

Work Programme of the ETUI

1 April 2018 – 31 March 2019

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GENERAL INTRODUCTION

The European Trade Union Institute (ETUI) was set up as a Belgian-based international non-profit-making association to conduct research, provide scientific, educational and technical support to the European Trade Union Confederation (ETUC) and its affiliates and contribute to the development of Social Europe and the **Social Dialogue**. Such is the broad and basic mission of the ETUI, reflected in Article 3 of the Statutes adopted by its General Assembly on 1 December 2004. The mission is carried out by:

- collecting documentation, conducting research and producing studies on topics of strategic importance for the world of labour, while developing dialogue and cooperation with the academic and research community;
- providing technical support in the field of occupational health and safety protection to achieve a high level of health and safety protection for workers in Europe;
- promoting educational activities, programmes and exchanges designed to strengthen a European trade union identity and implement shared ETUC/ETUI priorities.

Main activities of the ETUI

The current strength of the ETUI lies in how its priorities, resources and capabilities are organised and brought together in a strategic way which fulfils and respects its general mission, whilst also facilitating the exercise of more specific, concrete activities.

The different kinds of support delivered by the ETUI are based on three components:

- firstly, multidisciplinary work, often carried out in teams of people with different professional backgrounds and experience;
- secondly, support received from individual and networks of national experts and trade union representatives who assist the ETUI and its staff; and
- thirdly, activities organised by the ETUI staff, such as conferences, workshops, training courses and educational seminars.

Establishing itself as an important European knowledge and competence centre means that the ETUI has to be a network-steering body that can organise and coordinate numerous academic and trade union activities, whilst simultaneously showing and drawing on its competence for critical analysis as well as for organising conferences, meetings, training activities and workshops in the EU28.

In 2018-2019, in accordance with the ETUI statutes, its **main activities** will include:

1. monitoring major European developments of importance to workers and the European trade union movement;
2. collecting, storing and providing data and information on policy areas of relevance to the European trade union movement in its capacity as an actor in the European integration process;
3. conducting multidisciplinary and intellectually independent research on topics of importance to the European trade union movement and other social actors, and

publishing the results of this research in books, working papers, journals, reports, guides, policy briefs and background analyses;

4. disseminating the results of this work at conferences and seminars;
5. establishing European networks of researchers, research bodies and universities in the field of industrial relations;
6. coordinating European networks of health and safety experts in a range of fields including technical standards, ergonomics, gender, psycho-social risks, nanomaterials and chemicals;
7. representing and supporting the European trade union movement in the field of health and safety in regard to European Union (EU) strategy, legislative acts and their implementation, collective agreements and technical standards;
8. improving cooperation between the European trade union movement and academic institutions, research institutes, EU specialised agencies and preventive and enforcement agencies;
9. providing training programmes reflecting the needs of the ETUC and its affiliated organisations;
10. promoting new validated training systems for strategically targeted groups which will renew and update the trade union movement and challenge the needs and demands of the members and organisations;
11. improving the European trade union education community, which provides a forum for the strategic development of trade union education in Europe, and reinforcing the networks required for core and strategic activities and expertise;
12. adding a European dimension to national trade union education initiatives by providing basic and ongoing European training programmes for trainers and producing training resources;
13. providing expertise and advisory services for the design and delivery of European trade union education projects.

Research and education activities form the basis for the development of knowledge, expertise, technical support, policy advice and common identity projects. The research and expertise dimension of the ETUI is fundamental to the fulfilment of its mission, and this aspect of its work will be carried out in ways that also help to build bridges between the trade union and academic worlds. High-quality educational activities are a prerequisite for trade unionists to enable them to develop a common European understanding and a strong European trade union identity, as well as to implement joint European strategies.

Both regional and gendered aspects of the issues arising from European integration are taken into consideration when drawing up and implementing the ETUI work programme.

The ETUI offers a comprehensive and ongoing European training programme that will enable trade union officers and representatives from all over Europe to participate in a unique learning experience and gain a broader European perspective on trade union issues.

The introduction of a form of multi-annual programming has enabled the provision of training courses particularly suited to trade union officers with European-level responsibilities.

In recent years, new pedagogical pathways have been developed and implemented, thus adding skills, ensuring consistency and systematisation, and also consolidating the training of trade union representatives. The ETUI's pedagogical approach is constantly being improved and adapted to new technologies, forging a renewed pedagogical connectivity. The ETUI seeks to be innovative in its pedagogy, its primary objectives being an extended reach and a greater resilience in its provision of education. It aims to provide better support for the career-long progression of union members by offering them successive learning opportunities. E-learning, blended learning and online developments will be key to the future of learning at the ETUI.

The ETUI will contribute to the definition, implementation, monitoring and evaluation of EU policies and thus bring an added value to the decision-making process at EU level, as well as facilitating the contribution of social partners. The ETUI will do this by supporting and promoting EU initiatives through exchanges of information, awareness-raising campaigns, reports, pamphlets and books, and then to implement such initiatives by stimulating and developing networks of trade union experts and representatives of the trade union organisations involved. The provision of expert advice will remain part of the European trade union movement's efforts aimed at enlightening, educating and protecting workers and improving working conditions. The successful implementation of this ETUI work programme relies on close cooperation with the ETUC, with its affiliated organisations, with academic bodies, research institutes and foundations in Europe, and with training centres which may benefit from financial support for the activities mentioned above.

The **Foresight Unit** (*'cellule prospective'*), set up in 2016 to examine new and future societal challenges and trends likely to affect the future of trade unionism and the ETUI's *modus operandi*, has contributed a new and essential angle to the ETUI's work. The forward-thinking work and innovative actions carried out in the Foresight Unit can help to stimulate dialogue between different actors and provides ground for further research and educational activities.

The first of these challenges was already addressed in 2016. It deals with the multi-faceted impact of digitalisation on future jobs and the nature of work. The second is the need for a social-ecological transition in the face of climate change, linked to the energy revolution, which is a priority for the current reference period. In addition, the Foresight Unit is creating a methodology to monitor and understand technological developments and their impact on work and employment.

The ETUI continuously monitors and evaluates its activities in a bid to improve their delivery and impact. This monitoring exercise is used to plan and implement the work programme as described here (see Annex). The Institute's staff also promote the dissemination of their research and educational facilities through a wide range of different networks and events held at national, European and international level.

In this work programme, the following conditions for subcontracting and financial support apply, as stipulated in the framework partnership agreement 2018-2021 (the eligibility criteria). A proposal will be considered eligible only if:

- a) its content corresponds, wholly or in part, to the topic description in relation to which it is submitted, in the relevant part of the work programme (i.e. Part A or Part B);
- b) it complies with the eligibility conditions set out in the framework partnership agreement. In view of the exit of the UK from the European Union, the ETUI, over the course of 2018 and up to March 2019, will identify and assess any contractual engagements it has with UK-based providers of services and goods. The ETUI will ensure that by 29 of March 2019 contractual engagements could be disengaged with UK-based providers should be necessary.

General Data Protection Regulation

The ETUI will implement and follow up on the General Data Protection Regulation, which will enter into force on 25 May 2018. It is essential that the ETUI understands the new rights and obligations regarding information privacy, identifies cases of data breach and responsibility of companies, becomes more familiar with the new authorities involved, and better understands the many impacts and consequences of this regulation for trade unions and workers. The first stage of the project will identify the societal actors working in the field and organise a meeting with them to explore possible points of convergence and collaboration on certain topics. The second stage will be to help raise awareness about the new rules and how they work. An infographic will be produced. The project will be run by the Foresight Unit.

Main priorities 2018-2019

The ETUI defined its research and training activities based on the five priorities agreed at the Executive Committee meeting on 25-26 October 2017 and in consultation with the ETUC Secretariat, taking account of the European Commission's 2018 work programme.

In May 2019 the ETUC will have its Congress in Vienna (which it will prepare at a summer school in July 2018) and the European Parliament will be renewed (and later the EU Commission). The ETUI's work programme this year will pay particular attention to these events.

The **political context** of the ETUI's work is becoming **increasingly challenging**. Although **economic recovery** has occurred in much of the EU, the upturn remains hesitant and uncertain, particularly in view of the further uncertainty caused by the UK's decision to leave the EU and the 'America first' ideology of the new incoming US administration. Despite a new verbal consensus on the need for a new policy direction, there are still indications that the trust of EU citizens in the European integration project is low. The turnout in the elections to the EP next year will be particularly important for judging the state of public opinion at the national level.

The Commission led by Jean-Claude Juncker has sent out important signals about **greater focus on social justice and on tackling the jobs crisis** and has published important documents on its vision for the **future of the European Union**. The period 2017-2018 saw the publication of the European Pillar of Social Rights, initiatives on the 'new start for Social Dialogue', closer involvement of the social partners in the European Semester, the flexibilisation of budget constraints, and a new package of proposals for improving the functioning of the EMU. The jury is still out on exactly how these developments will help to build consensus on the new direction to take. All these EU initiatives will be closely followed by the ETUI which will contribute to these necessary debates through its research, training and outreach activities.

In October 2016 the ETUC's Executive Committee adopted its first paper underlining the need for a new Pact for the Future of Europe, based on prosperity, social justice and democracy, and created a trade union platform, the 'Platform for the Future of Europe'. This debate on Europe's future will also be prioritised in the ETUI's work, as it will be the main theme taken up by both the ETUC and the European institutions. In particular it will be important to take stock of what the current Commission has achieved during its mandate.

The five priorities laid down in the 2017-2018 work programme have been carried over to the next programme period, to reflect the fresh urgency of finding ways of strengthening economic recovery and envisaging a new future for Europe. These priorities are set out in detail below.

The (European) Social Dialogue, as the ETUI's fundamental raison d'être, is relevant and instrumental to all five priorities and has therefore been mainstreamed and incorporated into each of the priority areas.

Particular attention will continue to be paid to the **digitalisation of the economy and its potential and real impact on the labour market and forms of employment**. Building on the evaluation of the previous work programme, several projects will pave the way for providing evidence on which trade unions can base their

analysis. The areas covered by these projects include, among others, how European Works Councils (EWCs) engage with digitalisation; how multinational companies (MNCs) work thoughts on digitalisation into the strategies they devise; the employment rights of crowdworkers; how widespread crowdworking is across central and eastern Europe (CEE); and whether the current machine regulation on health and safety is fit for robotisation. Hence, digitalisation is one of the key issues with which the ETUI is engaging Europe-wide and in a multidimensional manner, endowing it with genuine European added value.

The following paragraphs set out some of the main ideas which will be developed in the context of the ETUI's priorities.

Policies and actions for the future of Europe

Rationale: Although there is an economic recovery underway, the EU continues to face political challenges, whilst still having to deal with the consequences of previous years of crisis management. With Brexit, the new US administration and the rise of populists and 'illiberal democrats' in Europe, the European project itself seems under threat. The ETUI will continue to monitor these developments on both the European and national levels and analyse the results and effectiveness of policies. This first priority remains focused on new economic governance and policies but will also include more research and training on a new vision for the future of the European Union, linked to the Commission's White Paper, the European Pillar of Social Rights, the EMU package, the discussion on the next EU budget, the employment and social dimension of the Europe 2020 strategy, and the outcome of various REFIT exercises.

Main issues to be dealt with:

- The ETUI will focus on monitoring and analysing both the processes underlying the above outlined developments as well as focusing on specific themes that are central to the European labour movement. The main issues to be dealt with include the following: monitoring the effects of current policies as expressed through the European semester and austerity measures and their implications for the social dimension; analysing of alternative monetary and macroeconomic policies and proposing alternatives in order to support the European Social Model; critically assessing, and proposing alternatives for, the measures undertaken, including the course of the current investment plan and of possible revisions to the Stability and Growth Pact; and analysing the implications of current wage levels and divergences between countries and hence the possibilities for wage-led growth and for supporting trade-union actions to raise wage levels across the EU. Brexit raises further questions, one of them being the future of trade policy and the place of the EU in the world, which will be continuing ETUI themes. There will be a continued focus on 'structural reforms', both criticising past policies and researching and supporting positive alternatives. The potential consequences of a long period of low growth is a further pressing question. Youth unemployment is a very important issue, raising questions about vocational education and training as a transferable solution, education/training improvement versus skills mismatch, competitiveness in education/research, etc. Social dialogue developments at sectoral and cross-industry levels, the changing landscape of collective bargaining and industrial relations at all levels, and the impact of new regulatory approaches such as Refit or the Social Pillar on workers' rights at the workplace will all be carefully monitored. Shifts in social legislation and social rights, particularly as they are

catyalsed by responses to the crisis, will continue to be closely monitored across all Member States.

Workers' participation and industrial relations

Rationale: Worker participation and industrial relations (IR) are essential to European integration at the national, sectoral and company levels. Ongoing integration of the European market is being accompanied by a parallel decentralisation and erosion of sectoral and national IR institutions. It has become clear that the key to successfully meeting the challenges of simultaneous processes of Europeanising and decentralising IR at company level lies in strategically combining the various instruments for information, consultation and board-level participation and linking them to more general collective bargaining structures. This linkage involves varying constellations of actors and instruments across borders, from the local to the national and European levels. Consequently, new sources of influence and coordination emerge, while others disappear or become weakened. In its work, the European Worker Participation Competence Centre (EWPPC) will continue to explore and promote strategic and anticipatory interlinking of these processes, actors and levels.

Main issues to be dealt with:

- Developing our understanding of the various instruments and avenues for information, consultation and board-level employee representation within multinational companies (making sure to include the gender perspective), in particular those which stem from European legislation; exploring the Europeanisation of board-level employee representation in practice and in law; monitoring legislative developments (particularly the REFIT process and the European Pillar of Social Rights) for information and consultation legislation and company law; developing our understanding of multinational strategies and their implications for workers' representatives; increasing and improving sources of data on EWCs, SEs, social dialogue, board-level employee representation, and company mobility; confirming the ETUI as a hub for EWC- and SE-related training and research, especially with a view to encouraging research by young researchers; continuation and expansion of the knowledge website 'workers-participation.eu' by, for example, including safety reps in the database, and monitoring the evolution of company law and company mobility to anticipate its potential impact on workers' participation at all levels; and a large-scale survey of EWCs with a view to understanding the impact that the Revised EWC Directive needs to have and what possible policy recommendations can be drawn. The ETUI will also link industrial democracy with the debate around the EU elections and democracy at EU and national level.

Sustainable development and industrial policy

Rationale: Sustainable development was high on the European and national agendas before the crisis set in, and now, after having slipped down, it seems to be back on the EU agenda. Initiatives are being taken that will affect how the European Union shapes its future in a resource-scarce society and based on a re-regulatory agenda that decreases safety and increases social inequality. The re-industrialisation of Europe is advocated as a precondition for getting Europe back on track to sustainable growth, and the European

agenda of the Digital Union is key in this respect. Close adherence to the agenda, combining issues of sustainability with industrial development, digitalisation and policy, is important for understanding and assessing the implications for trade unions and workers in the European Union. The implementation of decisions taken at the Paris COP21 meeting is decisive in this respect. In addition, the revision of the Carcinogens and Mutagens Directive and the ongoing development of REACH are the focus of great attention, as they will shape the handling of major occupational health and safety hazards.

Main issues to be dealt with:

- Macroeconomic considerations of a future sustainable growth model based on scenarios of 'crisis growth', 'green growth', 'de-growth' and, 'post-growth'; the transformation of energy models and its sectorial implications; industrial policy in the light of economic transformation, EU policies on sustainable development, and the potential implications of the EU's Investment Plan and of Member States' policies, pointing out the gaps between targets and reality; continued mapping of employment effects (including a gendered perspective), with a focus on social and employment risks (in sectors); quality of employment and working conditions in low-carbon sectors; continued sector-specific exploration of the potential contribution of trade unions and employee representatives to the sustainability challenge at the company level; monitoring and generating knowledge on exposure to substances at the workplace, and work-related cancers, and giving visibility to the ongoing revision of the Carcinogens and Mutagens Directive; developing a trade union-oriented approach to sustainability debates; continuation of the debate on 'Beyond GDP' and alternative indicators; increasing trade unions' capacity to influence scientific and technological developments as well as emerging risks at work on the basis of a social and safety assessment and an open debate on their impact on employment and society.

