

ETUI-ETUC
Conference
27-29 June
2018

Hotel Thon Europe
1040 Brussels
Belgium



The world(s) of work in transition

The world is being transformed in ways that will profoundly challenge human society. Trade unions facing these new realities can play an important part in shaping this future. With this in mind a major conference organised by the ETUC and ETUI will bring together globally-renowned experts to debate some of the most pressing issues confronting workers, unions and governments.

The conference will address several megatrends impacting working life. First, the free movement of capital, services and people is altering the allocation of jobs throughout the European internal market. Second, climate change and the energy transition are making many occupations obsolete, while at the same time creating new 'green' jobs in emerging sectors and industries. Third, the demographic transition is changing the structure of the labour force and challenging social security systems. Finally, the digitalisation of the economy is set to disrupt the processes of production, employment and work conditions on an unprecedented scale.

So far, these transitions have been studied and reflected on independently from one another. As a result, conclusions about what the future holds, and the ensuing policy recommendations, vary according to the particular transition in question. What is now needed is for the different projections to be put together and analysed in tandem in order to fully understand the multiple and complex consequences for the world of work. Will all these changes create one new world of work, or many? How can trade unions engage with these developments and what strategies are there to cope with them? What should a new industrial policy look like in the sectors severely affected - such as energy, transport and construction? What skills will be needed and how can trade unions participate to ensure that workers are offered the required training and education?

These are some of the questions the 3rd ETUC/ETUI conference on the future of work will deal with. The overall format - plenaries and smaller panels - has proven very successful and will remain the same. However, added emphasis will be put on enriching the debate and provoking discussion through innovative sessions and greater opportunities for interaction.

Wednesday 27 June 2018 10:00-16:30: Registration participants

Wednesday 27 June 2018, 11:00-13:00, room: Belgium - interpretation: EN/FR/GR/IT

Plenary A: Global transitions and world(s) of work

Various global transitions - climate change, digitalisation, globalisation (Europeanisation) and shifting demographics - are changing the content, conditions and relationships underpinning working life, putting pressure on trade union organisations to shape the new realities.

Questions that will be considered and debated over the three days include: Will all these changes create one, or multiple, new worlds of work? How can trade unions engage with these developments and what strategies are there to cope with them? What should a new industrial policy look like in the sectors severely affected such as the energy sector, the transport and construction sectors? What skills will be needed and how can trade unions participate to ensure that workers are offered the required training and education?

The opening panel will set the scene for the three-day conference. The keynote speakers will share their analyses of how work is being transformed and, in particular, how their respective institutions are engaging with the issues at stake and what actions are being taken to address them.

Welcome speech by: Luca Visentini, General Secretary, European Trade Union Confederation

Chair: Philippe Pochet, General Director, European Trade Union Institute
Effie Achtsioglou, Minister of Labour, Social Security & Social Solidarity of Greece
Sharan Burrow, General Secretary, International Trade Union Confederation
Rudy De Leeuw, President, European Trade Union Confederation
Pierre Hubbard, General Secretary, Trade Union Advisory Committee
Guy Ryder, Director General, International Labour Organization

Wednesday 27 June 2018 13:00-14:00: Networking lunch break

Wednesday 27 June 2018, 14:00-15:30, room: Netherlands I

Panel 1 - Inclusive growth: a new, successful agenda for collective bargaining?

The EU is struggling to deal with social imbalances brought about by austerity policies. During the crisis, austerity policies interfered with the social competencies of the Member States. After austerity, the Pillar of Social Rights has opened up a way for the social partners to provide input into reversing these imbalances. We evaluate to what extent collective bargaining strategies can be linked to economic theory and which level of collective bargaining by the social partners in Europe can be considered to be providing the levers for inclusive growth. The research under discussion consists of a review of the relevant theory in light of the position of the OECD on inclusive growth, and interviews with employers federations and trade unions in nine EU Member States.

