
ETUI activities in 2014-2015

etui.

Contents

Foreword by the General Director of the ETUI	3
The crisis and the European Semester	6
Worker participation	10
Sustainable development and industrial policy	13
Working conditions and job quality	15
Trade union renewal	18
Overview of ETUI publications and events in 2015.....	20
ETUI publications.....	20
Past events	24
Joint events.....	24
Forthcoming events	25

Foreword by the General Director of the ETUI

This report on the ETUI's activities for 2014-2015 provides an overview of the activities carried out by the institute in its mission to support, reinforce and stimulate the European trade union movement.

The political context of our work has not changed much compared to last year. The economic recovery is still very fragile and, due to the Greek austerity crisis and the creditor countries' response, the political credibility of the European project has suffered serious damage. The 'social' promises of the Juncker Commission have not translated into any practical means of curbing the social deconstruction of the last ten years.

Within this political context, the ETUI defined, as in the previous year, its priorities for research and training activities along five thematic axes:

1. The crisis and the European semester
2. Worker participation
3. Sustainable development and industrial policy
4. Working conditions and job quality
5. Trade union renewal

In 2015, the ETUI continued its critical analysis of the instruments of Europe's new governance and the social and employment impacts of the crisis (priority 1). Social partner involvement in the European Semester and the development of the sectoral social dialogue in Europe were some of the important issues addressed this year. Topics such as the TTIP and the EU's 'Better regulation' agenda (REFIT) remained high on our research and training agenda. The institute also undertook in-depth analysis of the Juncker Investment Plan for Europe. Other topics included social dumping, reforms in the health care system, and the Greek austerity crisis and its political context.

For priority 2 on worker participation, the ETUI continued to monitor how workers' representatives are involved in the europeanisation of industrial relations, while providing targeted research, support and training for employee representatives at the European level and trade union officials. Two new books on the 'EWCs recast directive' and 'EWCs' access to courts' will be published before the end of the year, as well as a completely revised edition of the ETUI's highly successful publication *European Works Councils: Facts and Figures*. Other work in this area focused on multinational strategies and their implications for workers' representatives. A book on the 'outsourcing challenge' was one of the main outputs of this work.

In the field of sustainable development and industrial policy (priority 3), the ETUI continued its cycle of conferences on the social-ecological transition. The themes of the energy transition, a new 'growth model', and the role of business and trade unions in this transition were the focus of this cycle. Europe's energy transition is also the subject of a new book to be published in September 2015.

Priority area 4 (working conditions, health and safety) focused on understanding the link between the growth of precarious employment and the deterioration of working conditions. Research and training were undertaken on e.g. occupational cancer, work-related musculoskeletal disorders and psychosocial risks. A successful and very well attended conference looked at all aspects of women's health at the workplace. Other topics of interest were the European strategy on health and safety at work and indicators of job quality.

The 2015 activities in relation to priority 5 (trade union renewal) continued to focus on aspects of organisational structures – membership and new forms of recruiting – and new forms of industrial action and activism – strikes and campaigns. Further research and training activity was undertaken on the question of trade unions in new EU member states and the challenge of making trade unions attractive to youth and non-standard workers.

Social Dialogue remained mainstreamed and located within each of the priority areas. The ETUI also provides direct expertise support to the ETUC in all social dialogue processes at EU level.

In 2014-2015 the ETUI organised several successful and high-level public events; issued 46 publications; and, by means of its education courses, offered training to more than 2,100 trade unionists. It also continued to assist and directly support the European Trade Union Confederation in several important EU institutional bodies and at various types of gathering. Its important networks guaranteed increasing expertise in all areas of importance for the European trade union movement. Its websites and social media reached over 250,000 unique visitors, giving extensive visibility to the notion and diverse aspects of Social Europe for the benefit of national and international trade union organisations and members, European and national policymakers, academic audiences, as well as the media and interested citizens. Its general newsletter and specialised topical newsletters provide direct information about all our activities.