Working conditions and job quality

Rationale: The economic crisis and the reinforced economic governance system have been associated with changes in employment levels, working conditions and labour law, leading to a weakening of workers' rights and challenging the role of trade unions as agents for raising social standards. It is therefore essential to monitor employment levels and the types of jobs created with respect to the associated pay, stability of work organisation, development of skills, health and safety issues and other relevant factors.

Main issues to be dealt with include:

- Understanding the link between the growth of precarious employment and the deterioration of working conditions; studying the implications of ageing, gender, musculoskeletal disorders and psychosocial risk factors and of general precariousness at work; evaluating and influencing the continuation of the European strategy on health and safety at work in order to reinforce the culture of prevention in occupational health and to reduce social inequalities; following and understanding the implications of the management of the crisis on job quality and the labour market at large (including wages); further analysis to understand the link between employment levels and indicators of job quality that can be applied across countries to monitor developments; getting an insight into who are the so-called 'gig' workers, and understanding under what conditions

and status are they carrying out their work via surveys; analysing the effects of digitalisation and following their implications for trade union organisation in new work contexts; monitoring the effects of the free movement of labour in relation to posted workers and the concept of social dumping; assessing the instruments at the European level to counter the drive towards a lowering of social standards; reinforcing cooperation with other countries (including candidate countries) on the role of social dialogue in health and safety on the links between other pieces of legislation and on workers' rights (free market and competition vs. fundamental collective rights, market regulation and working conditions); and understanding the role of soft law and new ways of regulating complex issues like technical standards in different sectors, chemicals, nanotechnologies and nanomaterials, endocrine disrupters, and ergonomics, and the challenges this poses for trade unions.

Trade union renewal

Rationale: Falling membership continues to be one of the main challenges to trade unions across Europe. It is essential that trade unions across Europe gain a clearer understanding of the reasons underlying dwindling membership and share their experiences and best practices with each other. The potential of joining forces across borders in trade union renewal initiatives designed to keep pace with European integration should be explored. These questions should be viewed in the light of the ongoing crisis and deregulation of the labour market.

Main issues to be dealt with include:

- Mapping and understanding the recruitment and retention strategies of unions across Europe, with a particular focus on young workers, atypical workers and 'gig' or platform workers as they tend not to have a standard employment relationship; innovative strategies of trade unions; mapping, capturing and understanding current and long-range trends in strike activity; sharing experiences and good practice among the ETUC affiliates; projects in innovative cross-border recruitment and organising campaigns; documenting and analysing the trends in collective bargaining in the light of trade union renewal; devising and implementing innovative strategies for trade union development in central and eastern Europe.

Consolidating collaboration and cooperation

Establishing, running, maintaining and contributing to networks are core areas of the ETUI's work. Evaluations made by the ETUI have underscored the need to consolidate existing networks as well as learning across networks. Work on this will continue and, in some areas, efforts will be intensified.

Some of these networks relate to specific topics, e.g. Workers' Participation (WPEurope), company law and corporate governance (GOODCORP), and Transnational Trade Union Rights (TTURs), but there are also four trade union expert networks devoted to health and safety (covering machinery safety, chemicals, psycho-social risks and gender aspects of health and safety).

Other networks are more structural and of a more strategic nature, e.g. Trade-Union-related Research Institutes (TURI), and Trade-Union-related Economists (TUREC), or form part of a dissemination strategy, e.g. Horizon 2020 projects.

Since network-related business is core to the ETUI's activities, areas that will continue to receive close attention are the reinforcement of collaboration between and with TURIs and shoring up the capacity of the trade union trainers' networks. The ETUI will support the TURI network by strengthening ongoing projects and, if need be, initiating new initiatives for collaboration between the TURI members. Wage developments and the social dimension of the European Union are another two areas of particular importance that will continue to be explored. During the reference period, the network's next annual conference will take place in Berlin and the network will have a parallel workshop at the biannual ETUI/ETUC conference to be held in Brussels at the end of June 2018 in order to commemorate its founding 10 years ago. Overall, the work done by the network will also be further disseminated and promoted through improving the TURI website and the use of social media (e.g. TURI Twitter account).

The Foresight Unit will continue to spread the results of its future-thinking work on the main changes to come in the world of work. The six scenarios created during our seminars will be used in three specific contexts. The first context is with the ETUC, as the scenarios can become tools available for national, European and sectoral organisations. The second one is related to training, as in some of the training programs the EDU Department of the ETUI is placing a greater focus on the social impacts of the digitalisation of the economy (in particular, in a training program for young trade union leaders). Last but not least, the main publication will be sent to the participants of the 2017 seminars in order to stay in touch and to create a flexible and informal network. In the longer term, it could lead to a new 'foresight seminar' with the same format but more focused on the other big transition: climate change. The Foresight Unit will contribute in these three contexts. More generally, this project aims to disseminate the unit's ideas about the future of work as widely as possible, and the literature produced will also be made available and promoted during the June conference.

The ETUI will also continue to collaborate with the Sharers & Workers' network. The involvement of the ETUI in this network brings the opportunity to make new contacts with other kinds of stakeholders and interlocutors from trade union organisations. Jointly with the ETUC, it could be the starting point for building a kind of structured 'dialogue between platforms and trade unions'.

Recognising the relevance of long-term vision and the need to prepare for the future, the ETUI has undertaken a strategic foresight project. The objective is to be better prepared to deal with new challenges, using skills, capabilities, resources and leadership.

The ETUI will also help to take forward the TUREC network, which aims to build and maintain links between European trade-union-related economists in an effort to enhance cooperation between them and pool institutional resources in the production of research that supports, reinforces and stimulates the European labour movement. The main activity planned for this budget year is the organisation of the third annual meeting of the network in Madrid, most likely in June 2018. The development of a specific trainers' network for economists will be explored during this work programme.

Annual events organised with similar research bodies and networks from the US and Canada, e.g. Cornell University and the CRIMT network, also ensure exchanges of information on issues of strategic relevance to trade unions on both sides of the Atlantic.

This year the annual meeting with the University of Cornell and the Hans Böckler Stiftung will take place in Berlin in October. Only eligible costs will be incurred within the framework of the work programme.

Meanwhile, trainees and guest researchers continue to play an important role in determining the ETUI's working methods. The institute's aim in this respect is to provide students and researchers across the EU with a unique experience at European level by participating in the implementation of the ETUI work programme.

The ETUI will likewise continue to organise events and projects with affiliates, related organisations and universities across the European Union, such as the 'European Panel' together with the Hans Böckler Foundation (HBS). In essence, the ETUI's collaboration with other institutions and organisations has a multiplying effect, its efforts bearing fruit for all parties. The ETUI is increasingly perceived as being an important partner in organising debates on European integration and building consensus on what the future of Europe could look like. The ETUI will in the upcoming reference period seize the opportunities at both European and national level to engage with trade unions and other actors in order to organise events about the social dimension of European integration. The ETUI will also address the question of the rising of right wing populism including the challenges for the trade unions. This is of particular importance considering that May 2019 will see the next European Parliament elections.

The Institute also concluded a memorandum of understanding with the Institut der Deutschen Wirtschaft (IDW) in Cologne (the think tank of the German employers). An event will be co-organised during the reference period.

Communication strategy

The ETUI continues to strengthen its communication policy by having **targeted approaches applicable to its different target audiences**. The main target audiences are European and national trade union (con)federations, but also academic institutes, networks and researchers, European and national policymakers, economic decision-makers, business leaders and NGOs, as well as specialised press and social media (bloggers) interested in developments in areas related to the social dimension of European integration.

In 2018-2019, emphasis will continue to be placed on developing a **better measurement of the impact of the increased dissemination (online and in paper form)** of ETUI research publications. The Publications Management (PUMA) system which was put in place to improve the planning and tracking of the wider dissemination and impact of our publications will be further developed and refined in 2018-2019.

To improve the ETUI's outreach to non-academic audiences, the Institute will continue to produce short (1 or 2 pages), easily digestible summaries (**PubAlerts**) of our research publications.

Our main channels of dissemination are one general and several topical electronic **newsletters**, use of the web and social media for high-level public events in Brussels and (occasionally) Member States, and carefully targeted postal dispatches of ETUI material.

A great deal of **knowledge dissemination** also takes place when ETUI researchers are given the opportunity to speak at network meetings or conferences, either in Brussels or abroad. Furthermore, the ETUI's training courses for trade unions make use of most of the publications produced by its Research Department. The refurbished web pages of the ETUI's EDU Department raise the profile of the Institute's research output and training courses.

ETUI researchers also regularly produce or contribute to **external (non-ETUI) studies** which build on work carried out for the ETUI itself. These external publications will be given even greater visibility on the ETUI website and on social media.

ETUI trainers' guides and toolkits are being used to build up national training activities related to European trade unions' activities. Online training courses are gaining success and visibility, further enlarging the scope of our target groups. Online tools and e-learning development is key in our pedagogy.

An internal strategic discussion will take place on a complete renewal of our website in order to be ready for implementing it in the 2019/2020 work programme.

Websites, social media and audiovisual services

The number of visits to the ETUI's general website increased in 2017. More than 490,000 pages were viewed over the whole year by more than 210,000 unique users. The worker participation website had 400,000 pages views over the whole year from around 150,000 unique users. This is a clear increase from the previous years.

During the 2018-2019 work period the already quite substantial website of the Institute will be regularly updated, and more specifically the topic pages and the 'Reforms Watch' pages. The web service called 'Reforms Watch' which was set up in December 2016 and monitors and aggregates, by country and by subject, the latest information (news, research, etc.) on recent developments in labour markets and labour law, pension reforms and industrial relations, will continue in 2018-2019. More than 80 news articles are posted per year.

Our **social media** impact also grew considerably, and the ETUI will certainly reach our objective included in the last work programme, namely to reach more than 6,000 followers by the end of March 2018. Our goal for this work programme is to reach 8,000 followers.

The ComPub team will continue its intensive use of social media (Twitter, LinkedIn, Slideshare, Storify dossiers) in an effort to alert the ETUI's target audiences to our activities and research results. The use of **data visualisation and infographics** will increase, and more events will be video-recorded for viewing on the ETUI YouTube channel. Some of our major events will be live-streamed.

More and more ETUI researchers are providing information on their work by contributing to major **blogging** sites, such as the Social Europe Journal and the blogs published by the London School of Economics. The successful internet service 'Medium' is another new online platform where articles based on their research are published. Due to the big success of blogs the ETUI might also start its own blog in 2018-19.

The ETUI will continue to use the following external channels to disseminate its publications: Social Europe, Academia.edu, ResearchGate, Google Scholar, SSRN and RePec. These popular websites do not only increase the visibility of ETUI publications, they also intensify the traffic to the ETUI website more generally.

Researchers will also remain available for **interviews with the European press** on topics falling within their range of expertise. They have received – and will continue to receive – special training on how to speak to the media and give video or radio interviews.

Events

The successful '**Monthly Forum**' will be continued. These specialised debates held in Brussels focus on the ETUI's different priorities and other topical issues. External speakers and ETUI researchers use these one-and-a-half-hour events to present the results of their work to trade union representatives and other EU stakeholders.

Due to the growing success of these lunchtime events over the past year, the ETUI will continue to organise more of them, including in the form of ETUI lunch debates, Foresight debates, symposiums, book presentations and brown-bag lunches. All in all, there will be around 20 open events during this work programme.

In addition, a number of **large-scale public events** on the work programme's main priorities will take place during the year, highlighting some of the ETUI's findings on issues like worker participation, working conditions, training, etc.

The most important event will be the third big conference. This three-day ETUC/ETUI conference will take place in Brussels on 27-29 June 2018. The topic this year will be

‘The World(s) of Work in Transition’. It will discuss how four global transitions – globalisation, climate change, digitalisation and demographic change – are changing work content, working conditions and work relations, and how to ensure coherent and sustainable policies for a world of labour that leaves nobody behind. It is expected that this conference is widely attended by trade unionists and employers, researchers, NGO and think tank representatives and European Union officials, as was the case at the two previous occasions.

The yearly conference of the ETUI’s Working Conditions, Health and Safety Unit on ‘Work and cancer’ will take place on 4-5 December 2018.

On 9 April 2018 the ETUI will co-host the conference ‘For a Fair, Modern & Efficient Corporate Taxation in Europe’. It has joined forces with the Foundation for European Progressive Studies and the S&D Group in the European Parliament to gather expertise from academia, trade unions, civil society and bring them together in Brussels. The objective is to articulate a progressive position, with input on technical and legal matters, and promote the discussion on key features of a European reform of taxation. The network of trade union-related research institutes (TURI) will mark its tenth anniversary with a conference in Berlin on 16-18 May 2018, as a fringe event at the DGB Congress, and also with a workshop organised as part of the three-day June conference.

The next big EduDays gathering, organised by the ETUI’s EDU Department, will take place in the week of 22 October 2018 in Vilnius.

The annual EWPC Conference and the launch of the 2019 Benchmarking Working Europe publication is planned for the beginning of 2019.

In autumn the ETUI will organise different events marking 40 years of the ETUI, which was created on 22 September 1978 as ISE (Institut Syndical European).

Publications

The ETUI has nine **categories of publications**. Each category has precise aims in terms of communication and target audience.

1. Newsletters

Specific newsletters that are designed for a more specialised and clearly identified audience will continue to be sent out electronically. These currently cover the issues of collective bargaining and health and safety at work. The general newsletter which was launched in 2014 sends monthly alerts of activities and publications to over 10,000 contacts.

2. Policy Briefs

Policy Briefs aim to introduce and showcase a line of argument or key issue in a policy-oriented manner, but always on the basis of in-depth analysis. Policy briefs are read by a broad, non-specialised audience as well as by decision-makers and members of European think tanks. They are published in English, though specific issues may sometimes be published in other languages too and are usually distributed by electronic means.

3. Guides

This category covers documents that are designed for trainers to support their work or that aim to outline a question or issue in a clear and simple manner.

4. Working Papers

Working Papers present research that is either still ongoing or has recently been concluded. These papers are aimed primarily at academics, think tanks, European institutions, trade union organisations and non-governmental organisations.

5. Reports

Reports are more technical documents aimed at readers with a specialised knowledge of the area in question. In some cases, they serve to present the results of conferences.

6. Books

Depending on the topic and objective of the publication, books are aimed either at specialists or at a broader readership. They also provide an opportunity to focus on activities conducted by ETUI research networks. Books demonstrate the ETUI's academic quality and dependability in relation to issues of key importance to the labour movement. Books may contain the findings of internal ETUI research projects, the results of external research network projects, or be regular annual publications on specific issues, e.g. *Social Developments in Europe* and *Benchmarking Working Europe*.

7. Background analysis

This more recently launched series is intended to explain and supply background information on recent EU policies (e.g. country-specific recommendations in the context of the new European governance). They are online products that can be downloaded from the ETUI website.

8. Foresight Brief

The Foresight Brief is the new publication from the ETUI focused on strategic thinking about the future challenges for the world of work (The Foresight Brief is also available in French under the title *Notes de perspectives*) which focuses on two priority areas: climate change and new technologies. The ETUI will widen the audience of the newsletter by better identifying the public likely to be interested in this publication (via networks and the ETUI website, but also by exploring new means of dissemination such as social media, press coverage, etc.). Four new issues of the Foresight Brief have been planned for the 2018-2019 work programme.

9. The journals *Transfer*, *SEER* and *HesaMag*

Transfer – the European Review of Labour and Research – has been published, since 2010, by SAGE, and the journal will continue to be published and distributed by this publishing house. Meanwhile, the ETUI remains responsible for the journal's general editorial line, contents and meetings of its editorial committee.

In 2018-2019, three thematic issues of *Transfer* will focus on 'Trade unions and the polity: agendas and alliances', 'Institutional change and transformations in labour and employment standards: an analysis of "grey zones"' and 'Labour market integration of asylum seekers in the EU'. In addition, as in other years, one issue will be a non-thematic 'open' issue publishing a selection of articles submitted to the journal and accepted for

publication. During the reference period the editorial committee will meet three times and there will be two workshops related to the publication of the special issue on 'Trade unions and the polity: agendas and alliances' and a 2019 issue on the living wage.