Salvo Leonardi, Fondazione Giuseppe Di Vittorio
Heikki Taimio, Labour Institute for Economic Research
Guy Van Gyes, Catholic University of Leuven-HIVA
Sem Vandekerckhove, Catholic University of Leuven-HIVA
Moderator: Sotiria Theodoropoulou, European Trade Union Institute

Wednesday 27 June 2018, 14:00-15:30, room: Netherlands III

Panel 2 - Working conditions in an ageing society

Population ageing within the EU is one of most significant trends of the last few decades, and has had a significant impact on the labour market. The share of workers in the age groups 40-50 and 60+ has been growing constantly for years. On the other hand, the age group 40 and below is gradually shrinking. The statutory retirement age is being postponed again and again... The panel will explore whether this fundamental change in the extent of working lives will have any impact on the political decisions being made about improvements in working conditions. Or, will the burden of an ageing workforce be paid solely by the workers themselves?

Sara Ramos, Instituto Universitário de Lisboa

Katalin Sas, EU-OSHA

Magdalena Warszewska-Makuch, Central Institute for Labour Protection-National Research Institute

Comments: Birgit Krämer, WSI of the Hans Böckler Foundation

Moderator: Laurent Vogel, European Trade Union Institute

Wednesday 27 June 2018, 14:00-15:30, room: Netherlands II

Panel 3 - Company mobility fueled by digitalisation and Europeanisation: how can we shore up workers' rights?

Digitalisation opens up new avenues for companies to move across borders; this mobility is already one of the driving forces behind the Europeanisation of the economy. This trend is further driven by decisions by the European Court of Justice to foster the free movement of capital and services, and the incremental revision of national systems of company law: all of these factors combine to make it much easier for companies to shift their regulatory "residency" through cross border mergers and cross-border transfers of their registered seat, thereby (at least partially) removing their governance systems from the legal framework of the country in which they were previously anchored. The landmark Commission proposal for an EU company mobility package, which was published at the end of April 2018, attempts to capture and regulate these developments, and is thus expected to exacerbate this trend even further. How can a high uniform standard be defined and implemented in the face of a baffling array of national specificities? How can we discourage company mobility on the basis of "low road" strategies seeking to avoid labor standards, workers' participation rights, and appropriate taxation? The panel will discuss these question in detail, assessing the Commission's Company Mobility Package, summarizing the contributions of a forthcoming book on Cross Border Mergers in the EU (Cremers and Vitols) and presenting initial findings from a new study on cross-border company mobility in the EU (Thomas Biermeyer and Marcus Meyer).

Laura Horn, University of Roskilde

Wolfgang Kowalsky, European Trade Union Confederation

Marcus Meyer, University of Maastricht

Paige Morrow, NYU-HEC Public Interest Law Clinic

Sigurt Vitols, European Trade Union Institute

Moderator: Aline Hoffmann, European Trade Union Institute

Wednesday 27 June 2018, 14:00-15:30, room: Germany - interpretation: EN/FR

Panel 4 - Employment forecasts and the digital, green and demographic transitions

Several researchers develop mid-term or long-term employment forecasts addressing either the digital transition, or the green transition, or the demographic transition, but quite often separately. The purpose of the panel is to confront their views. Concerning digitalisation, there is a wide discrepancy between the more and less pessimistic forecasts for Europe. How to explain that? Conversely, concerning the greening of the economy (climate policies, sustainable growth), there is a general agreement on the job creation potential, which is however hardly concretised. Why? Demographic changes (ageing, migrations) do not relate directly to job creation or destruction, but to labour market functioning. How do they interact with the digital and green issues?

Beyond forecasting exercises, the issue of foresight scenarios will be raised. While forecasting is about modelling, foresight scenarios have to combine various configurations of actors' strategies and power relations.

Florian Blank, WSI of the Hans Böckler Foundation

Alex Bowen, London School of Economics

Ulrich Zierahn, ZEW Mannheim

Moderator: Gérard Valenduc, European Trade Union Institute

Wednesday 27 June 2018, 14:00-15:30, room: France - interpretation: EN/FR

Panel 5 - The impact of the digital transformation on job quality

Digitalisation is transforming not only labour markets, but also public debate about work and employment. The newness of digitalisation is reflected in the emergence of new terminology to describe these developments, such as gig-economy, on-demand workers, or online platform work. Moreover, due to a high degree of flexibility, the temporary nature of the work, the informal and direct (peer-to-peer) nature of some of the activities and an absence of a traditional workplace, activities in the digital economy are often not even recognised as "work" and the traditional notion of the employment relationship is deemed no longer applicable to this new reality.