The ETUI's Education department continued to supply quality training courses in line with the ETUC's strategy and its programme. These trainings are geared to the needs of the European trade union movement and are defined along pedagogical pathways for the provision of European training to trade union representatives and members of European Works Councils (EWCs). The department uses its network of trainers and training centers to share and analyse the different experiences of trade union action in Europe and also helps increase the knowledge by using scientific and technical experts' contributions and ETUI studies. The annual 'education day' and the two-day

‘education conference’ for 2015 will be held in Berlin in November 2015. The theme of the conference is the rise of extreme-right and populist movements and how education can help the trade union movement to deal with these trends. The department’s online language courses included the organisation of a special online English course for the ETUC Congress.

Philippe Pochet, September 2015

The crisis and the European Semester

The ETUI continued to analyse Europe's financial, economic and social crisis and the impact of the Europe's new economic governance framework as well as the Troika's austerity policies and their impact on 'social Europe'. Europe's labour markets and the continuing unemployment crisis have remained the focus of the institute's work in 2014-2015. The continuing debate about the Transatlantic Trade and Investment Partnership (TTIP), the Commission's REFIT process, and the Juncker Investment Plan were other topics which received special attention in our activities.

The most important ETUI event in 2014-2015 was without question the three-day **conference 'Europe at a crossroads'** organised in September 2014 in joint cooperation with the ETUC, and in partnership with TURI and several European Trade Union Federations. Over 400 participants from more than 20 different EU member states had the opportunity to hear nearly 100 speakers (including Commissioners Andor and Moscovici, as well as EP President Schulz and several top economists) presenting their ideas on the EU's austerity crisis and alternative policies for the future. Another 'big conference' is planned to be held on 27-29 June 2016. Its programme will focus on the **'new world of work'**.

The 2015 edition of the annual flagship publication ***Benchmarking Working Europe*** was published in March 2015. It assessed what eight years of EU crisis management have achieved and what they have failed to achieve in terms of improving Europe's macro-economic situation and developing its labour market, alongside an examination of the situation of wages and collective bargaining and also of worker participation.

The launch of this annual flagship publication was accompanied by a special high-level conference entitled **'Europe's dilemma: austerity revisited or a new path for sustainable growth'**. This event, attended by more than 250 people, was organised jointly with the ETUC and the European Trade Union Federations. A video report of the proceedings was produced, alongside a special conference report.

In June 2014, the ETUI and the European Social Observatory (OSE) presented the fifteenth edition of their ***Social Developments in the European Union*** report. This publication undertook a critical assessment of major policy developments in the area of Social Europe in 2013, while also sketching

out some initial components of a new European social deal. The 2015 edition of this report will be launched on 23 September 2015.

A new updated edition of the highly-successful 2012 book *A triumph of failed ideas* was published at the beginning of 2015 highlighting the fact that the EU's austerity obsession is leading to more divergence between countries, hence the title ***Divisive integration – the triumph of failed ideas revisited***.

In 2014-15, the ETUI continued its analysis of the new **European economic governance**. In the context of the European Semester, the background analysis on the EU's **country-specific recommendations** (CSRs) to member states in the field of employment and social policies was updated and direct support was given to an internal ETUC taskforce preparing a consultation meeting with the Commission on these CSRs.

A Working Paper on the successes and failures of the European **sectoral social dialogue** was published at the beginning of 2015.

The impact of the crisis on labour markets continues to be one of the main priorities for the ETUI research team. Preparatory work was undertaken to update the Working Paper on '**Labour law reforms in Europe**' and the country files mapping reforms of employment protection law in the member states.

Since the start of the crisis the topic of **youth unemployment** has been high on the agenda. A report on the Youth Guarantee (for the ETUC Youth Committee) and on the involvement of trade unions in the Youth Guarantee implementation plans was published in December 2014.

The ETUI continued to monitor changes in **collective bargaining** as the result of the crisis and the EU's austerity policies. A report on these developments was published in cooperation with the Economic and Social Research Institute (WSI) in Germany and its research results were presented during EPSU's Collective Bargaining conference in January 2015. Further research undertaken by the University of Manchester resulted in an ETUI book which will be launched at the ETUC's Congress in 2015.

The successful Collective Bargaining newsletter, produced in cooperation with AIAS, the Amsterdam Institute for Advanced Labour Studies, was sent every month to more than 3500 contacts.