The *South-East Europe Review for Labour and Social Affairs (SEER)* is a journal published by the ETUI in cooperation with Nomos Publishing House. The ETUI has a contract with Nomos for the production and dissemination of two issues per year. The aim of the journal is to serve as a platform for exchanges between academics and trade unionists in the regions of South-East Europe and the European Neighbourhood Policy region. Only eligible costs are incurred. The journal enjoys a stable presence in its traditional Western Balkans region, and efforts are continuously put into improving the quality of its articles.

The working conditions and health and safety periodical *HesaMag* is a topical information magazine aimed simultaneously at specialists and a broader audience. Each issue covers a specific topic and reflects the cooperation between the ETUI and external researchers. The periodical will continue to monitor key European policy developments. The themes for 2018-2019 will be 'Working conditions in the beauty sector (manicurists, hairdressers, fitness centres)' and 'Cancer and work'.

Documentation Centre

The activities of the Documentation Centre for 2018-2019 will continue to contribute to the ETUI's collection of literature and information. Its main activities will concentrate on fully supporting the ongoing work and projects of the Institute. This includes the continuous development of the reference database Labourline (www.labourline.org).

During this work programme, a survey on the current periodical subscriptions will be conducted to better fulfil the needs of the researchers and visitors. The reshaping of the web interface will continue, providing new services to the users (for example: alert newsletters, DSI, a new interface called 'Citation' to download references from Labourline in different formats suitable for researchers, etc.)

The centre will continue to digitalise historical ETUC and ETUI documents and make them available on Labourline. A new project will be launched concerning the processing of historical ETUC photographs (including both physical and digital archiving).

The Documentation Centre's role as a specialised information resource centre for external users will also be developed further. The centre will continue to be an active data provider for the European common catalogue of EIGE (European Institute for Gender Equality), for the project EUROPEANA-DSI and for the Social History Portal (IALHI). The documentalists have the intention to develop their contact with other documentalists working on the same subjects, always with the aim of promoting the ETUI's rich specialised collections.

Internal development

The ETUI: an 'eco-dynamic workplace'

Having received the status of an 'eco-dynamic workplace' in 2013, the ETUI has continued to implement its action plan to decrease the Institute's environmental footprint. After a positive evaluation in 2016, more actions on greening the Institute have been planned for the next budget year. The special working group 'Greening the ETUI' has been strengthened and will take additional steps during the coming year.

Words of thanks

The European Union continues to be the ETUI's most important provider of support. Without continuing support from and cooperation with the European Commission, the European Parliament and other European bodies, the research, expertise and training carried out by the ETUI would simply not be possible. We are extremely grateful for this support, which is vitally important for the effective functioning of the ETUC as a proactive European social partner and for underpinning the European Social Model.

What is more, regarding the successful implementation of this work programme, the ETUI is grateful for the excellent level of cooperation it enjoys with the ETUC and its affiliated organisations. It also welcomes the close level of cooperation with several academic bodies, research institutes and foundations across Europe. Particular support will be forthcoming from Germany's Hans Böckler Foundation (HBS), and additional funding will be provided by national affiliates, governments and agencies. Furthermore, the ETUI welcomes the cooperation agreements with various European Industry Federations and the projects financed by national affiliates. We very much appreciate such financial support and collaboration.

Overview of main new developments in 2018-2019

- Our three-day conference will address the theme of ‘world(s) of work in transition’, combining analysis of four mega-trends (climate change, digitalisation, Europeanisation/globalisation and demography).
- Many activities will take place around the debates on the future of Europe and the preparations for the elections to the European Parliament.
- The new **database on company mobility** will be launched and promoted, as it is a unique tool to inform the emerging debates about the impact of company mobility, not only on workers’ rights but also on governance, taxation, and employment.
- Further development of our successful online **Reforms Watch** service consisting of dossiers on EU Member States with fact-based information on the industrial relations system in each country (key facts, players and institutions), information on the latest developments in labour market reforms and pension reforms, as well as data and legislative information on the right to strike and strike activities.
- Education Department **e-learning projects**: after having launched and successfully run two online training courses – ‘European Works Councils – the rules of the game’ (pilot version in English) and ‘Being a citizen in Europe today’ (pilot version in French) – other projects are being developed in order to enlarge the online training offer.
- **Accreditation** for trainings: several courses have been accredited and new ones are in the pipeline for accreditation.
- Increasingly, research results will be presented and disseminated with the help of visual communication tools such as **infographics and videos**.
- A study on the cost of non-action on psychosocial risks will be commissioned.
- A survey to get a better understanding of the extent of platform-based work in central and eastern European countries will be carried out.
- **TUREC – Trade Union-Related Economists network**: this new network of economists with links to trade unions will discuss and formulate analyses as well as support policy proposals regarding macroeconomic developments.
- The **Foresight Unit (‘cellule prospective’)** will provide food for thought about the future of labour markets against the backdrop of the social-ecological transition and the digital revolution.

- The ETUI will organise on regular basis **ad-hoc seminars** on specific requested topics, exclusively for the ETUC secretariat and invited trade union experts to discuss issues related to their priorities or challenges.

A. MAIN PRIORITIES

1. Policies and actions for the future of Europe

There are growing indications of economic and employment recovery. However, the EU is facing political challenges, whilst still having to deal with the consequences of previous years of crisis management. With Brexit, the new US administration, and the rise of populists and 'illiberal democrats' in Europe, the European project itself seems under threat. The ETUI will continue to monitor these developments on both the European and national levels and analyse the results and effectiveness of policies. This first priority remains focused on new economic governance and policies, but will also include more research and training on a new vision for the future of the European Union, linked to the Commission's White Paper, the European Pillar of Social Rights (with a particular focus on the legal initiatives), the Social Scoreboard and the implementation of the 20 principles, the reform of the EMU area and the European Labour Authority, and the outcome of various REFIT exercises (in particular with respect to occupational health and safety).

The fact that the European Union displays considerable divergence on a number of economic and social indicators raises the question of whether Europe is heading towards a new model of integration in which lower-income countries will be unable to attain convergence with richer Member States, confining them to the role of providers of cheap labour, either through outsourced production or through migration. There is a verbal consensus on the need for a growth orientation, but even the limited measures undertaken (the investment plan and flexibility in the Stability and Growth Pact) have bypassed the need to address the issue of divergences. This links up with the need for a green transition, investment in education and the reindustrialisation of Europe, which raise different questions across the Member States. Furthermore, the European Pillar of Social Rights is emerging as the catch-all construction for all future social policy initiatives. It remains to be seen how binding or voluntarist this approach will be. In particular, the Social Scoreboard has been presented as a concrete tool to monitor and assess needed actions in order to ensure upwards social convergence. The European Labour Authority may help to resolve long-standing problems of enforcement. Finally, the (de)regulatory approaches of the Better Regulation and REFIT agendas continue to be implemented. These questions are being compounded by the digitalisation of the economy, which seems to amplify many of the issues raised above. The digital single market seems to be turning a blind eye to the labour market and employment effects of this revolution.

In response, the ETUI's research will pay close attention to monitoring the processes underlying these developments and focusing on specific themes that are central to the European labour movement.

Main issues to be dealt with include:

- monitoring the effects of current policies as expressed through the European semester and austerity measures and their implications for the social dimension;
- analysis of alternative monetary and macroeconomic policies and proposing alternatives in order to support the European Social Model;
- critically assessing and proposing alternatives to the measures undertaken, including the course of the current investment plan and of possible revisions to the Stability and Growth Pact;

- analysing the implications of current wage levels and divergences between countries and hence the possibilities for wage-led growth and for supporting trade-union actions to raise wage levels across the EU;
- Brexit raises further questions, one of them being the future of trade policy and the place of the EU in the world, which will be continuing ETUI themes;
- a focus will continue on 'structural reforms', both criticising past policies and researching and supporting positive alternatives; the potential consequences of a long period of low growth is a further pressing question;
- the developments of the Social Dialogue at sectoral and cross-industry levels, and the changing landscape of collective bargaining and industrial relations at all levels;
- supporting the process and implementation of the European Social Dialogue:
- monitoring and critically assessing the impact of new regulatory approaches, such as REFIT, the Social Pillar or the European Labour Authority, on workers' rights at the workplace;
- shifts in social legislation and social rights, particularly as they are catalysed by responses to the crisis, will continue to be closely monitored across all Member States;
- a follow-up to the outcome of the ex-post evaluation of the health and safety directives, especially the revision of six particular directives.

The issues listed above will be addressed by the projects described below.

One of the key new initiatives in the social policy area expected in 2018 is the **European Labour Authority** (ELA), which was first proposed in 2017. The ELA could address some of the monitoring, enforcement and dispute settlement gaps that exist in the EU. The ETUI will monitor and explore the potential impact of the ELA based on the more concrete proposal which is expected in early 2018, clarifying the content and form of the European Labour Authority. In addition, the work on the development and, most importantly, on the enforcement of and compliance with the **European Pillar of Social Rights** (EPSR) will be continued. The EPSR may lead to a new framework for evaluating all social policy initiatives and for re-evaluating former ones, e.g. the Social Scoreboard. As such, it could clash with the rationale underlying the **Better Regulation (REFIT)** agenda. Further research will explore the compatibility of the two frameworks. Furthermore, the Better Regulation approach has regained relevance and topicality as the REFIT process is gradually extended to all legislative and all major non-legislative EU policy initiatives, raising new questions about the politicisation of its application. The **REFIT** process will thus continue to receive close attention in the course of this work programme, since it affects both the social *acquis communautaire* and forthcoming or pending social legislation. Next to the publication and dissemination of existing and new research on REFIT, the EPSR, and the ELA, workshops involving both practitioners and academics will address the structural EU changes relating to the social dimensions.

The new dynamics in the social dimension of the European Union clearly require the continuation of the annual publication '**Social developments**'. The 2018 edition will be published during the second half of 2018, and a call for tenders will be launched for the publication of the 2019 edition. 'Social developments' is published in French and English and is launched at an event held in Brussels.

Much research will focus on regular monitoring and tracking of **economic, employment and social policy developments and systems and processes of**

economic governance at EU level. This will include commentary, analysis, external advice and reactions to EU-level policy developments. Particular attention will be paid to the continuing European investment plan, the course it takes and the effects it has, to the implications of the UK decision to leave the EU, and to future EU trade policy in the light of negotiations with potential partners. Research will also be conducted as issues arise, with attention continuing to be paid to proposals for improving competitiveness, reforms of banking and financial systems and proposals for alternative economic policies. External experts will be brought in where appropriate. Research findings will be disseminated via publications, through participation in events and in the form of direct advice, primarily to individual and ETUC-affiliated trade unions and federations.

An ongoing project provides a clearer and more detailed focus on the countries of **central and eastern Europe**, aiming to support **social dialogue** there by developing links with and offering assistance to local trade union organisations in their efforts to provide input to the policy process in individual countries as well as at European level. These activities include offering advice to trade unions and policymakers, contributing to conferences and expert meetings in eastern European countries, and jointly publishing research findings with trade unions and researchers from those countries. Further specific research will focus on east-west wage gaps in sectoral comparisons (with special regard to services), matching wages with productivity. Based on data collection and a literature review, a written report will be produced that can be a basis for an ETUI working paper. At the same time, a commitment was made to take part in a task force set up by the German Marshall Fund and the ITUC to map regional/sectoral and skills-based wage gaps in an EU-US comparison. The results of this work could also feed into the working paper.

Another project will look into the **alternative policy mix** required to deliver sustainable growth, create jobs and ensure greater equality in the era of digitalisation in Europe. This project will provide regular and continual monitoring of the mix of monetary, fiscal and supply-side policies in the EU Member States, with a particular, though not exclusive, interest in those of the eurozone and especially the evolving debate on reforming the EMU (the structural reforms 2.0). This is an area of crucial interest for trade unions, as several themes are among the top priorities in the ETUC's Platform on the Future of Europe. Beyond the trade union interest, however, there seems to be an agreement among economists from different quarters that all monetary, fiscal and supply-side policies/structural reforms should support each other to engineer a recovery, although there seems to be disagreement on what each type of policy should do and in what sequence with the others. Although this is an area in which a lot of research is conducted in academia and policy research organisations, the active involvement and presence of the ETUI in the academic and public debate is necessary so as to investigate and disseminate findings that debunk myths on the policy options that would help recovery, and support policy options which are labour-friendly and compatible with both growth and equality. The project will thus include research, analysis, commentary, reactions to developments, and external advice, whenever solicited, on these policy areas, using also the insights accumulated from projects of previous years. Activities will include the production of working papers, with possible use of outside experts.

The emerging economic governance, as well as the longer-term vision of the EU as a 'viable Economic and Monetary Union', is currently promoting integrated frameworks on fiscal and economic policy matters. However, pursuit of this vision appears to cause tensions insofar as it conflicts with the promotion of social cohesion and solidarity among Member States. A project on challenges for labour market policies in Europe,

relating to inequality, insecurity and the building of economic resilience, will build on a project on labour market policies from the previous period which led to an edited volume to be published in February 2018 by Policy Press. While ensuring dissemination of the results of that project, work continues on monitoring developments in labour market policies in Europe, informing the debate in Europe and the OECD in the context of their new Jobs Strategy, and asking questions concerning the effect of labour market policies on inequality and labour market insecurity. This all feeds into the debate of what policy changes are necessary for strengthening the social dimension of the E(M)U, especially through the European Pillar of Social Rights, as well as the economic and labour market resilience of Member States, a policy objective that has gained salience in the debate on how to reform the eurozone as well as the new OECD Jobs Strategy. A paper aimed for a journal will be prepared (possibly an ETUI working paper as well), while a policy brief summarising the developments in labour market insecurity in Europe and possibly linking them to the debate on the social dimension of the EU and the European Pillar of Social Rights is also proposed.

Another project will investigate changes in **taxation**, as one of the key components of a welfare state and hence a main pillar in shaping the European Social Model. Taxation is high on the European agenda, and issues of particular interest for the trade unions in Europe are tax evasion, in all its forms, and attempts to harmonise the corporate tax base. The ETUI will commission external expertise on a couple of key issues with a view to writing up evidence-based research documents on issues identified as being of particular relevance to European trade unions.

Special attention will continue to be paid to actions following the publication of the ex-post evaluation of **EU health and safety legislation** and **the adoption of the Opinion on the Modernisation of Six OSH Directives to Ensure Healthier and Safer Work for All** by the Advisory Committee on Safety and Health at Work (ACSH). The ETUI will monitor the outcome of this process and provide expertise to the workers' interest group (WIG) in the ACSH and to the European Commission. The ETUI will also co-ordinate the participation of WIG members in the expert groups and working parties set up to give shape to the process of modernisation. The ETUI will provide relevant expertise and identify how to avoid the erosion of workers' protection in the EU.

In addition, the ETUI will continue to closely monitor the **revision of the Carcinogens and Mutagens Directive** (2004/37/EC) and any new additions to the list of carcinogenic substances. The Institute's contribution will entail closely monitoring the Commission's proposals and technically assessing whether they correspond to best practice and a high level of protection of workers. The ETUI will also disseminate a finalised research project that examines the annual cost of occupational cancers in the EU28, thereby helping trade unions refine their strategies and measures designed to tackle occupational cancers and provide scientific evidence in the context of the revision of the present Carcinogens Directive. Specific expertise will be sought when needed. In addition, the ETUI will support the ETUC in their political work on request.

In addition, a two-day conference will be held during the second half of 2018 on **women, work and cancer**. As the ETUI has been working systematically for many years on the topic of the gender dimension in OSH, as well as on that of work-related cancer, it is time to seize the opportunity and bring the two fields of expertise together. The conference will provide an original contribution to the present debate on a better prevention of work-related cancers, taking into account the specific situation of female workers. Until now, most of the research on work-related cancers has been focused on

male workers, in particular in epidemiology. The gender division of labour means that men and women are not necessarily exposed to the same carcinogenic agents and/or in the same conditions. For instance, more men are exposed to crystalline silica due to the composition of the workforce in the construction industry, while more women are exposed to cytostatic drugs due to the composition of the workforce in the health sector. Breast cancer is the most common cancer among women while it is relatively rare among men. Until now, the work-related causes of breast cancer have been neglected both in research and in intervention. The conference will develop the cooperation between trade unions, scientists, policy makers, and women (health) organisations, and will contribute to a more gender-balanced strategy on work-related cancer.