Against this background, this panel considers whether digitalisation is better understood when taken as a completely new aspect of the economy, or rather as a part of a broader trend towards the casualization and informalisation of work and the spread of non-standard forms of employment. We will discuss how we can respond to the impact of gig/platform work on the labour market. What is needed for the creation of sustainable and "good work" in the digital economy? What can be done to curb the exploitative nature of some of the new forms of work, and avoid a race to the bottom in terms of pay, quality of work and employment

Valerio De Stefano, Catholic University of Leuven

Irene Mandl, European Foundation for the Improvement of Living and Working Conditions

Pamela Meil, Institute for Social Science Research

Comments: Barbara Surdykowska, Solidarność

Moderator: Agnieszka Piasna, European Trade Union Institute

Wednesday 27 June 2018 15:30-16:00: Networking tea break

Wednesday 27 June 2018, 16:00-16:30, room: Belgium - interpretation: EN/FR/IT/GR

Managing transitions: Europe's economic and social framework

Keynote speech by: Valdis Dombrovskis, Vice President, responsible for the Euro and Social Dialogue, European Commission

Chair: Luca Visentini, General Secretary, European Trade Union Confederation

Wednesday 27 June 2018, 16:30-18:00, room: Belgium - interpretation: EN/FR/IT/GR

Plenary B: When the rich and powerful pretend they do not need us

The rich and powerful have to an alarming extent, succeeded in separating their world from the world of workers, even when they need and depend on those workers. Yet they have to a large extent succeeded in making the fate of those workers autonomous from their own. Among the familiar mechanisms powerful firms have developed to succeed in this separation are the sub-contracting and the offshoring of work. But there are other even more dangerous mechanisms, and these are more difficult to recognize because they are marked by intermediation –or the rise of intermediary actors. It is these that Saskia Sassen wants to examine in her talk, and what it would take to fight against them.

Expulsions is out in 18 languages, including Dutch (Acco) and French (Gallimard).

Chair: Luca Visentini, General Secretary, European Trade Union Confederation

Keynote speaker: Saskia Sassen, Author of 'Expulsions' and Robert S. Lynd Professor of Sociology, Columbia University

Q&A session

Panel with national trade union leaders

Carmelo Barbagallo, General Secretary, Unione Italiana del Lavoro

Yannis Panagopoulos, President, Greek General Confederation of Labour

Inga Ruginienė, President, Lithuanian Trade Union Confederation

Robert Vertenuel, President, ABVV/FGTB

Wednesday 27 June 2018 18:00-19:30: Networking cocktail

Thursday 28 June 2018 08:00-17:00: Registration participants

Thursday 28 June 2018, 09:00-10:30, room: Belgium - interpretation: EN/FR

Plenary C: Labour market composition and demographic change: can migrants and new technologies offset population ageing?

The ageing population in Europe is changing the structure of the labour supply as well as challenging the social security systems. Some of the European member states, especially in Eastern Europe, lost huge parts of their (highly skilled) populations after the fall of the communist regimes, and this accelerated after they joined the EU. Migration is becoming an increasingly complex phenomenon, with a migrant population of high skilled, medium skilled and low skilled people, including students, coming from a growing number of countries and regions. Against this background, the recent refugee flows to Europe have been perceived as a major challenge in demographic, economic and cultural terms. This session will present the state of the demographic problems in Europe and the challenges they bring about for the labour market. But it will also try to link them with other challenges stemming from climate change, digitalisation and globalisation. What are the exact links between demographic developments such as urbanisation, migration, water shortages etc with climate change? Does it make sense to speak about climate change refugees? How are demographic developments being influenced by digital technologies such as the internet, social media, as well as open borders between the EU member states and global trade agreements?

Chair: Esther Lynch, Confederal Secretary, European Trade Union Confederation

Stijn Broecke, Senior economist leading the Future of Work initiative, Organisation for Economic Cooperation and Development

Olivier De Schutter, Professor, University of Louvain

Claude Rolin, MEP, Group of the European People's Party in the European Parliament

Zornitsa Roussinova, Deputy Minister of Labour and Social Policy, Bulgarian Government

Thursday 28 June 2018, 09:00-10:30, room: France - interpretation: EN/FR

Plenary D: Climate change and the transition to a green economy: what does it mean for jobs?