Research on the development of **minimum wages and minimum wage regimes** across Europe resulted in the publication of an ETUI Policy Brief on the concept of a European minimum wage as part of a macro-economic re-orientation towards a more demand- and wage-led growth model. Further publications on this topic, in the form of a Working Paper and a book, will be presented in September 2015.

The EU's 'better regulation' agenda, renamed **REFIT** ('Regulatory Fitness and Performance') was another hot topic on the institute's agenda in 2014-15.

Following up on the 2014 Working Paper entitled *The EU's REFIT strategy: a new bureaucracy in the service of competitiveness*, a Policy Brief looked at the impact of REFIT on European information and consultation legislation and company law. In May 2015, a new Working Paper was published which demonstrates that the 'Better Regulation' agenda has turned into a process of 'bureaucratic simplification with a political agenda'. The ETUI has also set up an internal structure to accumulate knowledge and experience with regard to REFIT.

Another important issue on which research continued to focus was the **Transatlantic Trade and Investment Partnership (TTIP)**. A Working Paper provided a detailed analysis of the costs and benefits of this trade partnership and a Policy Brief looked at the possible impact of TTIP on health and safety legislation in Europe, including chemicals and emerging issues like nanomaterial and endocrine disruptors. Via blog posts and participation in conferences, the results of the ETUI's research on this issue were disseminated widely.

As the issue of **taxation** gained increasing importance on the European agenda, the ETUI published two Background Analyses to inform the debate. The subject was tackled from two different angles: the first investigated the pros and cons of the political will to enforce a 'tax shift'; the second took a broader look and addressed the issues of tax evasion and fraud, assessing the extent, impact and possible steps that can be taken on the European level to counter this tendency.

The EU Commission's **Investment Plan** was analysed in a special Policy Brief, highlighting the need for more and better targeted investments. A longer contribution on this issue was written for the book *Social Policy in the European Union: state of play 2015* which will be presented towards the end of September. The main conclusions of the work on this topic were disseminated via blog posts and direct support was provided to the ETUC. The ETUI will continue to monitor and assess the impact of the Investment Plan.

A research project investigated what role, if any, the policies aimed at engineering an **internal devaluation** in response to the recent economic crisis have played in accounting for differences in employment and unemployment experiences in the EU. A network of international scholars was set up and two research workshops were held in July 2014 and January 2015. In both of these workshops, contributions towards an edited volume to be published by the ETUI before the end of 2015 were discussed.

The controversial topic of **social dumping** was the theme of recently completed multi-annual research project. Two Policy Briefs and a Working Paper on this issue were amongst the most popular ETUI publications in 2014-2015 and a book edited by the ETUI researcher working on this issue was published in August 2015.

The ETUI has been closely following the numerous **labour market and welfare state reforms**. In order to assess how these many reforms have reconfigured the labour market institutions and hence the protection and security of workers, a network project has been set up.

On the issue of **intra-EU labour mobility**, a Working Paper described the main trends in post-enlargement east/west intra-EU labour mobility and tackled the difficult question whether free movement of labour in Europe is contributing to better labour allocation.

Another project looked at how reforms in the **health care systems** are redefining the welfare state models. The main question dealt with was the extent to which the reforms are decreasing access to health care for European citizens, via pricing-out or direct restriction by non-insurance. The results of the project, co-organised with the European Federation of Public Service Unions (EPSU) and the European Social Observatory (OSE), were published as a Working Paper and a Policy Brief.

The **Greek austerity crisis** and its political dimension were discussed at a Monthly Forum in February 2015 and during the high-level conference 'Europe's dilemma: austerity revisited or a new path for sustainable growth' in March 2015.

The ETUI also continued its dissemination work for **NEUJOBS**, the research project financed by the European Commission, under the 7th Framework Programme. The project analyses future possible developments of the European labour market(s) subject to the assumption that European societies are now facing four main forms of transition (socio-ecological, population-ageing, new territorial dynamics and skills) that will have a major impact on employment, in particular for specific groups within the labour force or particular sectors of the economy. The ETUI was involved in three conferences on this issue including a final conference of this project in December 2014.

Last but not least, the Education department organised a whole series of **training activities** related to this priority. The EU's investment plan was the object of several training activities and the topic was also raised in other relevant courses. The austerity policies and its impact on social rights, labour codes, collective bargaining and wages were the focus of other training activities. Social dialogue was a transversal issue raised in most trainings. Other topics tackled were the employment situation in Europe and the future of green jobs.