The ETUI's **Transnational Trade Union Rights (TTUR)** network will continue to assess the potential of European legal sources of rights. Four network meetings have been planned. Building on its prior work on the Lisbon Treaty, the European Convention on Human Rights, and the European Social Charter, the TTUR will finalise a new book publication on *The Charter of Fundamental Rights of the EU and the Employment Relation*. This publication completes a trilogy on the sources of fundamental rights for the employment relation in Europe and their added value for the respect and promotion of workers' rights. A new research project will also be identified, which will then be continued in 2019-2020.

Furthermore – and following the reorganisation of the TTUR in 2017 with the creation of four informal working groups to address: 1) Better Regulation, 2) the European Pillar of Social Rights, 3) the definition of 'employee' and 4) Brexit – each group can decide to consolidate particular research leading to different outputs, such as working papers, or articles in external (law) journals.

Finally, and in line with the ETUC priorities in relation to fundamental rights in general and the promotion of trade union/social rights in Europe in particular, the TTUR will continue to provide expert/research support to the ETUC upon request.

An umbrella project launched in 2017 seeks to analyse the **potential of a litigation strategy to enforce workers' rights**. The key court cases brought before international and European courts more and more often constitute part of a broader litigation strategy by the stakeholders with an aim of triggering or even achieving social change. At the same time, this phenomenon is currently still under-researched and under-used by the trade union movement.

This project thus seeks to address the gap in legal research and expertise on pan-European litigation strategies for trade unions and workers' representatives. It also indirectly aims to identify experts who work on these matters and to serve as a platform for knowledge-sharing and dissemination for trade union audiences.

For the 2018-2019 work programme year, the project will focus primarily on the collective access to courts both at the EU and national level, since access to courts at the national level often determines whether access to pan-European judicial bodies will be available. Three activities are planned for 2018-2019. First, an ETUI working paper will focus on the ETUC's access to the CJEU. The European Commission is obliged to request the ETUC's opinion in all cases involving cross-sectoral framework agreements implemented in EU law (on fixed-term work, part-time work and on parental leave). The working paper will assess the success rate of the ETUC by comparing the positions of the ETUC, the European Commission and the outcomes of the respective litigation processes. Secondly, a lunchtime debate focusing on the access to courts for trade unions

at the European level aims to bring some of the lawyers most actively working on cases involving trade union interests at the European level to the attention of the primarily Brussels-based trade union and research audience. Finally, five expert reports on access to courts for collective bodies in five Member States (Denmark, Poland, France, Slovenia and Germany or Austria) will be commissioned to serve as an exploratory basis for future work. The aim is to assess whether and under what conditions the trade unions (as collective bodies) have access to courts under national law, and if so, how the trade unions actually use it. At a later stage this research will be complemented with analysis of collective actions at the European level, the identification of EU-law related questions that are litigated across various Member States, whether a pan-European strategy to address these common issues could follow, and the identification of the procedural requirements for such a strategy

In addition, work will continue on examining health and safety litigation, building on the strategy outlined above.

In the wake of the crisis, many European countries have enacted **labour law reforms**, most of which make existing provisions of labour law more flexible and ease minimum standards, shifting the emphasis to soft law (deregulation). The ETUI's ongoing project on monitoring and mapping European legislation critically addresses the widespread ongoing deregulation of labour law, in particular its negative impact on fundamental social rights and workers' protection. The project's findings will also be incorporated into the Reform Watch web service. The response to the economic crisis and its impact in the social (legislation) domain continues to dominate the political agenda and thus remains a primary consideration in the work done by the ETUI. Whereas the main social (legislation) domains affected by the reforms proposed and/or pursued at EU level and implemented at national level remain largely the same, the same does not necessarily apply to 'guiding background documents', and we note a shift in and proliferation of policy documents prescribing reforms in the social (legislation) domain (ranging from MoUs to the European semester (CSRs) to the REFIT process). Furthermore, as the European Semester and in particular the so-called country-specific recommendations (CSRs), are intended to be among the main vehicles for implementing and reaching the objectives set by the EPSR and its accompanying Social Scoreboard, the ETUI research on mapping the 'social CSRs' will be continued. Yet it is not just changes in national legislation that need to be mapped. It is also crucial to recognise and assess the logic underlying the various policy approaches and tools, such as the Memorandums of Understanding (MoUs) or **country-specific recommendations (CSRs)** issued in the context of the European Semester. Accordingly, a thematic analysis of the CSRs is also envisaged.

Thus, the main foci of research remain the impact of the crisis on labour legislation and the impact of country-specific recommendations in different subsets of the social domain. Since trade union rights are among the main sets of rights currently under attack, the ETUI will continue the research it started for EPSU on (developments in) the legal framework on the right to strike (with a particular focus on the public sector) in the EU/EEA Member States and candidate countries. The series of 'social policy *fiches*', or brief summaries of EU social legislation, will be updated as necessary.

Furthermore, the ETUC's renewed and enhanced interest in protecting fundamental social rights, and trade union rights in particular, is also bound to give rise to a need for more expert input in different formats. Hence, under this project, the researchers concerned will also continue and where needed step up their longstanding provision of expert input in, amongst others, the ETUC committees/structures (e.g. ETUC legal

experts network NETLEX, the ETUC Fundamental Rights and Litigation Advisory Group, the ETUC Internal Market and Social Legislation Working Group) as well as in relation to monitoring and enforcement mechanisms/bodies linked to the Council of Europe, the European Convention of Human Rights, the European Social Charter and the European Code of Social Security (e.g. CDDH (subgroups), the Governmental Committee, and the Collective Complaints Procedure).

The results of the above-mentioned monitoring and analysis are not only relevant for the trade unions engaging at the European level. Most industrial relations actors and academics are broadly familiar with the changes in their own country. However, the range of parallel situations across Europe casts a different light on developments and reveals much about the overall regulatory context of an increasingly integrated Europe. The ETUI's unique contribution to the debate is its systematically European approach. The results of the mapping of social legislation changes will feed into the monitoring tool, Reforms Watch, to provide timely, readily accessible information to ETUI stakeholders on changes and reforms affecting industrial relations, labour markets and pensions. The aim is to provide European trade unions with, firstly, timely information on occurring changes, and secondly, in-depth analysis of what these changes mean for labour markets, social partners and European integration.

Social dialogue is at the heart of the ETUI work programme and is the *raison d'être* for the setting up of projects, while the process of social dialogue is also a subject of research in and of itself. The ETUI's research on monitoring the European **Social Dialogue** seeks to critically assess the EU social partners' involvement in European governance processes.

Although it looked like the EU Social Dialogue was on its way to a revival following the relaunch process initiated by Commission President Juncker, recently, and particularly in relation to the (implementation of the) European Pillar package, the EU social partnerships became again rather difficult and complex, at least on some issues. One illustration of this was the refusal to negotiate on the revision of the Written Statement Directive, and it remains to be seen what the distinct positions (and eventual outcomes) will look like under other consultations launched in the framework of the EPSR. Furthermore, the EU social partners are still engaged in difficult negotiations on their new work programme for 2018-2020.

This project is intended to scientifically cover issues related to the development of particular themes of the European Social Dialogue that are of major interest for the European trade union movement. The first objective of this project is to monitor developments in the EU (interprofessional) Social Dialogue. Secondly, the project seeks to assist and conduct research on the implementation of the instruments of the (mainly cross-sectoral) EU Social Dialogue, such as framework agreements incorporated into Directives, autonomous framework agreements, autonomous work programmes, etc. And thirdly, ETUI experts will continue to provide expertise to the ETUC negotiation teams and drafting groups as they will be identified in the new EU social partner 2018-2019 work programme and/or following consultations with the Commission.

Furthermore, the project also includes regular updates of the ETUI social dialogue texts database, based on which thematic research output can be undertaken as appropriate. Finally, the section on social dialogue on the ETUI's website worker-participation.eu will also be regularly updated and enriched. The portal www.esddb.eu created in 2017 will be maintained and further developed to provide access to the database of agreements concluded in the European Social Dialogue.

Apart from its own research, the ETUI will also continue to provide its expertise in external projects run by (European) trade unions, external institutions and/or academic experts.

Collective bargaining is at the heart of trade union action and contributes in a substantial way to the European social dimension. The ETUI will in the coming reference period carry out analysis along three main lines.

Collective bargaining practices and outcomes have undergone considerable changes as a result of both the economic crisis and recent policy developments. The Collective Bargaining Newsletter (CBN) is the ETUI's tool for providing up-to-date information on collective bargaining developments across Europe. The project delivers on two fronts: firstly, by producing 11 electronic issues of the CBN each year; and secondly, by maintaining and improving the CBN archive, which contains all CBN issues published since February 2008. The CBN is compiled by an external research team from the Amsterdam Institute for Advanced Labour Studies (AIAS) at the University of Amsterdam. Collective bargaining news is also linked to our Reforms Watch pages.

A project to map developments in collective bargaining will continue. The first strand of activities continues with the mapping of changes in collective bargaining outcomes and practices. This analysis will be based on desktop research as well as first-hand information gathered from representatives of the ETUC and ETUFs and their national affiliates. The results of this mapping exercise will feed into numerous presentations at academic and trade union conferences. In the light of the emphasis the European Pillar of Social Rights places on 'fair wages' and adequate minimum wages, the second strand of this project will focus on the issue of living wages. In order to explore the possibilities of developing a 'European' concept of how minimum wages can be converted into living wages that enable each worker and his/her family to lead a decent life from the money he/she is earning, the key focus is on putting together a special issue on living wages for the academic journal *Transfer*. The issue will consist of three parts including: (1) a conceptual contribution dealing with the very concept and calculation of a living wage; (2) country-specific contributions covering national experiences with living wages where they exist and with initiatives to raise minimum wages; (3) contributions from practitioners involved in implementing living-wage initiatives. To ensure the highest possible quality of the contributions and in order to gather further ideas, a workshop on living wages will be held in autumn 2018. At this workshop all the authors will be present together with a selection of additional experts on the issue. The overarching objective of the second strand of this project is to feed into the process of the practical implementation of one of the key aims of the Social Pillar.

The enduring economic crisis in Europe, and in particular the various political measures pursued in the context of its management, have had far-reaching implications for national collective bargaining systems. However, what we lack is a **comprehensive overview of the situation regarding collective bargaining in the EU28**. In 2015-2016, a project was launched to compile a publication on this, with country chapters written by experts from across the EU28. The key focus in the 2018-2019 budget year will be on the publication of the book. This process includes the language editing of all 28 country chapters between April and June 2018 and the actual printing of the book between July and August 2018. In order to give the book visibility and to improve its dissemination, a book launch will be held in autumn 2018 in Brussels.

Policies and actions for the future of Europe: ETUI training support and responses

The EDU Department organises several training courses propagating a new vision for the future of the European Union.

‘Strategic thinking about the future of the trade unions in Europe’ is a course developed for this work programme to promote project-oriented, critical and open, strategic thinking as a method to be learned and developed at the European level. The aim is to develop future strategies for an effective, modern and updated trade unionism.

Improved skills and competencies of workers are becoming increasingly necessary; it is therefore urgent to promote and strengthen training on collective bargaining and social dialogue as the tool that promotes learning and the development of workers in the new economies.

Two training activities will analyse the effectiveness of social dialogue in recent years (with a special attention to CEE countries’ tripartite-focused model of SD), and propose solutions for boosting employees’ policy training and development of competencies in collective bargaining and social dialogue.

‘Trade union cross-border cooperation for strengthening sectorial collective bargaining in the Balkans’ is a training course which aims to strengthen cross-sector and sectoral collective bargaining throughout Europe, by building the capacities of trade unions and providing them with support and tools for overcoming the challenges they are facing at the national level in order to prepare for the future.

The European Pillar of Social Rights will continue to be addressed in several activities of the EDU Department. One training course will be developed and implemented in partnership with the International Training Centre of the International Labour Organisation (ITC-ILO), on enlarging the scope of the EPSR to cover the Sustainable Development Goals (SDGs).

Reviewing the latest EU developments in public services and identifying the challenges facing public service workers and public services in Europe will be the focus of a training activity dedicated to the public services. ‘Planning for Action - Defending and Promoting the EU’s Public Services’ will build on work that has been done in the public services network and previous seminars, aiming to outline the next steps to be taken at EU, national and trade union level. Issues to be covered include: what will be the role of digital technologies and automation in public services? How can we integrate refugees and migrant workers, and support diversity, equality, transparency and democracy? How can we counter privatisation and public-private partnerships (PPPs)?

Wages and purchasing power are one of the major concerns for European workers. The economic crisis, austerity policies and labour market reforms have led to lower wages over the past ten years in Europe. In different countries, there has been a decrease in the share of wages in GDP and an increasingly unequal distribution of wages, but also a massive and increased wage divergence between different EU countries. Since in some countries the coverage of collective bargaining has been reduced, trade unions have experienced difficulties in negotiating for higher wages.

The aims of the training activities are:

- to assess the impact of austerity policies and labour reforms in Europe on collective bargaining and wages, as well as the interferences of the new European economic governance;
- to examine the wage development of the past 10 years in the EU;
- to identify and analyse the difficulties and obstacles faced by trade unions (including institutional/legal frameworks) in trying to increase wages and improve the worker coverage of collective agreements;
- to exchange TU strategies to increase salaries and collective bargaining;
- to examine the ETUC pay rise campaign.

Wage convergence and coordination is necessary to prevent wage and social dumping in Europe. How can trade unions promote wage policies leading to less competition between the national economies of the EU? Along with coordinated collective bargaining, minimum wages can play an important role. For more united wage policies, the different types of minimum and living wages as well as the idea of an EU minimum or living wage should be debated in our training activities.

A high-level training course aims at empowering trade union representatives and officers by making a detailed analysis of the social dimension of the European semester and trade union involvement.

The objectives are:

- to actively analyse the EU semester and the EU economic governance;
- to provide tools to plan and develop the implementation process of the quadripartite document 'A New Start of the Social Dialogue' and EMCO joint conclusions on the involvement of social partners in the EU semester;
- to develop ideas for designing national reforms pursuing distributive effects and promoting social justice;
- to become familiar with the ETUC methodology of working with the European Semester.

2. Worker participation and industrial relations

Ongoing integration of the European market is being accompanied by a parallel decentralisation and erosion of sectoral and national IR institutions. The key to successfully meeting the challenges of simultaneous processes of Europeanising and decentralising IR at company level lies in strategically combining the various instruments for information, consultation and board-level participation and linking them more generally to collective bargaining structures. This linkage involves varying constellations of actors and instruments across borders, from the local to the national and European levels. Consequently, new sources of influence and coordination emerge, while others disappear or become weakened.

In its work, the **European Worker Participation Competence Centre (EWPCC)** will continue to explore and promote strategic and anticipatory interlinking of these processes, actors and levels.

This area of increasing importance for the trade unions across the European Union is driven principally by the **implementation of directives on employee representation and workers' information and consultation rights**, which at the same time play a pivotal role in safeguarding and further enhancing the interests

and safety of workers. These innovative institutional arrangements are also one of the main drivers of the Europeanisation of industrial relations.

The monitoring, investigation and understanding of – as well as active support for – the development of various forms and levels of worker representation and interest mediation, as well as the dynamic relationships between them, have constituted an important and constantly growing area of the ETUI's activity over the years. One of the ETUI's key contributions to this field is the **development of a genuinely European comparative and cumulative knowledge base**. The ETUI will continue to carry out research, pool knowledge via networks, evaluate legislative proposals, train trade unionists and workplace employee representatives, and provide technical support for efforts designed to strengthen the protection of workers' interests and the advancement of those interests throughout Europe and at different levels of society. The work of the ETUI in this field is closely aligned with the ETUC's overall strategies on democracy at work, and it provides a wide range of expert input and evidence for specific strategies and policy questions.