Climate change and the resulting energy transition are making many jobs obsolete. But at the same time they are creating many new 'green' jobs. This transition is bringing about multiple challenges for employees in terms of working conditions, pay and representation. What impacts, what regulatory solutions exist or can be imagined? Climate change is interrelated with other megatrends. How should we think about the relationship between digitalisation and climate change: what are the drivers, how can we address the global scope of climate change, how global or local does the solution to climate change need to be? What are the links between climate change and demographic developments such as urbanisation, migration, water shortages?

Chair: Montserrat Mir Roca, Confederal Secretary, European Trade Union Confederation

Florent Marcellesi, MEP, Group of the Greens/European Free Alliance in the European Parliament

Laura Martín Murillo, Special Adviser for Green Jobs and Just Transition, Ministry for the Ecological Transition of Spain

Luc Triangle, General Secretary, industriAll Europe

Thursday 28 June 2018 10:30-11:00: Networking coffee break

Thursday 28 June 2018, 11:00-12:30, room: Netherlands I-II

Panel 6 - Interactive panel: The role of worker's participation in addressing the digitalisation-driven Europeanisation strategies of MNCs

New information and communication technologies are digitalising our economy in an unprecedented way. At the same time, the global competitive environment in Europe and beyond is getting tougher. Multi-National Corporations (MNC) currently shape and have been shaped by these two mega-trends of digitalisation and (de-)globalisation by following a two-step strategy of both stretching and bundling up. "Stretching" refers to companies' strategies to grow bigger, more digital, and more international through expansion, mergers, and acquisitions, both within and across industries, a process powered by an accelerated implementation of information and communication technology. The subsequent 'bundling up' processes manifest themselves in various trends of cross-border standardisation and centralisation. Both of these processes result in a profound shift in the arenas for workers' participation. In an interactive framework framed by the results of an overview study about the key trends shaping MNC strategy, the panelists will share in an interactive format the specific perspectives on these challenges from the point of view of industry, companies and trade unions.

Emma Argutyan, European Chemical Employers Group

Pascal Demat, SAP European Works Council

Mike Geppert, University of Jena

Sylvain Lefebvre, industriAll Europe

Eckhard Voss, WMP Consult

Moderator: Aline Hoffmann, European Trade Union Institute

Thursday 28 June 2018, 11:00-12:30, room: Belgium - interpretation: EN/FR

Panel 7 - The link between job quality and innovation: virtuous or vicious circles?

Do job quality and innovation go hand-in-hand? Or does innovation come at the cost of job quality? How can the two strengthen each other in the workplace? And under what conditions and for which groups of workers? These questions are at the heart of QuInnE (Quality of jobs and Innovation generated Employment outcomes), a large Horizon 2020 research project that covers 7 countries, 8 sectors and 58 companies. In this session we will present the main outcomes of this research and illustrate them with sector and company cases. Also, we will discuss the implications for policy and how unions, employers and public policy makers can foster virtuous instead of vicious circles between innovation and job quality.

Karen Jaehrling, University of Duisburg

Maarten Keune, University of Amsterdam

Christopher Mathieu, Lund University

Moderator: Katja Lehto-Komulainen, European Trade Union Confederation

Thursday 28 June 2018, 11:00-12:30, room: Germany

Panel 8 - Working time reduction as a trade union strategy for a changing world of work

Working time reduction is increasingly re appearing as a trade union topic in a world facing demographic changes, climate change and a digitalizing economy. We are giving the floor to Aidan Harper of the New Economics Foundation to talk about the case for a reduction of working time. Afterwards, representatives from different trade unions in Europe will present their experiments, experiences and proposals regarding the reduction of working time. In this panel we will therefore not only discuss why one could defend a working time reduction, but also how one can happen and shape trade union strategies around the topic.

Aidan Harper, New Economics Foundation

Christina Hoefel, GPA-djp

Sophie Jänicke, IG Metall

Lucie Studničná, Czech-Moravian Confederation of Trade Unions

Jacqie van Stigt, FNV

Moderator: Stan De Spiegelaere, European Trade Union Institute

Thursday 28 June 2018, 11:00-12:30, room: France - interpretation: EN/FR

Panel 9 - Social protection beyond the basic income

Contemporary social protection systems are being questioned in the light of the mega-trends explored in this conference.