Worker participation

The ETUI continued to carry out research, pool knowledge via networks, evaluate legislative proposals, train trade unionists and workplace employee representatives, and technically support efforts to strengthen the protection of workers' interests and the representation of those interests in all parts of Europe and at different levels of companies.

The internal cross-departmental '**European Workers' Participation Competence Centre' (EWPPC)**, continued to bundle and coordinate the ETUI's expertise in research, education and health and safety policies. The EWPPC works in close cooperation with the ETUC and the European Industry Federations. In particular, board-level representatives on supervisory or administration boards of European companies, who are newly emerging agents of the europeanisation of workers' participation, are continuously identified, contacted and offered a range of activities, such as advice, workshops, training and research in the field.

The **2015 Conference of the European Workers' Participation Competence Centre (EWPPC)** took place in February 2015 under the title 'Variations on a Theme: understanding information, consultation and negotiation at the workplace across Europe'. Originally, the focus of this Conference was intended to explore the possibilities and limits to the articulation of employee interest representation across all levels of the company. However, it became clear that, before the issue of multi-level articulation could be addressed, more exchange and reflection was needed in order to better understand the actual day-to-day practice of local information and consultation across the EU. This topic proved particularly relevant as the Commission was also beginning to raise the issue of a possible recast or consolidation of three key Directives on information and consultation. Over 160 participants, of whom almost 100 were local employee representatives, attended the conference and exchanged first-hand views and experiences of the very different day-to-day practice of information and consultation across the EU and the implications of this for policy, practice, and research.

SEEurope, the research network on workplace industrial relations, continued to monitor the development of workers' board-level participation at European level. The network held two meetings. The first one included a detailed reflection of the work of the ETUI in this field, and extended beyond ETUI research on BLER and EWC to also explore the relevance of the revised European Social

Charter for workers' rights at the work place. The second meeting took place in Croatia and included a semi-public event with representatives of the Croatian Trade Unions about the challenges and opportunities of EU membership. The members of the SEEurope network completed a reporting task about implementation of the Cross-Border Mergers Directive, an overview of which will be included in a forthcoming ETUI publication on the impact of that Directive on workers' participation.

The ETUI continued to address future directions for employee board representatives and European corporate governance, building on an alternative to the 'shareholder value' model of corporate governance which, for roughly a decade, has dominated the debate on the reform of corporate governance in Europe. This work was primarily channelled through the **GOODCORP network**, which brings together academics and other experts concerned with company law and corporate governance issues. GOODCORP places special emphasis on providing company law expertise related to workers' participation arrangements, such as provisions on information and consultation procedures as well as board-level employee representation in European company law. As planned in the work programme, two network meetings were held, one in Berlin in May 2014 and the other in Amsterdam in December of the same year.

The ETUI continued to monitor the development of **European Works Councils and SE-Works Councils** and to support the members of these bodies. The institute collects, processes and analyses EWC and SE-WC agreements on its web portal www.ewcdb.eu. In 2014-2015, 355 agreements (both EWCs and SEWCs) have been analysed, modified or added to the database. The work included translation of agreements into English if such a version did not exist. This brought the total number of analysed agreements to 1498 on 31 March 2015. A revised and more user-friendly version of this web site is in preparation and should be ready for the ETUC Congress in 2015.

Three new books have been prepared on European Works Councils and should be published before the end of the year. One will deal with the 'Implementation of the EWC Recast Directive', while another will look at 'EWCs access to courts'. Finally, the ETUI's highly successful publication *European Works Councils: Facts and Figures* has been completely revised in the light of new data and will be presented at the ETUC Congress in Paris. Further work with the data will continue, focussing in particular on assessing the impact of the Recast EWC Directive.

Another publication launched this year was the second *Manual for European Workers' Representatives* dealing with how to better manage communication networks.