Main issues to be dealt with include:

- addressing the limits and opportunities for better interlinkage between institutions and actors of workers' participation across borders and across levels of the company;
- understanding and supporting unions and employee representatives in European multinational companies, particularly those involved in *Societas Europea* (SE) and European Works Councils (EWC) or affected by cross-border company mobility;
- collecting, translating and analysing negotiated participation agreements and practice; holding an annual EWPCC conference spotlighting the difficulties in enforcing rights to transnational information and consultation;
- understanding and supporting board-level employee representation (BLER), particularly taking a European and comparative approach to the influence, networking and articulation of BLERs and by collecting and monitoring relevant information about BLER provisions and reforms in national and European law;
- understanding the changing contexts of multinational corporations: standardisation and reorganisation in MNCs and the impact on worker participation; restructuring and MNCs: the fragmentation of value chains and impact of digitalisation;
- running the EWPCC's expert networks: the WPEurope network, which specialises in the Europeanisation of information, consultation, and Board-level participation, and the GOODCORP network, which monitors company law and corporate governance;
- launching the Company Mobility Database to continuously and comprehensively monitor the use of EU law and its consequences for workers' participation and governance
- continuing and expanding the knowledge website 'worker-participation.eu'
- developing practitioner-oriented material.

By monitoring, disseminating information, conducting research and offering **training courses**, the ETUI provides trade unions, workplace employee representatives, and other relevant audiences across the European Union with detailed and up-to-date

material on developments in this domain and their implications for systems of industrial relations.

A special effort is devoted to developing a **network of trainers** who can act as multipliers and reinforce this dimension of the ETUI's work. Another priority involves making the wide-ranging expertise of the ETUI more accessible to practitioners. This approach not only applies to issues strictly associated with worker participation but will also seek to cover a broader range of domains, including employment law, health and safety and sustainability.

The ETUI will also continue to support the members of EWCs and SE-WCs (European Company Works Councils) via training and information services, working closely together with European Industry Federations.

The **EWPCC Conferences** regularly bring together employee representatives and other practitioners, academic experts, trade unions and policymakers to discuss relevant research and debate topics to do with worker participation. Casting the multinational company as a multi-level system of institutional arrangements marked by highly variable practices, the EWPCC Conferences held during the past four work programmes cumulatively explored the possibilities and constraints to the articulation of employee-interest representation across all company levels. The 2019 EWPCC Conference will address the difficulties of enforcing rights to transnational information and consultation. This topic is especially relevant in the light of the still-pending delay in the formal review of the Recast EWC Directive because it provides further evidence of the need for reform and enforcement of the legal framework. This work will also showcase recent work undertaken by the ETUI on EWC jurisprudence, litigation strategies, and the need for improvements in the EWC and SE legislation.

The work of the ETUI on workers' participation is supported by a network of national experts. Since its inception, this experts' network (long known as the SEEurope network) has developed into a key resource for research and advice on the European Company (SE) and worker participation issues in general. Reflecting its broader focus on workers' participation, the network was renamed the **Workers' Participation in Europe (WPEurope)** network in 2016. At the heart of the WPEurope project is an active network of legal, economic and industrial relations experts covering all 30 concerned EU and EEA Member States. The network covers very specific areas as well as more general aspects of both worker participation and industrial relations in the broadest sense of the term. Key issues to be addressed in the period 2018-2019 are developments in WP practice, such as charting new ways to deal with broader areas of MNC strategy, EWC litigation, the impact of digitalisation on workers' rights and working conditions, dealing with the constraints of confidentiality, and of course the policy debates around a potential revision or implementation of the EWC Directive. The work of the WPEurope network also informs the work of the ETUI in its education and publication activities. Only eligible costs will be incurred under the work programme. The network meets twice a year.

2.1. Board-level employee representation, corporate governance, and cross-border company mobility

Several projects will continue to monitor the development of **board-level worker participation at European level** by founding SEs or through the European Cooperative Societies (SCEs) Directive, as well as via the application at national level of the Cross-Border Mergers Directive and other European initiatives in the field of

company law and corporate governance directives. The application of these laws, as well as developments at national level, have prompted a form of Europeanisation, the impulses, effects and implications of which have yet to be fully understood.

Building on research conducted in these projects about the emergence of internationalised Board-level employee representation, the ETUI will continue to refine and implement its efforts to identify these new European bodies and include them in its analysis. Apart from updating the database containing all SEs, SCEs, cross-border mergers, and transfers of seat, case studies will serve as a starting point for analysis and assessment designed to ascertain how board-level employee participation contributes to the Europeanisation of industrial relations.

Research on board-level employee representation will focus on two strands: firstly, on national legal BLER regimes in Europe and trade union policies, and secondly, on understanding the Europeanisation of BLER in practice.

The first strand continues to develop the knowledge that the ETUI has gathered over the years on BLER legal regimes and practices across Europe. First, it aims to monitor the content and evolution of mandatory and soft national rules regulating BLER presence, composition and functioning across Europe. Research will map existing systems and monitor legislative and political developments that shape board-level employee representation rights at the national level, which may in turn affect the rights governing board-level employee participation at the European level. Gender quotas for corporate boards will be a particular focus in this work programme. A second main objective is to disseminate, share and promote the debate on BLER regulations, practice and functions in those Member States in which there is no established BLER tradition, by sharing experience and addressing this dimension of workers' representation rights in the broader context of industrial relations debates. Information will be disseminated through the worker-participation website.

Two workshops organised in collaboration with trade unions will target strategic actors on the ground (at the national level), to promote debate and the exchange of experiences. The workshops will particularly seek to enable exchange both at the local level as well as across countries, especially between representatives from countries in which BLER is well-established and representatives from countries in which BLER has not been implemented yet or has been weakened by privatisation and sectoral restructuring. In another bid to share experience across borders, a non-English external publication and a book review are planned to disseminate and discuss new theoretical perspectives on board-level employee representation.

Furthermore, the dissemination of the results of the Voice of Labour project, which was the large-scale survey on the activities, roles, decision-making criteria and networking of Board-level employee representatives across Europe completed in 2015, will continue. The follow-up research, in which country-specific analyses of the findings are brought together in an edited volume to be published in spring 2018, will also be actively disseminated.

The second strand of BLER research focuses on understanding the Europeanisation of BLER in practice. This project culminates the empirical research conducted in 2017-2018. A dozen case studies of multinational BLER in SEs were selected, and semi-structured interviews conducted with both foreign and home country representatives, to explore a range of questions related to the practices of BLER with a transnational character, as a European industrial relations' institution. In 2018-2019, the findings of this research will

be published and disseminated. Short case studies are envisaged for online publication on the Workers' Participation portal. A transversal report on the findings will be published as an ETUI publication, and several journal articles are envisaged. Finally, a practitioners' workshop will be organised to present and discuss the findings of this project. This event will complement and support a training seminar for SE BLER members under EWPCC educational activities, which will be based on these research findings. Dissemination of research on SE agreements' provisions completed in 2017-2018 will also continue in this work programme.

Complementing the work on BLER and governance, the new **Company Mobility Database** (see below) will enable the ETUI to monitor company mobility far more comprehensively than in recent years. This database promises to again be a unique source of invaluable data to be brought to bear on the upcoming debates about the Commission's cross-border company mobility package, and its impact on workers' participation and corporate governance.

The ETUI will continue to address future directions for board-level employee representation and European corporate governance, building on an alternative to the 'shareholder value' model of corporate governance which has dominated the debate on the reform of corporate governance in Europe for roughly a decade. This work is primarily channelled through the **GoodCorp network**, which brings together academics and other experts concerned with company law and corporate governance issues. Key goals are to monitor and analyse developments at the EU level in company law and corporate governance, to identify and develop alternatives to shareholder value, and to encourage discussion of these issues among worker representatives in Europe. The ETUI is assisted by an external expert in all activities related to corporate governance, sustainability and new forms of European company mobility.

In the work programme 2018-2019 there will be two network workshops. Recently, the GoodCorp network has expanded its research interests to cover corporate taxation, as many of the issues involved in corporate mobility (letterbox companies, cross-border reorganisations) have negative implications for both worker rights and tax revenues. Hence, the first network workshop will be organized in conjunction with an international conference on reforming the company taxation system in Europe which will emphasise the link between worker and public taxation interests in the regulation of European company mobility. The second workshop will most likely focus on developments in the EU company law mobility package, which should be published at the beginning of 2018, as well as other current developments in European corporate governance and company law.

Reflecting a shift in publication strategy of the GoodCorp network away from books to smaller-scale publications, the network plans to publish a report summarising the content and contribution of the three-volume Sustainable Company strategy. Furthermore, four policy briefs are planned on current issues of relevance to European company law and corporate governance. Regarding ongoing responsibilities, the network will continue to monitor overall developments in EU corporate governance and company law, as well as developments on the national level that have significance for European corporate governance and the European trade union movement. Furthermore, the network will continue to provide support to the ETUC on these issues, including assistance in preparing responses to consultations and advice on analysing and responding to new policy developments.

2.2. European Works Councils, SE Works Councils, and the regulation of information and consultation

The ETUI's increasingly integrated treatment of EWCs and SE-WCs reflects the underlying understanding that both provide the definitive locus for transnational information and consultation. Although the Commission has yet to pronounce its intentions with respect to the review of the Recast EWC Directive, the ETUI is prepared to contribute to the impending debate about the impact of the Recast EWC Directive and will continue to explore the implications of the new provisions for the functioning of EWCs and build this knowledge into its ongoing monitoring and training activities.

The ETUI will continue to develop, maintain and update the EWC and SE-WC database and its website portal www.ewcdb.eu. Through the launch of the rebuilt website in early 2016, the ETUI enabled access to the analysis of the contents of EWC and SE-WC agreements for the first time. Activities for 2018-2019 include primary data collection, processing (including translation), and updating data on EWC/SE-WC agreements and EWC jurisprudence) stored in the ETUI database of EWCs. Knowledge dissemination in this area will be done in both print and online; online dissemination will continue to be maintained and developed further. This project includes maintenance of the EWC website portal www.ewcdb.eu and its better integration with www.worker-participation.eu and www.etui.org. Following updates of EWC and SE-WC agreements analysis, specific sections (such as EWC statistics, EWC jurisprudence/court cases) will be developed further.

In the year 2018-2019 efforts will be undertaken to improve the systematic collection of EWC agreements. For this, steps will be taken to make the EWCdb usable as a database for ETUFs and to systematically canvass the ETUFs for new agreements signed. For this, the necessary adaptations will be done to the website.

Now that the database on EWCs and SE-WCs has been updated, attention can be turned to analysing the collection of agreements more closely. A working paper connecting the EWCdb to the ASSET4 database on company performance is planned. Furthermore, the ongoing policy discussion on the EWC Recast Directive will be followed up as well as specific questions linked to the operation of EWC/SE works councils. Where appropriate, links will be made to the emerging debates about the role of negotiations in the company mobility package.

Drawing on the comprehensive update of the content and search engine of EWC-related court cases and relying on the findings of the pilot research done by the SE Europe network in 2017, we will continue to monitor EWC court cases. It is expected that we will use an external expert for this monitoring exercise. A publication for practitioners in the form of a court cases catalogue (possibly as a conference reader for the EWPC Conference in 2019) will be developed.

In 2018-2019, the large-scale survey of EWC and SE-WC members, which was launched under the work programme 2017-2018, will be completed. An initial survey was conducted between 2004 and 2006. The 2018 wave reproduces a part of this survey and builds further on its insights. As such, this survey will enable the ETUI to get an up-to-date view of the practices in a large sample of EWCs. The survey will also provide the opportunity to compare possible developments over time and can help in evaluating the impact of the EWC Recast Directive. In the last budget year, the survey was prepared and translated. A partner company was selected to roll-out the survey and the sample was created. The survey has also been largely rolled-out. In this budget year, the

conducting of the survey will be finalised, and the results will be analysed. This involves: finishing data collection, evaluating the responses to the survey; calculating appropriate weight factors for the analysis (for which some external expertise will be needed); analysing the data; and disseminating the results in various formats. This work is supported by an external expert.

Envisaged outputs to disseminate the survey findings in the 2018-2019 work programme include a general descriptive report of results, a graphical and accessible selection of the main results, translated into four languages, and a dedicated online section on the www.ewcdb.eu (or www.worker-participation.eu) website presenting (selected) results of the survey as charts.

Finally, in the year 2018-2019, ETUI staff will explore the possibility of restoring access to the most relevant data from the defunct European Commission/ILO database on transnational company agreements by integrating it into the [ewcdb.eu](http://www.ewcdb.eu) website.

An overarching element in dealing with worker participation is the body of various EU-level provisions on **information and consultation**. The maintenance of the information and consultation *acquis* – and indeed, overdue improvements to it in the areas of consistency and compliance – continues to necessitate monitoring, research and the mobilisation of both legal and practical arguments. Accordingly, another project from 2017-18 is being continued which focuses on the notion of **confidentiality** as a determinant for workers' capacities to process information provided by companies. The focus is on transnational workers' representation activities; these are, however, dependent on national frameworks and practices that draw upon a wide range of legal sources besides employment law. The study seeks to map these frameworks across the EU28. To this end, an edited volume featuring both horizontal/comprehensive contributions as well as input from national experts (based on national reports collected in 2017-18) is planned. Additional practitioner-oriented materials in either digital or print forms may follow.

Overall, the research outcomes are intended for multiple audiences, ranging from academic and scholarly audiences, European and national trade union organisations, and policy-makers, to practitioners, such as workers' representatives, experts and advisors to EWCs. Where relevant, excerpts of the planned printed publication will be published via the ETUI's existing websites: www.worker-participation.eu and www.ewcdb.eu. This may necessitate the adjustment and/or development of the currently available interface and functionalities within this section of the website www.ewcdb.eu.

Further dissemination will continue to take place via contributions to training courses for EWCs, SE-WCs, and SNBs (special negotiating bodies) organised by the ETUI EDU Department under separate headings and/or projects. EWCs' key role in securing employee input will be promoted through training and information activities carried out in cooperation with the European Trade Union Federations. We will develop tools designed to expand the competencies of European Works Councils in this domain. Support will also be given to an ongoing project run by the EDU Department, designed to develop educational material to train members of EWCs, SE-WCs and their coordinators on how to deal with financial and economic information in their respective representational bodies.

2.3. Multinationals' strategies and worker participation

In the previous work programmes, an understanding of the motivation and impact of cross-border standardisation and reorganisation within MNCs was gained. Particular attention was paid to identifying those trends which are likely to have the greatest impact on workers' rights and working conditions. Initial work was conducted on the possibilities of combining the wide range of information and consultation rights in order to develop adequate and workable transnational responses. This approach requires bringing together management experts, trade union experts and employee representatives on EWCs, SE-WCs and boards of companies. The project also offers an opportunity to apply the research conducted in previous years about the articulation of workers' participation rights as they are laid down in the EU Acquis.

The project will take one or more of the cross-border standardisation trends identified (outsourcing, HRM, IT-driven and compliance-driven standardisation) and explore the feasibility of developing appropriate cross-border responses by means of a pilot workshop with EWC and SE-WC members, as well as experts. Based on this work, a manual will be prepared which explains and applies the various findings on information and consultation rights in the EU acquis, the impact of MNC strategies, and the ways in which employee representatives can coordinate their responses and strategies.

Networks have been developed to advance research on **multinational corporations** (MNCs) and international business strategies, approaching the key questions in the field from the perspective of employee representatives. A continuation of investigations into the nature and implications of MNC and value-chain restructuring on working conditions, employment, and industrial relations will focus on the impact of digitalisation on the restructuring of MNC networks. It will investigate the impact of the deployment of industry 4.0 on organisation and the geography of production networks in Europe. It will also investigate the impact of digitalisation on power relations within the network, particularly the role of employees and trade unions. In 2016-2017, an exploratory workshop was organised on 'digitalisation of manufacturing and restructuring of value chains.' In 2017-2018, we focused on some of the key aspects of industry 4.0 through research on the company level. In 2018-2019, we will continue work on this project with the organisation of a workshop and finalisation of five comparative case studies produced by country experts. An edited volume bringing the studies together is planned.

2.4. Overarching issues

An essential part of the EWPC's mission is to make acquired knowledge accessible to a broader public. Several websites operating at the ETUI under the umbrella of the EWPC provide a wealth of information on worker participation, the European Company (SE), and our unrivalled collection of EWC and SE-WC agreements.

The website **www.worker-participation.eu** is a continuation of a multiannual project and ongoing online information service on worker participation and industrial relations issues in Europe. The website provides comprehensive, up-to-date information on workers' information, consultation and participation rights across the EU. The portal is addressed mainly to practitioners and experts by providing its users access to reliable knowledge on developments across Europe in the field of employee rights to information, consultation, co-determination, social dialogue, company law and corporate governance, health and safety, and board-level representation.