The existing literature on social protection is copious in depicting the challenges and conceptualizing solutions. However, most challenges are dealt with in isolation and, hence, solutions are offered that are not necessarily sufficient to deal with the challenges they face. Yet, social protection is a key element in understanding the implications of the four mega-trends: health care and pension spending are set to rise in the light of demographic changes; the changing labour market and family structures are challenging the ability of social security systems to hedge against life-risks; the forecast of a net loss of employment due to digitalisation is posing the question of where peoples' income will come from; and, finally, globalisation and Europeanisation are undermining nation states' ability to finance their welfare states. This session aims to explore some of the current proposals for rethinking the social protection system in the light of these mega-trends. It will set out how one can understand the main issues to be dealt with in and by social protection systems, and examine four proposals for re-conceptualising or extending the social protection system. The ensuing debate will relate each of these ideas to the mega-trends affecting social protection systems and will aim to produce principles for ensuring that social protection will continue to fulfill its role in the future.

Christina Behrendt, International Labour Organization

Jonathan Portes, King's College, London

Sophie Swaton, Université de Lausanne

Frank Vandenbroucke, University of Amsterdam

Comments: Oliver Röpke, Austrian Trade Union Confederation

Moderator: Józef Niemiec, European Trade Union Confederation

Thursday 28 June 2018, 11:00-12:30, room: Netherlands III

Panel 10 - Industrial policy for the green and digital economies

During this panel industriAll Europe, the European Commission and the European Economic and Social Committee will present their views on the future of manufacturing in Europe. They will try to provide answers to the many challenges industry has to confront today. How will the megatrends of today shape the future of Europe's industry? How to make use of the current recovery to re-establish lost manufacturing capabilities? How to support the evolution towards a low-carbon economy? How to create a global level-playing field? What is the added value of European industrial policy? How to make economic and technological disruptions more gradual from a social perspective?

Elsbeth Hathaway, industriAll Europe

Gonçalo Lobo Xavier, Economic and Social Council

Mark Nicklas, European Commission, Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs

Moderator: Fin Krogh Jörgensen, IDA, the Danish Association for Engineers

Thursday 28 June 2018 12:30-13:30: Networking lunch break

Thursday 28 June 2018, 13:30-15:00, room: France - interpretation: EN/FR

Plenary E: Digitalisation and the new economy: disrupting production networks while tackling climate change?

The digitalisation of the economy is predicted to disrupt the processes of production, employment and work conditions on an unprecedented scale. This session will go beyond examining the impact of digitalisation on work to sketch out how climate change and digitalisation interact. Questions to be addressed include: what impact does new technology have on exacerbating or slowing down climate change; and what new technological solutions are available to mitigate the effects of climate change? The session will reflect on the global impact of digitalisation: what instruments of regulation of technological impacts are needed to address the global reach of digitalisation? The session will also look at the interaction of digitalisation with demographic developments. For example, will globalisation and the dispersal of supply chains enable youthful populations in developing countries to enjoy increasing prosperity, avoiding the ageing "north" and the young "south".

Chair: Thiébaud Weber, Confederal Secretary, European Trade Union Confederation

Peter Frase, Member of the Editorial Board, Jacobin Magazine

Jamie Woodcock, Researcher, Oxford Internet Institute

Gabriele Zimmer, Chair, Confederal Group of the European United Left - Nordic Green Left in the European Parliament

Keynote speaker: Andrus Ansip, Vice President, leading the project team "Digital Single Market", European Commission

Transformative technologies and employment: building a fair and inclusive digital single market

Thursday 28 June 2018, 13:30-15:00, room: Belgium - interpretation: EN/FR

Plenary F: Globalisation and Europeanisation: European solutions for global problems?

Globalisation, and particularly the free movement of capital, products, services and people, is constantly changing the allocation of jobs, on a global scale as well as throughout the European internal market. European union policies are shaping the frameworks in which EU member states and their actors operate. Economic integration at a more global scale, via trade agreements and the emergence of global value chains, is posing urgent questions about who are the winners and losers from globalisation. This session will aim to explore the interlinkages between global and European economic integration, on the one hand, and climate change on the other. In particular: what global strategies are needed to fight climate change; is globalisation a prerequisite to mitigating global warming, or is the opposite strategy of bottom-up initiatives more effective? How to reconcile the free movement of people, goods, capital and services with the containment of CO2 emissions? This plenary will also try to explain the connection between globalisation and digitalisation. Are new technological developments increasing global economic interdependence, and is the development of new technology only possible at a global/European/ level? And, lastly, how has the free movement of people in Europe influenced demographic developments in the EU member states and what has globalisation meant for the movement of people at a global scale – for example, migration from rural to urban areas, from poorer regions to richer ones.