Several activities and publications dealt with strategies of **multinational corporations (MNCs)** and worker participation. A team of researchers was commissioned to work on the theme of outsourcing. Their work led to the publication of a book *The outsourcing challenge: Organising workers across*

fragmented production networks in July 2015. Furthermore, a symposium on 'Chinese investments in Europe: Business strategies and labour impacts' was held. Activities in this project on MNCs also included an advisory service to practitioners (e.g. IndustriAll, KOVO Slovakia). A network of researchers working on labour and employment related aspects in MNCs was established and maintained. Finally, a workshop on infrastructure MNCs was organised together with EPSU.

The **web sites** on worker participation (<http://www.worker-participation.eu>) and the database on European companies (<http://ecdb.worker-participation.eu>) continued to attract large numbers of visitors. The very successful 'national industrial relations' section of the worker participation web site is currently being reviewed and updated.

Important training activities were also developed for this priority. The education department continued to offer tailor-made **trainings** for individual European Works Councils, SE-Works Councils and Special Negotiating Bodies, as well as seminars which are open to individual EWC and SE-WC members. For the customised trainings, a new special web site was developed.

The day-to-day practice of EWC's was the object of specific training activities, ranging from English language courses to trainings on how to communicate in a context of large diversity and multicultural environments. The EU's information and consultation legislation and its directives were an important content of the training offer. Some practical and pedagogical manuals were produced in several languages.

Finally, European Works Councils were the main focus of the 2014 Education Day and Education Conference held in Sofia.

Sustainable development and industrial policy

Sustainable development was high on the European as well as the national agendas before the crisis set in. When the crisis hit, EU policymakers clearly placed it on the back burner and gave increased priority to competitiveness and unregulated business development. The institute continued nevertheless to monitor the debate about a different growth model, insofar as climate change, the energy transition and resource scarcity will inevitably have major impacts on the social agenda. The research and training activities for this priority also focus on the importance of a re-industrialisation of Europe seen as a necessary condition to get Europe back on to a sustainable growth path.

Sustainable development was high on the European as well as the national agendas before the crisis set in. When the crisis hit, EU policymakers clearly placed it on the back burner and gave increased priority to competitiveness and unregulated business development. The institute continued nevertheless to monitor the debate about a different growth model, insofar as climate change, the energy transition and resource scarcity will inevitably have major impacts on the social agenda. The research and training activities for this priority also focus on the importance of a re-industrialisation of Europe seen as a necessary condition to get Europe back on to a sustainable growth path.

A special cycle ‘**The social-ecological transition**’ was organised, consisting of three conferences – held in April, May, and November 2014 – focussing on the EU’s energy transition, the role of business and trade unions in the social-ecological transition, and the challenges of climate change and the re-industrialisation of Europe. Speakers for this cycle included Fatih Birol, chief economist at the International Energy Agency in Paris, and Jean-Pascal Van Ypersele, the Vice-Chair of the Intergovernmental Panel on Climate Change (IPCC). Each of these conferences attracted more than 100 participants and their proceedings were also highlighted via videos and special conference reports.

The ETUI continued to disseminate and give visibility to the report on the impact of **climate change** policies on industrial jobs and social welfare jointly produced with the European Climate Foundation in 2014. This report summarised the main conclusions of the 5th assessment report of the Intergovernmental Panel on Climate Change (IPCC) for workers and employment. In the run-up to COP-21 United Nations conference on climate

change in Paris (December 2015), the report will draw attention to the social aspects of tackling climate change.

A project on Europe's **energy transition** was finalised in 2015. It addresses the conflicts between economic adjustment (austerity), sustainable development objectives (renewable energy generation), social effects (affordable energy price) and competitiveness (energy price for industry). The book on this topic will be ready for presentation at the ETUC Congress in Paris. A journal article and several blog posts were published in 2014-2015 related to this issue. Several conference presentations and advisory activity (European Economic and Social Committee, Socialists and Democrats EP group) also took place.

In 2014-2015, the ETUI continued to explore the potential contribution of employee representatives to promoting sustainability policies at the company level. A sectoral workshop approach was chosen because of great variation across sectors in the specific sustainability issues that are of greatest concern to worker representatives. The target audience for these workshops includes: EWC/SE works council representatives; board-level employee representatives (BLER); shop-floor worker representatives; and trade union officials coordinating the activities of worker representatives. Two workshops were held: a workshop for the steel sector addressing the potential contribution of employee representatives in dealing with the sustainability aspects of energy efficiency and health and safety in that sector; and a workshop for the textile sector (manufacturing and retail) exploring the possibilities of EWCs to support and defend the European Social Model, particularly in the context of global value chains.