In 2018-19 the section on national industrial relations will be updated with the support of an external expert. New comparative e-content will cover health and safety representation, the right to strike, features of board-level employee representation, and the provision of training for workers' representatives. If appropriate, the findings on confidentiality legislation will also be adapted for presentation on the website.

Technical developments foreseen for worker-participation.eu include improved integration and interlinkage with other ETUI websites, an improved graphical interface, and usability, functionalities and structure of the website, including the necessary content management system updates; and dissemination of the ETUI Worker Participation online news bulletin.

In 2018-2019, a new **Company Mobility Database** will replace the European Company Database (<http://ecdb.worker-participation.eu>), the pioneering service focusing on the collection, processing and publication of data on SE companies. Since 2016, the service has been complemented by a new method of data collection, since the old method was yielding increasingly incomplete results. A cooperative project was set up in 2017-2018 with experts from the University of Maastricht to generate the data for a new Company Mobility Database, whose scope extends beyond SEs to include also SCEs and companies set up via cross-border company mergers, cross-border conversions, and cross-border transfers of corporate seats. The external partners deliver data on all forms of company mobility according to the ETUI's specifications so that it may be entered directly into the database. Secondly, the content of the SE database will be integrated into the new company mobility database. This will improve the dissemination of knowledge on SEs, SCEs, cross-border mergers and transfers of corporate seats, benefit from the content management system of www.ewcdb.eu, limit administrative costs and result in a better allocation of the resources devoted to publishing the SE database. Thirdly, the SE Fact Sheet Team will be renamed the Company Mobility Fact Sheet Team. In order to ensure quality control and an unbroken data collection, both the SE database and the new company mobility database will be maintained in parallel until the new company mobility database is up and running smoothly. In light of the extension of data collection to include all forms of company mobility, the support of an external expert is foreseen to help the ETUI manage the migration and to interpret fresh data on company mobility.

In 2018-2019, the work on the database will focus on migrating contents from the existing technically obsolete website www.ecdb.worker-participation.eu into a completely new portal (to be developed from scratch) with full content-editing capabilities and improved search functions. This portal will serve to display information from the cooperation project launched in 2016-2017 with Maastricht University which collects information on all forms of company mobility: SEs, SCEs, cross-border divisions, cross-border mergers, and cross-border transfers of seat.

2.5. Worker participation and industrial relations: ETUI training support and responses

Building on the positive experiences of previous years, the ETUI intends to continue offering dedicated **training courses** for board-level employee representatives on the Institute's work programme. Since the vast majority of SEs with board-level employee representation were established on the basis of German SE legislation, and non-German employee representatives as a rule form a very small minority on those boards, there is a need for training that adequately addresses this issue, which has major implications for the nature and degree of 'Europeanisation' possible among employee representatives.

The need for both basic and advanced training for European workers' representatives continues unabated and the added value of the training offered by the ETUI lies in its ability to train multinational and multicultural groups of participants through its team of EWC trainers coming from all over Europe and combining practical EWC experience with pedagogical skills. The ETUI is often invited to assist European Trade Union Federations, local trade union organisations or other parties as an expert and/or trainer for different projects, whether or not financed via an EU budget line. This can involve attending conferences, workshops, training or information meetings.

In 2017, the ETUI launched an online course on the basics of EWC activities, which was designed to provide a highly interactive introduction on their legal framework, on how to negotiate EWC agreements and on how to get to grips with European-level information and consultation. This online course will be continuously developed, including the introduction of Webinars.

In 2016, a new package of training materials on working with financial data in EWCs was put together in cooperation with an external agency. The new materials have in 2017/18 been successfully used in training entire EWC bodies and in a couple of 'open' seminars for experienced EWC members from different companies and sectors. Two further 'open' seminars are planned in 2018-2019 – one for EWC representatives in the finance sector and another for a multi-sectoral EWC audience.

Whilst Occupational Health & Safety (OSH) is not included as a possible topic for information and consultation in the subsidiary requirements of the EWC Directive (nor in the minimum standards of the SE Directive) it is nevertheless a topic that seems to generate a strong interest for discussion at European level for worker representatives and management alike. In 2016, a first 'open' course for EWC members on OSH was organised and the ETUI will in 2018-2019 repeat this very popular course.

The impact of digitalisation on jobs and working conditions preoccupies many EWCs. ETUI Education will therefore organise a joint reflection on an 'open' course, bringing together representatives from different companies, about how worker representatives in multinational companies may anticipate, influence and manage the digital (r)evolution.

ETUI Education will continue to lend training support to the European Trade Union Federations. In 2018-2019 the ETUI will cooperate with industriAll Europe in the organisation of a seminar that aims to explore how EWCs can be used to support the organizing, recruiting and retraining of trade union members at company level. This training intends to better equip EWCs, and in particular EWC coordinators, with knowledge and awareness about the tools and resources at their disposal. It is a follow-up seminar to a first such training event that ran in 2017-2018.

In cooperation with UNI Europa, ETUI Education will organise an advanced training for steering groups and active EWC members in the UNI Property Services sector. The EWCs covered will be those of ISS, G4S and Securitas. The seminar will primarily aim at developing strong, representative and rigorous EWC steering groups and teams, particularly also with a view to engaging with EWC members from CEEC where there are limited trade union and representative structures.

Given the growing demand for training for members of European Works Councils, Special Negotiating Bodies and SE Works Councils – not least because the 2009 Recast EWC Directive established the right to training for EWC and SNB members, regardless of national provisions or provisions in the agreement – a network of specialised **EWC**

trainers, the N.E.T., with close links to the trade union movement has been established under the aegis of the ETUI's EDU Department.

The coordination of the **network of European Works Council trainers** requires continuous exchange and communication, as well as regular workshops to share experiences and develop new materials. Annual workshops for EWC trainers have been organised since 2009. This approach will continue in 2018-2019, focusing in particular on evaluating initial experiences with the ETUI's new online course on the basics of EWC activities.

Since 2009, the ETUI has hosted the **European Workers Participation Fund (EWPF)**, which collects a share of the fees received by trade union board-level representatives in companies set up under the European Company Statute. The fund is allocated to support board-level representatives and work on employee participation issues across Europe, e.g. training courses, annual conferences, manuals, and meetings that facilitate knowledge transfers between workers' representatives and their trade union support.

2.6. Worker participation in technical standardisation

The ETUI will continue its work on the **safety of machinery and ergonomics** in the standardisation process. The project will continue to review selected standards, collect users' knowledge and experiences for the reconstruction and comprehension of the actual work, and engage in real activity aimed at improving technical standards, design, manufacturing and the use of the machinery. The project covers the Feedback Method, including the ergonomic analysis to be applied in European standards to improve machinery safety. Alongside this approach, attention will be paid to the interface between human beings and working systems and to the efficiency of man-machine interaction (ergonomics) through various tools like the ErgoMach platform.

The ETUI will continue to explore the competencies of trade unions and industry federations on the standardisation of machinery. This will help to shape the priorities on future activities on an ongoing basis and continue to support worker participation in standardisation processes by: bringing their knowledge to the European Commission Machinery Committee and other technical committees in National Standardisation Bodies; discussing the associated difficulties at the annual event for the ETUI Standardisation Network; and exploring best practices for cooperation in regulating the safety of machinery (design, procurement, monitoring and research).

The project will generate useful input for various working groups at the European Committee for Standardization (CEN) and the European Committee for Electrotechnical Standardization (CENELEC) and benefit a range of networks of experts, practitioners and stakeholders. In particular, CEN/TC 122 is drafting European Standards in the field of ergonomics to tailor the requirements of the free and fair European market to ergonomic design principles. By working on the revision of standards, we will support the integration of ergonomics into designs. This will enable us to work on preventing musculoskeletal disorders (MSDs), one of the major occupational risks in Europe. Another line of research will focus on biomechanics. The ETUI will provide expertise during revisions of standards aimed to improve the health and safety of workers, particularly in connection with the manual handling of loads. The aim of this work is to ensure that the standard makers deliver a consistent set of basic ergonomics requirements for European workers. Furthermore, the ETUI is seeking to engage with the issue of personal protective equipment and will continue to devise a

strategy and working method on this. Building trade union capacity and engagement will be a part of this strategy. To test working methods, the ETUI will continue working on the issue of the standardisation of personal protective equipment (PPE) for firefighters, which is another outcome of the ex-post evaluation of the health and safety *acquis*.

The ETUI will monitor the annual plenary meeting and the ongoing activities of all CEN TC 122 working groups, allowing it to notify the ETUC and other industry federations whenever standardisation projects impact the health and safety of workers. The ETUI is monitoring projects aimed at standardising machinery placed on the European Market within the framework of the so-called 'New Approach'. In this connection, the Institute will focus on the health and safety aspects of machine standards. The ongoing evaluation of the Machinery Directive will be monitored, and expert input will be provided when necessary. In addition, a workshop will be organised to explore the application of the Feedback Method to new technologies (robots), bringing together labour inspectors and market surveillance authorities.

The operating grant agreement established with the ETUC and DG GROW (SA/ETUC/ENTR/2015-01) has enabled the ETUC to engage in the work on standardisation and represent social interests on a European level. The division of work between the ETUC and the ETUI was carefully and rigorously determined. The ETUI will continue its work on machine standards and ergonomics, thereby improving health and safety standards, and is currently engaging with PPE-related issues. In general, ETUI engages with Standards on occupational health and safety (OSH) that have been provided with a European mandate as well as with Standards that directly support the EU OSH *acquis*, whilst the ETUC deals with service standardisation and broader industry issues. From time to time, health and safety issues could arise within the ETUC's field of action. If this happens, the ETUI will continue to be consulted, to ensure that there is no duplication of effort on these aspects. The ETUI will report transparently both on its activities on standardisation and on any interaction with the ETUC on health and safety issues. The activities will be organised in a manner that guarantees transparency and complementarity and avoids any risk of double-financing activities.

3. Sustainable development and industrial policy

Sustainable development was high on the European and national agendas before the crisis set in but seems to have slipped down the list of priorities. Initiatives are being taken that will affect how the European Union shapes its future in a resource-scarce society and that are based on a re-regulatory agenda that decreases safety and increases social inequality. Sustainable development means both socially and environmentally sustainable development. This entails understanding how to shape a context that respects environmental as well as social and labour standards and gives rise to quality jobs. The re-industrialisation of Europe is advocated as a precondition for getting Europe back on track to sustainable growth, and the European agenda of the Digital Union is key in this respect. Close adherence to the agenda, combining issues of sustainability with industrial development, digitalisation and policy, is important for understanding and assessing the implications for trade unions and workers in the European Union. Digitalisation and the 'future of work' will be part of this agenda, as will the revision of the Carcinogens and Mutagens Directives, REACH and articulation between these two strands of legislation.

Main issues to be dealt with include:

- monitoring EU policies on sustainable development, as well as the implications of Member States' policies, pointing out gaps between targets and reality;
- ongoing mapping of employment effects, focusing on social and employment risks including quality of employment (in individual sectors);
- sectoral analyses highlighting controversial issues (e.g. coal and nuclear energy, biofuels, extreme energy);
- conceptualising and identifying best practices with regard to a 'Just Transition';
- continuing the sector-specific exploration of the potential contribution of trade unions and employee representatives to the sustainability challenge at company level;
- monitoring and generating knowledge on exposure to substances in the workplace and work-related cancers (including the gender dimension of both exposure and the resulting types of cancers), and raising the profile of the ongoing revision of the Carcinogens and Mutagens Directive;
- developing a trade union-oriented approach to sustainability debates including the sustainable development goals (SDGs);
- continuing the debate on 'Beyond GDP' and alternative indicators;
- increasing the capacity of trade unions to influence scientific and technological developments as well as emerging risks at work based on a social and safety assessment and an open debate on their impact on employment and society.

Continuing research on the broad topic of greening, a project on 'proactive just green transition', will build on past work on the **transformation of industrial regions and climate policies**. The focus will be on employment and employment change related to exit from coal and the future of the European automobile industry with a view to phasing out the combustion engine. Experts have been chosen for an introductory workshop in February 2018 and their contributions will be published in a book planned for the beginning of 2019, following a further workshop to finalise content.

The Foresight Unit will continue to work on the topics of nanotechnologies, artificial intelligence, robotics and blockchain. The Unit will explore different new technologies, as well as their development and convergence. The goal is to identify technology trends, considering also the role of regulatory pathways and bodies, and to assess the impact on work by looking at sectoral cases. On nanotechnology, we will continue to monitor policy developments within the EU bodies, the OECD and the WHO. The project has an expert that will attend different conferences at the regulatory bodies.

A project conducted under the European Worker Participation Fund (EWPF) is exploring the potential **role of workers' representatives in promoting sustainability** (in the broad sense of the term, meaning social, environmental and financial sustainability) at company level, and thereby disseminating best practices across Europe. Making workers' voices heard is key to promoting sustainable companies, especially when it comes to resisting the strong pressures exerted on companies by financial markets to adopt short-term approaches that diminish sustainability. A sectoral approach is being taken because there is tremendous variation across sectors regarding the specific sustainability issues of most concern to workers' representatives. The associated seminars are organised in a mixed format that includes presentations on topical issues as well as leading examples of sustainability initiatives and gives workers' representatives opportunities to discuss and develop action plans. The target audience for these workshops includes EWC/SE works council representatives, board-level employee representatives (BLER), shop-floor workers' representatives and trade union officials who coordinate the activities of workers'

representatives. In the past this project was based on a sectoral approach because of great variation across sectors in the specific sustainability issues that are of the greatest concern to worker representatives. This year the project will refocus to also allow the discussion of specific horizontal sustainability issues. Two new horizontal issues in particular are relevant this year: the new Directive on non-financial reporting, which requires large companies in Europe to provide non-financial (social, environmental and human rights, etc.) information to shareholders and stakeholders. The second are a new set of EU anti-dumping rules, which allow actions to be taken against foreign companies exporting to Europe which do not respect environmental and social standards.

A high percentage of all occupational diseases reported each year in the EU is related to exposure to chemicals, and the number of work-related fatalities remains high. The ETUI will continue its efforts to **protect workers against chemical hazards**. A two-day meeting of the ETUI's network of national trade union experts on chemicals will be held in June 2018 to exchange information on EU legislations related to chemical safety at the workplace (in preparation or in force) and to coordinate trade union activities on key issues for the protection of workers from chemical risks.

One focus of the ETUI's work will be the **REACH regulation**, which has the potential to improve health and safety in the workplace and help reduce the number of occupational diseases and fatalities caused by hazardous chemicals. The ETUI will continue monitoring the European Chemicals Agency (ECHA), update the trade union priority list for the REACH authorisation process, provide trade union expertise in the interface between the REACH Regulation and legislation on workers' protection, and provide tools to monitor workers' health and safety with regard to chemicals. In addition, the ETUI will continue consolidating its network of national trade union experts on chemicals and exchange information on EU legislation governing the safety of chemicals used in the workplace.

Work will also continue on known or presumed carcinogens, mutagens, and reprotoxic substances, following up on the revision of the Carcinogens Directive, occupational exposure limit values and endocrine disrupting substances. At the same time, the ETUI will continue maintaining RISCTOX, a comprehensive database providing information on hazardous and toxic chemical substances in the workplace.

Sustainable development and industrial policy: ETUI training support and responses

The EDU Department supports the idea that the Sustainable Development Goals, the Paris Agreement (2015) and the European Strategy toward a low carbon economy are, as minimum standards, an absolute necessity. The training seminar which will be organized for this work programme aims to investigate trade union strategies to accelerate a 'Just Transition' towards a decarbonised, green and circular economy that guarantees social justice, protection of the planet, sustainability and the creation of new quality jobs. The objectives are to map the urgency of tackling climate change, to sum up the progress toward the fulfilment of the SDGs, the Paris agreement and the EU strategy, to analyse the strategy and tools adopted for the Just Transition and discuss good practices, to identify opportunities for action, and finally to list the priorities at the European level and develop ideas for joint actions/strategies.