Chair: Liina Carr, Confederal Secretary, European Trade Union Confederation

Pascal Lamy, President Emeritus, Jacques Delors Institute

Zoltán Pogátsa, Professor, University of Western Hungary

Maria João Rodrigues, Vice Chair, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament

Gesine Schwan, President, Humboldt-Viadrina Governance Platform

Thursday 28 June 2018 15:00-15:30: Networking tea break

Thursday 28 June 2018, 15:30-17:00, room: France - interpretation: EN/FR

Panel 11 - Psychosocial risks: shifting the perspective towards positive values

Work organization and management methods have rightly been identified as among the main psychosocial risk factors in workplaces today. Rather than discussing problematic situations once again, this panel will present an opportunity to hear and discuss innovative work organizations (e.g. self-organized companies, *entreprise libérée*) and alternative ways of managing people at work that have proven far less harmful for workers' health. What are the core principles and values at play? What are the conditions for replicating these models? And where does the collective representation of workers fit into these models?

Thomas Coutrot, DARES

Laurent Ledoux, Equis

Nadja Salson, European Federation of Public Service Unions

Moderator: Fabienne Scandella, European Trade Union Institute

Thursday 28 June 2018, 15:30-17:00, room: Belgium - interpretation: EN/IT

Panel 12 - The impact of automation on working conditions, health and safety

Trade Unions consider technological developments to be great opportunities to improve the design of safe and healthy working places. Automation impacts both social and economic patterns and makes it necessary to explore the interface between people, machines and processes from a wide range of perspectives. How are we to deal with the high demands this makes on workers in terms of cognitive abilities, complex decision-making mechanisms, unfamiliarity with (hidden) events and the ramifications of a lack of situational-awareness potentially associated with automation? The panel aims at navigating the territory where designers, employers and workers can look at automation by sharing the respective requirements, concerns and limitations in an attempt to formulate recommendations to promote successful coexistence of automation and workers' safety and health.

Ernesto D'Eliseo, Unione Italiana del Lavoro

Gemma Galdon Clavell, Eticas Foundation

Fabio Pera, Istituto Nazionale Assicurazione contro gli Infortuni sul Lavoro

Sascha Wischniewski, Bundesanstalt für Arbeitsschutz und Arbeitsmedizin

Facilitators:

Stefano Boy, European Trade Union Institute

Teresa Cardoso Ribeiro, Publidox

Moderator: Marian Schaapman, European Trade Union Institute

Thursday 28 June 2018, 15:30-17:00, room: Netherlands III

Panel 13 - Jobs in a clean, future automobile industry

The European automobile industry faces fundamental challenges with stricter environmental standards, changing mobility patterns, and the advances in digitalisation and the emergence of China. New mobility patterns and self-driving cars will mean that less cars will be needed in the future. The exit from the traditional combustion engine with the spread of electric cars means that much of the manufacturing technology, the skills and the value chains of the industry will be different. Automation, robotization and additive manufacturing will reshape the manufacturing process. Software and big data will contribute more to the value of a car than hardware technology. The emergence of China in shaping both demand and supply will affect the current global power balance between the main automobile manufacturers.

How will all this affect jobs in the European automobile industry, what policies are necessary to manage this transformation in a forward-looking way and what can trade unions and works councils do in order to secure quality jobs in the future?

Greg Archer, Transport Environment

Anne-Gaëlle Lefeuvre, Syndex

Andrea Szalavetz, Hungarian Academy of Sciences

Comments: Maximilian Strötzel, IG Metall

Moderator: Béla Galgóczi, European Trade Union Institute

Thursday 28 June 2018, 15:30-17:00, room: Germany

Panel 14 - Youth engagement and the future of work

Youth engagement is a vital issue for a European trade union movement that is suffering from declining membership and is in search of renewal in order to influence developments that are often unfavourable to it. This panel brings together researchers who have worked on empirical studies of union involvement by young people in different national contexts. It thus inverts the usual research perspective, which often looks for reasons for the lack of unionisation among young people, to examine instead how young people can apply their own experiences to trade unionism. In other words, what limits and what promotes youth engagement in unionism? What demands do they, in turn, make on unions in terms of their structure and functions? What kinds of tensions are emerging between labour organisations and young people? And, finally: how do they take advantage of trade unions; and what innovative modes of engagement do they bring? Overall, the purpose of this panel is to document the relationships between young people involved in unionism in order to draw lessons for union practice and future research.