The ETUI also continued its research and training activities relating to the risks of **chemical substances** (REACH) and new or old **technologies** with a high level of environmental **risk** (e.g. nanomaterials at work). This work is being coordinated by the ETUI's Working conditions, health and safety unit. More information on these activities can be found in the next chapter. In June 2014, a comprehensive database of toxic and hazardous substances was put on the ETUI web site for consultation. This database was developed with the Spanish research institute ISTAS.

The ETUI education department organised several **training** courses related to sustainability. A course looked at the impact of the use of nanotechnologies on health and safety in the workplace using strongly innovative and targeted contents. Another example of targeted trainings was a course on stress in the police force.

Working conditions and job quality

This priority area focuses on understanding the link between the growth of precarious employment and the deterioration of working conditions. Research and training were undertaken on e.g. occupational cancer, work-related musculoskeletal disorders and psychosocial risks. A successful and very well attended conference looked at all aspects of women's health at the workplace. Other topics of interest were the European strategy on health and safety at work and indicators of job quality.

The **gender dimension in occupational health** was the focus of an international **conference** 'Sharing knowledge and experiences to enhance women's working conditions and gender equality' held between 4 and 6 March 2015. More than 200 conference participants shared knowledge and experiences to improve the working conditions of women in plenary sessions and six workshops dealing with the following topics: health inequalities and division of labour; women workers exposed to chemicals; work organisation and the interaction with private life; the hardships of work; the design and use of protective clothing and personal protective equipment, tools and machinery for women's work; and ageing and the long term effects of work. The conference proceedings and materials are available on the ETUI website.

The ETUI continued to pay particular attention to **occupational cancers** – which cause around 120,000 deaths (10% of all cancer deaths) in the EU each year. With regard to workers' exposure to hazardous substances, the ETUI carried out research in collaboration with experts on endocrine disruptors, chemicals and epigenetic effects, which may contribute to carcinogenicity and other occupational diseases. The institute also provided expertise to the ETUC for the revision of the Carcinogens Directive.

Work continued on **nanotechnology and nanomaterials**. The ETUI gave scientific advice on the regulatory aspect of nanomaterials and horizontal issues related to nanomaterials under REACH. It provided expertise to a **WHO project** that is developing Guidelines on 'Protecting Workers from Potential Risks of Manufactured Nanomaterials' (WHO/NANOH) and gave direct support to NFBWW (Nordic Federation of Building and Wood Workers) and EFFAT (European Federation of Food, Agriculture and Tourism trade unions) on questions related to nanotechnology.

In the context of an EU FP7 project called **Nanodiode**, the ETUI is preparing capacity-building tools in the form of power point presentations and an infographic to help workers understand the risks of nanomaterials at the workplace.

The ETUI continued its work on the **safety of machinery, biomechanics and ergonomics** in the standardisation process. The project looks at the revision of standards, collection of users' knowledge and experiences for the reconstruction and comprehension of the actual work and real activity for the improvement of technical standards, design, manufacturing, and use of the machinery and the interface with humans. The ETUI also worked on the Feedback Methodology, including the ergonomic analysis to be applied in European standards. The ETUI provided expertise through participation in the Machinery Working Group, Machinery Administrative Cooperation Group, CEN-CENELEC and ErgoMach network.

Work on work-related **musculoskeletal disorders** and **psychosocial risks** continued with the help of trade unionists and academic experts. Publications are in preparation.

A new subject emerged during the reference period, namely that of the **digital economy and its implications for workplace and workers**. An expert report was commissioned and submitted, and talks begun as to how to build up an agenda on this subject.

A further project aimed at advancing the understanding of the role of **job quality in female labour market** attachment after childbirth across the EU. With the help of external researchers, a Policy Brief was prepared and published in April 2015.

The ETUI also provided expertise to the ETUC in order to prepare the annual **8th of March survey report**. In addition to understanding how women are progressing in the various trade union structures, the reports analysed how gender was dealt with during the crisis and what a new equality strategy should look like.