At the same time, the Energy Union is a key priority of the current Commission administration: it calls on unions to get more active in influencing the energy transition that is necessary to curb CO₂ emissions, and thus contain global warming, while

defending quality employment. Regions that are coal-dependent will in particular have to undergo profound changes, including large restructuring processes. It is up to trade unions to negotiate the future of the workers in those regions. Sharing experiences and lessons learned, discussing good practices in anticipation of the change, social dialogue, and shaping socially responsible restructuring processes, are the objectives of a training activity in this next programme.

4. Working conditions and job quality

The economic crisis and the reinforced economic governance system have been associated with changes in employment levels, working conditions and labour law, leading to a weakening of workers' rights and challenging the role of trade unions as agents for raising social standards. It is therefore essential to monitor employment levels and the types of jobs created with respect to the associated pay, stability of work organisation, health and safety issues and other relevant factors.

Main issues to be dealt with include:

- understanding the link between the growth of precarious employment and the deterioration of working conditions;
- studying the implications of ageing, gender, musculoskeletal disorders and psychosocial risk factors and of general precariousness at work;
- evaluating and influencing the continuation of the European strategy on health and safety at work in order to reinforce the culture of occupational health prevention and to reduce social inequalities;
- understanding the implications of the crisis management on job quality and the labour market at large (including wages);
- further analysing and understanding the link between employment levels and indicators of job quality that can be applied across countries to monitor developments;
- analysing the gender equality situation in Europe, especially within trade unions;
- getting an insight into who are the so-called 'gig' workers, and understanding, via surveys, under what conditions and status they are carrying out their work;
- analysing the effects of digitalisation and following their implications for trade union organization in new work contexts;
- monitoring the effects of free movement of labour in relation to posted workers and the concept of social dumping;
- understanding the role of soft law and new ways of regulating complex issues like technical standards in different sectors, chemicals, nanotechnologies and nanomaterials, endocrine disrupters, and ergonomics, and the challenges they pose for trade unions.

The importance of **preventive occupational safety and health strategies** for future generations is a crucial factor that continues to influence the nature of the ETUI's work. The Institute makes a strong contribution to a periodic debate with representatives of all EU Member States and candidate countries, which focuses on the European strategy on health and safety and its implications for the national level. The debate is currently influenced by changes in the EU directives, which are a work in progress. This debate is complemented by a knowledge transfer regarding good practices in the most problematic issues of practical implementation of the European health and safety acquis.

The Institute carries out dissemination activities to ensure that the output of the projects is used, along with studies set out in its own publications, as a basis for involving trade unions (using a regional approach) in debating a common strategy. Furthermore, a special effort will be made to empower European trade unionists to engage with the European health and safety strategy and exchange information and procedures which work. A series of **regional and specific workshops** will be organised to this end, to assist unions with the strategic planning of OHS preventive actions and explore how neighbouring countries can help each other.

Occupational diseases constitute the major OHS challenge, and the scientifically devised and institutional instruments developed within the European Union do not enable accurate measurement of the considerable impact of work on people's health. Official occupational disease statistics represent merely the tip of the iceberg, such are the myriad links between work and ill health. To address this situation, the ETUI will prepare a publication on how to recognise work-related diseases, focusing on specific examples from different countries and analysing methods for improving the links between trade unions and public health institutions. In addition, the ETUI will start work on a book that will present the most important ECJ case law, crucial for determining the precise content of legal standards in OSH legislation. The goal is to improve trade unions' awareness of the importance of strategic litigation. This work will slot in with other projects on European case law. Moreover, the ETUI will continue working on the subject of compensation and prevention (and the link between them) of occupational diseases and occupational accidents, following up a recently published ETUI explorative research project that compares the situation in different Member States and identifies good practices in the field. The European trade union movement has only a little shared experience with workers' compensation systems and their link with prevention. The ETUI will create a key group of expert unionists as well as a network of interested unionists to discuss, clarify and prioritise the issues at stake, on the basis of which research and focussed activities, as well as exchange of knowledge and good practices, will be developed.

The ETUI will also continue its efforts to gain expertise on **nanotechnology and nanomaterials**, especially when it comes to monitoring the regulation of nanomaterials in the EU (including transparency measures), following the work done by the Organisation for Economic Cooperation and Development (OECD) working party on manufactured nanomaterials, and providing input to the WHO Guidelines on Nanomaterials and Workers' Health. The ETUI will continue participating in the relevant working groups at ECHA and acquiring the expertise needed to inform workers in Europe about the issues at stake. This project is part of a general project on monitoring new technologies and the impact on work and employment. Among other technologies that will be critical are A.I. and blockchains.

The Institute will also continue its research on work-induced **musculoskeletal disorders**. The relative heterogeneity of medical and legislative contexts in EU Member States makes it difficult to compare health data. The aim of this project will be to provide expertise during the revision of standards by the CEN Technical Committees on ergonomics design principles and biomechanics. The work will involve identifying standards that can hamper health and safety at work and attending various conferences geared towards improving the quality of working life. Furthermore, the ETUI will publish a guide on musculoskeletal disorders. While MSDs are first and foremost connected to biomechanical causes (heavy loads, highly frequent and repetitive movements, vibrations, etc.), it has become clear that they are also inextricably linked to work

organisation and to the increase of the cognitive, sensory and psychosocial burdens of work. The work on musculoskeletal disorders will hence actively engage in broadening the scope of this analysis.

Psychosocial risks – which are often described as emerging risks – will continue to be analysed in relation to work organisation. The ETUI will focus its research on prevention and on strengthening the relevant networks of trade unionists and academics. It will take stock of the situation and latest developments regarding psychosocial risks in Europe and exchange trade union experiences, practices and knowledge about psychosocial risks at the workplace (i.e. on legislation and jurisprudence, risk assessment, etc.). The output of this project will consist in organising the fifth edition of the ETUI's Network on Psychosocial Risks workshop. The 2018 workshop, which will take place in Helsinki, will deal with the legal and regulatory issues pertaining to psychosocial risks at both Member State and European levels. At European level, however, as well as in most Member States, there is not much willingness to develop any regulatory initiatives. Although it has long been proven that occupational safety and health (OSH) legislation benefits workers and society by preventing work accidents and occupational diseases, psychosocial risks remain 'the poor relatives' within the family of OSH legislation at EU level. Indeed, for the coming years, no regulatory work is foreseen to improve a situation that can now be called pandemic. The ETUI therefore plans to commission a study that aims to make an estimation of the costs of inaction on this OSH issue of growing concern. It is expected that these cost estimates will in turn feed into the policy debate on PSR prevention. In the reference year the ETUI aims to deliver the pre-study, aimed at developing a methodology that can estimate the costs. The study is expected to be finalised in the next reference period with a main report estimating the costs of psychosocial risks in the EU.

Beside the legal developments and needs, there is also the knowledge in the field to assess. Knowledge has developed, for example, on the fact that an extensive range of health end points, especially cardiovascular diseases, have been associated with the psychosocial work environment. Another part of the knowledge developed refers to two main job models being used in occupational health research, namely 'demand-control-social support' and 'effort-reward imbalance'. To keep track of the theoretical and empirical research in the field of work-related psycho-social risks, and to contribute to the dissemination to unions in the Member States of the large body of knowledge that has been produced by this research, the ETUI will also engage in preparatory work on publications by collecting information, exchanging experiences and identifying good practices.

Unemployment levels vary widely across EU Member States, depending on long-standing situations, the extent of job cuts following the 2008 economic crisis and the extent of new employment creation. The ETUI's research in this area has included a project examining the **employment effects** of recent changes in regulations governing job security and collective bargaining coverage. The project will continue in 2018-2019 with the dissemination of the ETUI's findings that have been published in working papers and in an edited volume.

Another labour-market topic is intra-EU employee posting. An already-running project focuses on posting-related case law in selected EU Member States. National legal experts - the members of a network set up for the purpose of the project - have been asked to provide an overview and evaluate the key legal issues that come before the national courts. The countries selected for analysis are Germany, the Netherlands, Denmark, Finland, France, Portugal, Ireland, Poland, Slovenia, Latvia and Bulgaria.

The project seeks to identify problems that emerge in the application of the posting regulations for workers as well as for posting companies in different political economic/industrial relations settings. In the subsequent comparative analysis, project managers will make use of the conceptualisation of social dumping developed in previous ETUI research, as well as insights from the literature on varieties of capitalism and comparative industrial relations. By juxtaposing legal data and political-economic concepts and approaches, the aim is to seek to provide an interdisciplinary perspective on posting. During the 2018-2019 budgetary year, the final versions of the country studies will be edited, and a comparative assessment of the results will be written and published as an ETUI edited volume containing all project contributions.

Alongside concerns about the quantity of available jobs, research has been carried out over a number of years to measure **job quality**. One project, continuing on from last year, is dedicated to analysing developments in job quality and employment from a comparative cross-national perspective. It will focus on three areas: the development and updating of cross-nationally comparable and relevant indicators of job quality in the form of the European (ETUI) Job Quality Index; the monitoring of developments in job quality across the EU; and the progress towards articulating job quality in public policy. Expected outputs are the presentation of findings at academic conferences and seminars and of findings and expertise at the request of various organisations and bodies; in particular, ongoing support for the ETUC and Employment Committee; and the publication of a book chapter on zero-hour contracts and EU policies.

The findings will feed into the ETUI's work on monitoring and contributing to the European agenda on **social benchmarks for upward convergence (the Social Scoreboard) and the establishment of fundamental social rights**.

A further project will map the prevalence of platform work in selected EU countries and investigate the working conditions and pay of platform workers. In previous years, the ETUI took stock of the first wave of research on platform work through publications and workshops with leading researchers in the field. In 2018-2019, we will contribute to the second generation of research on platform workers by developing existing knowledge and addressing some of the gaps. In particular, we will collect and analyse information on platform work in several (six to eight) eastern European Member States. Data will be collected through representative surveys conducted via personal interviews. Based on a pilot study carried out in the previous year, we will prepare the questionnaire on the prevalence of different types of platform work and employment conditions of platform workers. This will be supplemented by information on the socio-economic characteristics of workers. The work will involve selection of research institutes in each country, translation of the questionnaire into official languages, co-ordination of fieldwork, and data management. In addition, data on Deliveroo couriers obtained through collaboration with SMart in 2017-2018 will be analysed. The analysis will be prepared for publication, first of all in a working paper.

To gain a better understanding of the **gender dimension in occupational health**, taking account of the different approaches in various European countries, another project will tackle the health impact of working conditions for women and the social inequalities between women and men in the labour market, employment, working conditions and occupational health and safety. The conference on occupational cancer and women is part of this approach and will be the main activity under this heading. Another aim of the project is to participate in external gender-related networks and in expert groups on gender and equality, such as the GAS network (*Genre-Activité-Santé*).

Another project dedicated to analysing trends in **gender equality** across the EU will include research to track policy developments with respect to gender equality as well as the position of women within the European trade union movement. The project will also continue work successfully completed in the previous year on the role of job quality in women's labour market participation. In the current year, the preliminary analysis on the topic of women's withdrawal from the labour market following childbirth will be carried out. This issue is linked to the European Commission's proposal on the Work-Life Balance Directive. The project will lead to advice and expertise for social partners, and the ETUC in particular, on the issue of gender pension gaps. A seminar including invited speakers will be organised around this issue to share knowledge and propose a conceptual framework for the analysis.

Research will also continue on **cross-border labour mobility**. Migration is one of the focus topics of European policies and a crucial issue for trade unions. The refugee wave that reached Europe unprepared in 2015 still needs supporting policies and above all a successful labour market integration. Economic migration of third-country nationals also needs to be accommodated and managed properly. Individual Member States are affected by different waves and types of migration. This project will focus on the main receiving countries in the EU15 with regard to population structure and main characteristics in terms of nationals and foreign-born citizens (third-country nationals and EU citizens separately), if possible also differentiated by EU13 (new Member States) and EU15 (old Member States). The labour market status of migrants will also be shown as far as possible. Major policies by the national governments and trade unions in the most important EU15 Member States will be summarised. Within this research framework, a network project will be started with a planning workshop (in May 2018) that will involve national experts from a selected number of Member States. The aim of the project will be the publication of an ETUI book on the 'Labour market integration of migrants' by early 2019.

Working conditions and job quality: ETUI training support and responses

In this ETUI training programme, trade unions and migrants' integration will be tackled by the course 'We are all workers'. This course will identify what the EU and European trade unions mean by 'integration', exchange experiences on assisting the integration of refugees and migrants, discuss how to contribute to, access and reinforce the UnionMigrantNet network, share the results of good social dialogue practices for the labour integration of migrants, and develop further ideas for trade union intervention at EU and national level to promote the rights of third-country nationals and EU migrants.

The ETUI wants to identify in a training activity how work organisation can generate psychosocial risks (PSR) in the workplace. PSR is still an underestimated issue when discussing working conditions. There are different topics involved in the area (work-related stress, wellbeing, work-life balance, harassment, violence, social relations, etc.) which makes this problem more complex and hence difficult to manage at the trade union level. At the same time, diseases and accidents, stemming from incorrectly managed psychosocial risks are becoming significant in number. The aim of this activity is to recognise the role of trade unions in negotiating for changes in work organisation which will lead to the reduction of PSR, and to produce a common trade union approach on the psychosocial risks issue.

Following on from this issue, another training activity will focus more on a particularly vulnerable group of workers: migrant workers (posted, migrants, refugees, third-

country nationals, etc.). The overall danger of lower working conditions (or even situations of pure exploitation) is substantially higher amongst migrant workers. Within the national trade unions and European Federations, there is quite a lot of expertise and know-how on developing positive results to ensure that migrant workers receive the same health and safety standards. The aims of this activity are to raise awareness of particular challenges, with a focus on the health and safety aspects of the situation of migrant workers, and to map and assess the existing situation (with figures, cases, best practices, policies, actions, etc.).

ETUI training activities have always had a special focus on gender equality. In this work programme we will centre our activities on capacity-building and leadership for women in trade unions. The main aim of the activity is to enhance the leadership potential of women trade unionists.

‘Intergenerational solidarity and active ageing’ will be the subject of a training activity which intends to respond to the following questions: What are trade unions’ concepts of and practices supporting intergenerational solidarity and active ageing in the labour market and trade unions? What does a healthy workplace for all look like? How can trade unions make use of the EU Framework Agreement on Intergenerational Solidarity and Active Ageing?

5. Trade union renewal

Falling membership continues to be one of the main challenges to trade unions across Europe. It is essential that trade unions gain a clearer understanding of the reasons underlying dwindling membership and share their experiences and best practices with each other. The potential of joining forces across borders in trade union renewal initiatives designed to keep pace with European integration should be explored. These questions should be viewed in the light of the ongoing crisis and deregulation of the labour market.

Main issues to be dealt with include:

- organising, recruiting, and adopting retention strategies in Europe as regards younger and atypical workers;
- pinpointing and understanding current and long-term trends in strike activity and collective action;
- sharing experiences and best practices between ETUC affiliates; conducting pilot projects on innovative cross-border recruitment and organising campaigns;
- exploring trade union financing; devising and implementing innovative strategies for trade union development in central and eastern Europe

In line with a voluntaristic view of trade unions, the ETUI's research on trade union revitalisation focuses in particular on the **membership dimension**, though this is only one of many aspects of trade union revitalisation (or renewal).

Union membership, above all in the private sector, has been unable to catch up with employment growth, resulting in a further decrease of union density in most countries; density rates still differ significantly between countries (albeit with noteworthy cross-country variation), their membership is ageing, and the membership composition is not representative of the global workforce.

This project serves as an 'umbrella project' for issues related to questions of union membership such as strategies for recruiting and retaining members, for mobilising members, and for giving them the opportunity to participate in their union or involving them more in general. Concretely, the following research and output is foreseen. Two academic articles will be published, both based on the same survey data-set, one examining the potential of 'fresh' union members for revitalising unions and one analysing the prospects of union participation for strengthening member retention. Also based on survey data, research will be conducted on the probability of Deliveroo workers joining a trade union, with the Belgian case as an example of platform capitalism being put in a comparative, European perspective. Furthermore, there will be a descriptive analysis on the development and relationship between age and union membership based on (new) European Social Survey data (8th wave). Finally, regarding the mobilisation dimension, a biannual update of the strike map is foreseen, in June and then again in December.