Fanny Chartier, Ministry of Social Affairs, France

Dennis Everberg, University of Jena

Kurt Vandaele, European Trade Union Institute

Comments: Viktória Nagy, SZEF

Moderator: Marcus Kahmann, IRES

Thursday 28 June 2018, 15:30-17:00, room: Netherlands I-II

Panel 15 - Interactive panel: Using visuals to provide foresight and learn about change

The ETUI Education department operates by foreseeing different methods and networking strategies which strongly contribute to anticipating change. One of our main objectives is to successfully help our public to tackle change in efficient and innovative ways.

Change is always something difficult to tackle but it can also be an opportunity to find new work relations and, most of all, coherent and sustainable policies.

What do Visuals have to do with this?

Visual facilitation is a very wide field of methodologies and tools for working easily in difficult and complex situations. Visuals can open perspectives and give more sense to new work scenarios, new connections and can collect important information by creating visible connections, visible relations, touchable opportunities of actions, leaving NO ONE BEHIND.

This hands-on approach and very practical working session invites everyone to get into the sphere of becoming VISUAL CHANGEMAKERS.

Introduction: Sara Seravalle, Visual Stories

Moderator: Gabriela Portela, European Trade Union Institute

Thursday 28 June 2018, 17:15-17:45, room: Belgium - interpretation: EN/FR

The contribution of EU trade policy to shaping globalisation: deliverables and limits

Keynote speech by: Cecilia Malmström, European Commissioner for Trade

Chair: Maria Jepsen, Director of the Research department, European Trade Union Institute

Comments: Liina Carr, Confederal Secretary, European Trade Union Confederation

Thursday 28 June 2018, 17:45-19:00, room: Belgium - interpretation: EN/FR

Plenary G: A New Economic Approach: what are the shortcomings of the current economic model, and how to fix them?

More and more economists share the belief that our current economic growth model based on constantly rising GDP is an environmental dead end, as the natural resources which we have are limited. Decoupling of economic production and environmental quality has turned out to be an illusion aiming to preserve the current economic model.

On the one hand, inequality between the top and the bottom of the wealth distribution is on the rise, and on the other hand, international capital mobility is draining resources from welfare states. This session will try to reveal the shortcomings of the current economic model, and provide a blueprint for a new economic approach.

Chair: Katja Lehto-Komulainen, Deputy General Secretary, European Trade Union Confederation

Keynote speaker: Ha-Joon Chang, Reader in the Political Economy of Development, University of Cambridge

Enrico Giovannini, Professor, Rome University "Tor Vergata"

Ann Pettifor, Director, Policy Research in Macroeconomics

Comments: Philippe Lamberts, Co-chair, Group of the Greens/European Free Alliance in the European Parliament

Thursday 28 June 2018 19:30-21:30: Networking dinner

Friday 29 June 2018 08:00-11:00: Registration participants

Friday 29 June 2018, 09:00-10:30, room: Netherlands II

Panel 16 - How to integrate the transition challenges in the national trade union research agenda?

more information will follow soon

Friday 29 June 2018, 09:00-10:30, room: Netherlands III

Panel 17 - The rise of China as a technology superpower – what does this mean for European jobs?

China is a world leader in clean energy investments, mobilises huge resources to invest in robotization, artificial intelligence, electric cars and new mobility concepts. The `Made in China 2025` strategy sets down a roadmap from low-wage base mass manufacturing towards knowledge and technology driven economy. What will this profound transformation mean for the role of European industry in the world and what does it mean for keeping and creating quality jobs in Europe?

Magdolna Sass, Hungarian Academy of Sciences

Max J. Zenglein, MERICS Institute

Comments: Laurent Zibell, industriAll Europe

Moderator: Béla Galgóczi, European Trade Union Institute

Friday 29 June 2018, 09:00-10:30, room: France - interpretation: EN/FR

Panel 18 - The four transitions: what skills do we need, and how do we provide them?

Transitions will not only entail quantitative effects on employment, but also qualitative effects on job content and skills profiles. New skills will be required in both new jobs and existing jobs, emphasising specialised skills, at different levels of proficiency, and "transversal" skills, notably the ability to transfer competences from one context to another.