In the **context of the lack of a new European health and safety strategy** and the 'Better regulation' agenda, the institute has been involved in different projects including the preparation of a handbook providing a better understanding of the current political context, procedures and possibilities for influencing policy on health and safety at the European Union.

On the negotiation text of the **Sustainable Development Chapter of the TTIP**, specific advice was given to the ETUC on the possible impact of the TTIP on health and safety legislation in Europe, including chemicals and emerging issues like nanomaterial and endocrine disruptors. Expert participation was provided to several stakeholders' meetings including a dialogue with the EU negotiator on TTIP and occupational health and safety. The outcome was documented in a Policy Brief *TTIP: fast track to deregulation and lower*

health and safety protection for EU workers and in several interventions for sectoral industry federations.

The ETUI also prepared training material for better understanding the current context of the **OSH regulatory acquis for workers' representatives at Works Councils** and started a **collection of posters** *The art of preventive health and safety in Europe* illustrating how workplace health and safety messages and slogans have evolved historically, from initially blaming individual workers for accidents and mistakes to promoting a more proactive approach to prevention.

A new multi-annual project has been started aimed at developing **scenarios** that address the future of health and safety in Europe (horizon 2040) thereby devising guidelines for possible forms of action. Two scenario workshops were held in 2015 involving a mixed group of trade unionists, researchers, employers' representatives and academics.

Last but not least, the working conditions, health and safety information periodical **HesaMag** focussed in its two most recent issues on the following topics: '*Occupational health services in need of emergency care*' and '*The nursing world at tipping point*'.

Working conditions is frequently a transversal topic in lots of the Education department's **training** offers, especially those for young leaders and very experienced leaders.

Trade union renewal

The 2014-2015 activities of the ETUI in relation to this priority continue to focus on aspects of organisational structures – membership and new forms of recruiting – and new forms of industrial action and activism – strikes and campaigns. Further research and training activity was undertaken on the question of trade unions in new EU member states and the challenge of making trade unions attractive to youth and non-standard workers.

With the help of national trade unions and confederations, the ETUI continued its long-standing project on assessing the nature and extent of **trade union recruitment and organising** initiatives throughout the EU. An updated paper, co-written with a German colleague, on the role of labour market attachment in explaining leaving union membership was presented at an academic conference. Meanwhile, a detailed survey was prepared and conducted on the reasons for union leaving, using Belgium (a high union-density country) as a case-study.

With the aim of assessing the potential of various approaches to cross-border trade union recruitment initiatives, another project closely supports two transnational organising initiatives involving about fifteen trade unions that represent members in each company.

Another long-term project on strike activity and collective action in Europe serves as an ‘umbrella’ for monitoring the **strike behaviour and social protest** of workers (particularly during socio-economic crises) in Europe and for external meetings and publications covering those issues. An additional rationale for this project is the fact that Eurostat has discontinued the collection of data on strike behaviour since 2008/2009. Based on the data collected during this project, the ETUI published an update of its **Infographic ‘Strikes in Europe’**. Great interest in this infographic was shown by the European and national press.

Another project looked at the opinion of youth officers on **mobilising, recruiting and representing young workers**. It builds upon a previous survey which was electronically distributed among the members of the youth networks or committees of five European Trade Union Federations in the previous project year. Reports on the survey results were disseminated via various participations in trade union organised meetings, seminars or

congresses and academic workshops or conferences. Drafts for a book chapter and an ETUI Working Paper were written or are currently being prepared for publication.

The ETUI education department has also, in 2014-15, organised several **training** sessions on mobilising young people and has a special training programme for young trade union leaders.

A report '*European trade unionism: from crisis to renewal?*' was published at the end of 2014. This looked at how the diversity of European 'trade unionisms' leads to a diversity of challenges. It outlines several imaginative initiatives and innovations undertaken by trade unions in recent years, especially in terms of membership organising, mergers and organisational restructuring, collective bargaining, social partnership and cross-border cooperation. A Spanish version of this report was published with the help of the Fundación 1º de Mayo and a French version is in preparation.

The ETUI is involved in a transatlantic international research project, funded by the HBS, Düsseldorf. The project in question represents an effort to identify and analyse '**success stories**' of unions, in a number of selected European countries and the USA, with regard to initiatives, tactics and strategies towards the recruitment and representation of young workers. The ETUI, together with some Dutch colleagues, has identified possible success stories in the Netherlands and a first report is in preparation.