Another project aims to help assess the techniques, organisation and outcomes of **trade union recruitment drives**. This project supports a transnational organising initiative involving some 15 trade unions representing members within a single company. This project explores the practical implementation of cross-border organising initiatives at company level. In the year 2018-2019 the project will comprise two meetings of 25 trade unionists from one company who will discuss how the policies they devised for organising internationally have worked in practice. It is anticipated that work in the identified target company will lead to the identification of subsequent targets. This project is carried out with the support of an external expert who was awarded a tendered contract.

An exploratory project on trade union financing commenced in September 2015 and initially comprised a pilot investigation into the availability of information on trade union finances in three countries (Belgium, Germany and the UK). A database was designed with information from these three countries. As this information is partial and not completely comparable, it was decided to collect data from additional countries (the Netherlands and the USA) in order to broaden the comparison. The additional data collection is underway. Moreover, more detailed information is also being collected from individual trade unions.

The objective of the project is to compare the manner in which trade unions are financed. The working hypothesis is that trade unions are funded very differently across Europe and beyond, with reference to both scale and methods. One of the fundamental assumptions is that the funding of trade unions is essentially a political issue; it therefore depends on the specific role trade unions undertake within the national and social context and their embeddedness within specific institutions and arrangements. Against this background, the key question to be addressed is how trade unions adapt to situations in which there are concerted political efforts to restrict their capacity to act and in which they are required to do more while incomes are contracting.

Trade union finance is clearly a sensitive issue. A workshop will thus be convened to ascertain how best to disseminate the findings of the project. Trade unionists with interests in financial matters will be invited to this workshop.

Another project focuses primarily on **CEE trade union movements**. Work began in 2015-2016, with the launch of a network project examining innovative strategies developed by CEE trade union movements since 2008. It followed the development of a

theoretical framework for the study and selection of country experts from 11 new EU Member States who were contracted to provide detailed accounts of innovative trade union practices in their respective countries. During 2018-2019 the results will be prepared for publication as 11 contributions in a special issue of the *European Journal of Industrial Relations* based on the project's material. The goal of the Special Issue is to take a step further and provide a comparative assessment of the project's findings. The papers, which take the form of paired country comparisons, examine different dimensions of union innovation, discuss the drivers of innovative initiatives and assess their sustainability. Work will also continue on a jointly authored article for *Economic and Industrial Democracy* which focuses on the extent of trade union inclusion of precarious workers and union contributions to democracy in Italy and Poland.

A new partnership project continues with the Canadian Interuniversity Research Centre on Globalization and Work/*Centre de recherche interuniversitaire sur la mondialisation et le travail* (CRIMT). It is a long-term project (five years). This project focuses on improving work by encouraging social actors to experiment with institutions that regulate work. There will be a new website with information on different institutional innovations in the trade union movement. Only eligible costs will be incurred in the work programme.

Trade union renewal: ETUI training support and responses

The ETUI's EDU department organises several training courses about trade union renewal. In the framework of the research project 'New Trade Union Strategies for New Forms of Employment', a course will be held on identifying best practices for organising and representing self-employed workers and in mapping the EU legislation on the topic. The main aims are to identify ways of defending the rights of atypical workers (especially self-employed workers) through collective bargaining and to exchange practices on organising self-employed workers in the labour movement.

Trade unions are increasingly confronted with an ageing work force as well as a lack of integration of young people in the labour market. What are the trade union concepts of and practices supporting intergenerational solidarity and active ageing in the labour market and trade unions? What does a healthy work place for all look like? How can trade unions make use of the EU Framework Agreement on Intergenerational Solidarity and Active Ageing? These are the questions that one of our courses will address.

The digitalisation of work includes platform work such as crowd work, as well as robotisation and automation such as industry 4.0. In recent years trade unions have debated their role in these areas and undertaken concrete initiatives. In Europe, crowdworking (CW) and online platforms are a relatively new phenomenon. If unions don't start now to organise crowdworkers and negotiate their working conditions, more jobs will be outsourced to crowd platforms and more workers will work in this fully unregulated area.

In those training courses, we will exchange knowledge about different types of crowd platforms, the work that is performed and the needs of crowdworkers.

Moreover, we will continue to develop ideas on union action on CW in Europe.

The training objectives in this area are:

- to understand the different types of crowd platforms and how crowdwork is performed;
- to discover and compare practices of organizing workers in the platform economy;
- to map industries and services which will undergo major robotisation/automation.

New project on organising: ‘**empowerment**’, ‘**implementation**’ and ‘**multiplying**’

In the **first phase** of the project, the training offer on organising will focus on ‘empowerment’: union leaders will be supported by trained colleagues who are able to guide them in analysing the main opportunities and threats, leverages and obstacles, and then facilitate the outlining of a national strategy. This phase will be implemented during this work programme.

In the **second phase**, the courses will support the ‘**implementation**’ of national strategies on organising. Key selected national persons will be in charge of implementing the strategy and, to do this, they will be trained on different tools and methods. They will be able to understand and adapt different tools and methods to their specific situations and needs.

Then, the **third phase** of the project will make introductory knowledge on organising available to a larger number of people; it will focus on ‘**multiplying**’. This will be needed if the national strategies prove to be successful and able to mainstream ‘organising’ within their daily agenda, seeing it as an essential and unavoidable part of unions’ action plans.

B. OTHER ACTIVITIES

1. Education Department

The EDU strategy

We are constantly seeking for new ways of delivering our European trade union education activities and extending their reach. Now more than ever, it is crucial to identify specific needs and expectations and offer technical and operational training to support and reinforce trade union activities.

The four-year ETUI education strategy adopted by 'EDUDAYS' (the annual meeting of the ETUI education community) is being developed and applied with a view to meeting future requirements.

We are looking to maximise investments in training, widen target audiences, move beyond face-to-face training and enhance the multiplier effect of implemented activities and of the teaching materials produced by the ETUI.

To achieve this strategic objective, the programme identifies and sets the following priorities:

- to integrate the ETUC's priorities, adopt multiannual planning and establish cooperation agreements with trade unions;
- to increase the number of participants (through e-learning and other means) and strike a better gender balance;
- to develop processes that identify needs, but also quality standards and common evaluation practices;
- to develop our potential and capacity to offer high-quality training and further enhance the ETUI's standing as a key provider of trade union-oriented training for EWCs, SNBs and SE-WCs;
- to increase visibility and improve the dissemination of activities and content among trade union organisations;
- to consolidate the work done by our networks, increase their membership and create an ETUI Eurotrainer identity.

Meanwhile, the role played by the networks is being stepped up; a pedagogical committee has been put in place to think strategically and take responsibility for monitoring the quality of our programme and practices; the annual EDUDAYS conferences evaluate and provide input for the next programme; and the thematic networks constantly rethink and review the strategy and usefulness of the programmes.

E-learning

The ETUI aims to be innovative in its pedagogy. The distance learning activities will continue, courses and content will be tested, and activities integrated with other face-to-face activities (blended learning). The Institute's primary objectives for this initiative are to extend the reach and increase the resilience of its provision of education and to provide better support for career-long progression for union members by offering them

successive learning opportunities. The third phase of the e-learning project is under way. Two pilot online courses have been designed: 'European Works Councils – the rules of the game' (pilot version in English) and 'Being a citizen in Europe today' (pilot version in French). Samples of both training courses were presented for testing to many ETUI stakeholders, and the feedback received has been taken on board with a view to making further improvements. The two courses were launched, and new courses are now being designed for testing in this year's programme.

By the end of this work programme, the course 'Online English for trade unionists' should be completed. To give a short description of the course, it will involve: using specific trade union-related vocabulary; access to a trade union glossary; developing participants' communication skills and reviewing grammar skills; an exchange of information and views in English about current key issues with other trade unionists; teaching participants how to express themselves in writing on current trade union issues in Europe; and finally the chance for participants to put into practice their acquired linguistic competences through assignments (both written and spoken), which will receive feedback and corrections from the e-tutor. The ETUI's objective is to expand its online offer and to develop an ETUI-branded course. Distance learning will enhance and complement the quality of our training courses and will elevate the learning experience to a higher level. Co-operation on educational activity is central to ETUI Education's mission, and the development of a digital presence has the potential to support that goal.

The ETUI will provide a 'progression path' by offering a wide range of bitesize learning segments, capable of being consumed on demand by a wider audience. This will lead to an increase in the demand for the in-depth longer courses, including face-to-face, blended learning, and online learning.

Modernising our training process and improving its capacity for change will require a bigger investment of time and both human and financial resources.

QIS – Quality Improvement System

This year, we will implement the Quality Improvement System (QIS), a recently developed system for evaluating the ETUI's training activities. It was designed with the involvement of all the participants who attended the EDUDAYS 2016 event and was improved step by step throughout the previous programme and validated at the October 2017 edition of EDUDAYS in Paris.

This year we will produce the materials and test them in a selection of training activities.

Education audience

The ETUI trains about 2,000 trade unionists per year.

General training is aimed at trade union officials and staff, elected or employed in national affiliated confederations or European federations. Based on the use of adult education methods, it is a tool that prepares trade union officials for topics of significance and work at the European level, while also facilitating the dissemination of information on European affairs and the spread of trade union goals regarding Social Europe. This broad-based target group means that we can exert a positive and influential impact on trade unions.

The ETUC Secretariat will continue to be a target group for high-level training, in cooperation with Sciences Po Paris.

European Works Councils, SE Works Councils and Special Negotiating Bodies form a specific target group. Participants in training for these bodies are not trade union officers but company representatives who generally include some non-unionised employees. Training objectives are set in coordination with the workers' chairperson and/or secretary of these bodies and the contact person at the relevant European Trade Union Federation (ETUF), but quite often also in consultation with the HR management of the company concerned.

Highly experienced officers with long trade union careers will continue to receive appropriate training offers.

This ETUI education programme includes a highly varied set of training courses for workers' representatives with a view to developing the European dimension and better identifying the nature and needs of Social Europe.

Youth is a priority for the ETUI. We have designed a specific training pathway for young trade unionists. The aim of this training is to boost trade union knowledge and action in Europe. The European training for young trade union leaders is designed as a nine-month course combining three residential seminars (face-to-face activities) with group activities on specific issues to be completed between the seminars.

Eurotrainers

The training of Eurotrainers is designed to develop the individual teaching skills of trainers from member organisations, as an investment in the future of the teaching strategies of their organisations.

This training aims to extend the scope of the learning programmes beyond the national level and to give them a European dimension, prioritising a European trade union identity. It covers many different aspects linked to multicultural and transnational environments and links them to the training design process and pedagogical methods we apply at the European level. Every year about 20 new Eurotrainers are ready to use their new capacities and experiences to share their knowledge with others.

Training offer at a glance:

This work programme will include more than 80 training activities.

Priority 1: Policies and actions for the future of Europe

- The future of Europe: strategic thinking
- What's new in political economy?
- Special high-level training on political economy
- The European Pillar of Social Rights and the strengthening of European political integration
- The European Pillar of Social Rights and the SDGs
- European trade unions against the extreme right and right-wing populism
- Planning for action: defending and promoting Europe's public services
- Strong social dialogue and social partners: added value for progress
- Strengthening trade unions' capacities for a better social dialogue
- Trade unions' role in integrating migrants and asylum seekers
- Promoting editorial independence in the newsroom
- The EU semester and the social dimension of the European Union

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Priority 2: Worker participation and industrial relations

- Online training on EWC basics
- Rights for workers' representatives at company level
- Assistance and expertise for EWC-related initiatives from ETUC affiliates
- Training on the basics of financial data for EWC members
- EWCs as an instrument for organising and building trade union power
- Non-financial information – Directive 2014/95 and its impact on industrial relations
- EWC coordinators in the heart of transnational trade union strategies in multinationals
- Manual 3 for European worker representatives: 'How to make your EWC fit for change'

Priority 3: Sustainable development and industrial policy

- Never follow an (unorganised) crowd!
- Leading the digital transformation of work
- Innovative forms of collective bargaining in the digital economy
- Climate justice for all
- Energy and industrial policy

Priority 4: Working conditions and job quality

- Stepping up trade union actions in prevention, control and enforcement
- Atypical workers and trade union representation
- The digital at work
- Intergenerational solidarity
- Trade unions and migrant integration
- Leadership and capacity building for women trade unionists
- Psychosocial risks and work organisation
- EU mobility package
- How to ensure and reinforce health and safety?

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Priority 5: Trade union renewal

- Trade union organising and recruiting across Europe
- Reinforcing trade unions' communication and campaigning across Europe
- Verbal communication for effective trade union actions
- How to influence the EU decision-making process
- European training for young trade union leaders
- Recruitment and organising public service workers
- Organising platform workers
- Representing and organising atypical workers
- Working and living in a capital region
- Training for the future – the next generation of leaders

Other

- Managing EU grants under SD budget lines
- QIS – Quality Improvement System
- 70-20-10 – how to look at learning from a performance perspective.
- Online development

2. Research Department

Cooperation with the Pan-European Regional Council network (PERC)

PERC is a body set up by the ETUC and the International Trade Union Confederation (ITUC) to deal with European issues.

The ETUI provides expertise for the PERC network and its economic expert group. The Institute's participation is focused mainly on the impact of economic integration on eastern Europe. This entails attending key PERC events, and in some cases involving an additional expert. Expertise is provided in the health and safety domain, the aims being to exchange information about health and safety management and collect data on safety representatives in EU countries, compared with countries in the PERC network.

Networks, experts and dissemination

The ETUI is a partner of several international trade union research networks and contributes to the networks by providing them with expert knowledge on priorities dealt with at the Institute. Encouraged by the positive experiences and frequent requests to share research findings, the ETUI will continue to participate in these international trade-union-institute-related networks, such as the European-Asian network on minimum wages. This cooperation involves a maximum of four days of work in any year and a travel budget to attend the meetings.

Another forum at which the ETUI will be represented, to incorporate the European dimension and contribute to the exchange of information and in-depth discussion between labour researchers and trade union leaders, is the annual 'transatlantic social dialogue', where issues of concern to trade unions in North America and Europe are debated by researchers and trade unionists from both sides of the Atlantic. A similar initiative is planned with the CRIMT in Canada, insofar as relevant opportunities emerge. Only eligible costs will be incurred during the period covered by this work programme.

The ETUI also cooperates with universities, through meetings, conferences and publications, in a bid to enhance the dialogue between trade unions and academics on issues of union relevance relating to the European integration process. Such cooperation affords the ETUI relatively easy access to high-quality research.

Glossary

BLER	Board-level employee representatives	GDP	Gross Domestic Product
CAWIE	Collectively agreed wages in Europe (project)	GOODCORP	Network on corporate governance
CEN	European Committee for Standardization	GURN	The Global Union Research Network
CENELEC	The European Committee for Electrotechnical Standardization	HBS	Hans Böckler Stiftung
CJEU	European Court of Justice	ILO	International Labour Organisation
COP21 meeting	21st Session of the Conference of the Parties	IR	Industrial relations
CRIMT	Centre de recherche interuniversitaire sur la mondialisation et le travail	MNCs	Multinational companies
CSR	Country-specific recommendation	N.E.T.	Network of European Works Council Trainers
ECHA	European Chemicals Agency	NGO	Non-Governmental Organisation
EEA	European Economic Area	OECD	Organisation for Economic Co-operation and Development
EGOS	European Group for Organisational Studies	OSE	Observatoire Social européen
ELFS	European Labour Force Survey	OSH	Occupational Safety and Health
EMU area	Economic and Monetary Union of the European Union	PERC	Pan-European Regional Council network
EPSU	European Federation of Public Sector Unions	PIAAC	Programme for the International Assessment of Adult Competencies
EQF	European Qualifications System	REFIT	Regulatory Fitness and Performance
ESS	European Social Survey	SEER	South-East Europe Review on labour and social affairs
EU	European Union	SEEUROPE	European Company network
EWADB	European Works Councils database	SE-WCs	European Company – Works Councils
EWCS	European Working Conditions Survey	TTIP	The Transatlantic Trade and Investment Partnership
EWPC	European Workers' Participation Competence Centre	TTUR	Transnational Trade Union Rights (network)
EWPF	European Workers' Participation Fund	TURI	Trade union-related research institutes
FDI	Foreign Direct Investment	WHO	World Health Organisation