heavens).
- 14/12/2015 - ["Women's health and work" International Conference and Workshop in Brussels – a summary report](#), EU-OSHA.
- 16/12/2015 - [Pesticides en Europe : un Bhopal quotidien et silencieux](#), Phyto Victimes, France (HesaMag 12).
- 18/12/2015 - [European Works Councils: progress and a long road ahead](#), LES New European Trade Union Forum.
- 28/12/2015 - [Observatory releases new facts and](#)

- 25/01/2016: Seminar organized by ETUI in cooperation with the Free University of Brussels - [Occupational hazards and diseases: promoting knowledge exchange between trade unions, researchers, public health and occupational health stakeholders](#).
- 26/01/2016: Monthly Forum - [The European Court of Justice and atypical work: halting labour market dualisation?](#)
- 27/01/2016: [NETLEX Conference 2016](#).
- 28/01/2016: Monthly Forum - [The refugee crisis and the integration challenges ahead](#).
- 01/02/2016: Monthly Forum - [The long and winding road from black to green – decades of structural change in the Ruhr region](#).
- 09/02/2016: Lunch debate - [Social safety nets in \(the\) crisis: the case of Greece](#).
- 09-10/02/2016: Seminar - [The Italian workers' model of struggle for health and safety in the 1970s and 1980s, its influence across Europe and its meaning for OSH trade union strategy today](#).
- 18/02/2016: Book launch - [Unemployment, internal devaluation and labour market deregulation in Europe](#).
- 24-25/02/2016: EWPC Conference - [Building bridges: combining information, consultation and board-level employee representation in European multi-nationals](#).
- 17/03/2016: Monthly Forum - Social reality of Europe after the crisis.
- 21/03/2016: Interest representation and Europeanisation of trade unions from EU member states of the Eastern enlargement.
- 27-29/06/2016 - SAVE THE DATE - ETUC/ETUI conference - **Mastering the new world of work**, Hotel Thon Schumann, Brussels.

## Recent events

### ETUI event shows different views on European wage development debate

During a lunch debate on 7 January, the European Commission presented a recent report entitled Labour Market and Wage Developments in Europe 2015. According to this report, the labour market recovery has gained notably in terms of falling unemployment rates across Europe. Despite its recent drop, unemployment remains high and the share of long-term unemployed is on the rise. On wages, the report shows that wage dynamics have slowed down since the crisis and that there is a limit to the adjustment of wage developments when it comes to inflation and internal devaluation.

[Read more](#)

## Other activities

- Improved information on chemicals for workers**  
The European Chemicals Agency (ECHA) is revamping its dissemination website to allow workers accessing improved information on chemicals they are exposed to at work. The most impressive new feature is the Infocard, which allow users to see at a quick glance the key properties of more than 120 000 substances: how they are classified and

[figures](#), EWC Academy.

- 5/01/2016 - [HesaMag: Monografico su "Donne Salute Lavoro"](#), Diario Prevenzione, Italy.
- 07/01/2016 - [Femmes au travail : en quête de reconnaissance](#), Info Risque.
- 07/01/2016 - [Responsabilité de l'employeur et de l'Etat pour les dommages subis par les salariés exposés à l'amiante](#), Info Risque.
- 11/01/2016 - [Kollektive overenskomster presset i bund i Europa](#), EU-fagligt netværk er et initiativ fra Fagbevægelsen mod Unionen, Denmark.
- 14/01/2016 - [HesaMag](#), La nouvelle Vie ouvrière, France.
- 18/01/2016 - [Digitalisation de l'économie: le conte de fées et sa part d'ombres](#), Le Soir.

whether they are hazardous or not. [RISCTOX](#), the ETUI database on chemicals has been a source of inspiration for ECHA's new dissemination website and ETUI's staff has been involved in its development.

#### Read more

- ETUI senior researcher Laurent Vogel has published an article [Gender inequality and occupational diseases in Belgium](#) in the journal *Archaeology Of Knowledge* (December 2015). Watch also [his intervention](#) at the "Prévention en santé et sécurité au travail : comment faire mieux?" Day which was part of the Journées annuelles de santé publique 2015 (only in French).
- Torsten Müller, ETUI senior researcher, gave a presentation on "Attacks on collective bargaining and trade unions in the EU" at a conference in Oslo organised by NITO, the Norwegian Society of Engineers and Technologists, on 10 December 2015. In the same month he also gave a talk on "The impact of austerity measures and the European Semester on collective bargaining systems in Europe" with a specific emphasis on the public sector at the final conference of the ILO-EPSU project "Decent Work for Workers in Public Services" which brought together more than 50 trade unionists from more than 15 Eastern European EU member states and candidate countries at the ILO Training Center in Turin.

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