Skills are both an individual and a collective issue, and not only a question of education curriculum or graduation level. Skills are constructed on-the-job, through interaction, cooperation, and various forms of lifelong learning. Skills are linked to occupations, and occupations are much more than a set of tasks (high- or low-skilled, routine or not, automatable or not). They include careers, positions, experience and learning, belonging to a group, and the meaning of work. They are shaped by work organisation and power relations. Any insight into skills policies has to include the roles of public authorities, companies and trade unions.

László Andor, Corvinus University

Marie-Claire Carrère-Gée, Conseil d'orientation pour l'Emploi

Susan Flocken, European Trade Union Committee for Education

Karolien Lenaerts, Centre for European Policy Studies

Ilias Livanos, CEDEFOP

Moderator: Valerica Dumitrescu, European Trade Union Institute

Friday 29 June 2018, 09:00-10:30, room: Germany

Panel 19 - The future of work: perspectives from the ILO

The world of work is undergoing a major process of change. In order to understand and to respond effectively to these new challenges the International Labour Organization has launched a "Future of Work initiative". It is the centerpiece of the ILO's activities to mark its centenary in 2019. It will focus on four major areas – work and society, decent jobs, the organisation of work, and production and the governance of work. This exercise is expected to define how the ILO will realise its mandate on social justice as it enters its next century. In this panel we will hear three different internal ILO perspectives on this initiative as a way of introducing the audience to the debate.

Luc Cortebeek, International Labour Organization

Susan Hayter, International Labour Organization

Emmanuel Julien, International Labour Organization

Moderator: Esther Lynch, European Trade Union Confederation

Friday 29 June 2018, 09:00-10:30, room: Netherlands I - interpretation: EN/FR

Panel 20 - Interactive panel: Discussing scenarios for 2030

The issue of climate, demographic and digital transitions makes our vision of the future uncertain. It is difficult to have a clear idea about the future of work over the next 10 or 15 years. This foresight panel proposes that the participants launch an initial discussion on the future of the world of work in 2030. What will be the main drivers that will influence this future, and what hypotheses can we discuss to build scenarios? It is of course impossible to make a genuine foresight exercise in such a short time but, based on the work done by the ETUI among others, the panel will propose an open and interactive discussion on our ways of seeing the world of work in 2030. Prior to the conference, participants will be asked to read some preparatory documents (see conference web page or app).

Duncan Cass-Beggs, Organisation for Economic Cooperation and Development

Christophe Degryse, European Trade Union Institute

Thiébaut Weber, European Trade Union Confederation

Moderator: Vera Dos Santos, European Trade Union Institute

Friday 29 June 2018, 11:00-11:30, room: Belgium - interpretation: EN/FR

Young trade-unionists' discussion on managing transitions

Chair: Jacki Davis, Meade Davis Communications

Hugo Bahut, UGTP

Olivia Frier, Dansk Magisterforening

Viktória Nagy, SZEF

Graham Sansone, Confederation of Malta Trade Unions

Visual Harvesting

Visual Harvesting is a unique and creative approach that stimulates our minds, enhances our conversations and the group experience. Thoughts, ideas, energy and experiences are harvested real-time on large visual displays. The use of pictures and text enables participants to clearly see connections and possibilities. The display provides a group memory that is easy to understand and share with others. The image Axelle, Kristof and Martine will create from the sessions will be available on this website after the conference.

More info: www.visualharvesting.com

Martine Vanremoortele

Friday 29 June 2018, 11:30-13:00, room: Belgium - interpretation: EN/FR

Plenary H: Social Dialogue: how can we create a common agenda for Social Europe?

Based on the input and conclusions from the previous sessions the closing session of the conference will investigate the possibility of creating a common agenda for Social Europe, putting quality jobs and employment at the centre of future policies.

Chair: Peter Scherrer, Deputy General Secretary, European Trade Union Confederation

Maxime Cerutti, Director, BusinessEurope

Penny Clarke, Deputy General Secretary, Head of EU Policy, European Federation of Public Service Unions

Plamen Dimitrov, President, Confederation of Independent Trade Unions of Bulgaria

Joost Korte, Director-General, European Commission, Directorate-General for Employment, Social Affairs and Inclusion

Friday 29 June 2018 10:30-11:00: Networking coffee break

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