Finally, the project on the **40 years of history of the ETUC** continued; the final manuscripts were delivered for the second volume and the first volume was translated into various languages. Its dissemination success led to the need for a new reprint of the book in this financial year. Translations of the book into German and Spanish have been prepared and the translated volumes should be ready before the 2015 ETUC Congress.

Modernising the organisation practises of trade unions or rebooting trade unions (e.g. internet use by TUs) are good examples of the **training** activities offered by the Education department for this priority. Organising, recruiting and renewal itself are part of the general education offer and are also strongly present in the trainings for young leaders.

Overview of ETUI publications and events in 2015

ETUI publications

The crisis and the European semester

Benchmarking Working Europe 2015

Edited by the ETUC and ETUI
ETUI 2015, 80 pages, 25 €

Social Developments in the European Union 2013

Edited by David Natali, OSE
ETUI 2014, 263 pages, 20 €
Available in EN and FR

Divisive integration. The triumph of failed ideas in Europe – revisited

Edited by Steffen Lehndorff, University of Duisburg-Essen
ETUI 2015, 367 pages, 20 €
Also available in German by VSA Verlag, 2014

Market Expansion and Social Dumping in Europe

Edited by Magdalena Bernaciak, ETUI
Routledge 2015, 242 pages, \$145

Social dumping at work: uses and abuses of the posted work framework in the EU

7/2015 Lisa Berntsen, Tilburg University, the Netherlands and Nathan Lillie, University of Juväskylä, Finland

Health care reforms and the crisis

Report 134
Furio Stamati, OSE and Rita Baeten, OSE
ETUI 2015, 96 pages, 15 €

Free movement of labour in Europe: a solution for better labour allocation?

Working Paper 2015.06
Béla Galgóczi, ETUI and Janine Leschke, Copenhagen Business School
ETUI 2015, 32 pages

Beyond the CEE 'black box': crisis and industrial relations in the new EU member states

Working Paper 2015.05

Magdalena Bernaciak, ETUI

ETUI 2015, 50 pages

'Better regulation: a bureaucratic simplification with a political agenda

Working Paper 2015.04

Eric van den Abeele, University of Mons

ETUI 2015, 88 pages

EN, FR

EU REFIT machinery 'cutting red tape' at the cost of the acquis communautaire

5/2015 Isabelle Schömann, ETUI

Spain's labour market reforms: the road to employment – or to unemployment?

Working Paper 2015.03

Laszlo Horwitz, GIZ, and Martin Myant, ETUI

ETUI 2015, 35 pages

The TTIP's impact: bringing in the missing issue

Working Paper 2015.01

Martin Myant, ETUI, and Ronan O'Brien, independent researcher

ETUI 2015, 41 pages

TTIP: fast track to deregulation and lower health and safety protection for EU workers

1/2015 Aida Ponce, ETUI

Juncker's investment plan: a start, but we need more

3/2015 Martin Myant, ETUI

The European sectoral social dialogue: an uneven record of achievement?

Working Paper 2015.02

Christophe Degryse, ETUI

ETUI 2015, 49 pages

EN, FR

Transfer, European Review of Labour and Research in 2015:

May: European collective action in times of crisis

Tackling tax evasion, avoidance and tax heavens

Background analysis 2015.02

Paul Sweeney, former chief economist Irish Congress of Trade Unions

ETUI 2015, 48 pages

An examination of tax shifting and 'harmful taxes

Background analysis 2015.01

Paul Sweeney, former chief economist Irish Congress of Trade Unions

ETUI 2015, 64 pages

Worker participation

The outsourcing challenge: organizing workers across fragmented production networks

Edited by Jan Drahekoupil, ETUI
ETUI 2015, 293 pages, 20 €

Transnational flexibility and 'shareholder capitalism': a case for extending EWC competences to cover flexibility

2/2015 Valeria Pulignano, KUL

Manual for European Workers Representatives 2: How to organise your communications network

Bruno Demaitre (ETUI), Romuald Jagodzinski (ETUI), Sjeff Stoop (FNV Formaat)
ETUI 2015, 16 pages
EN, DE, ES, FR, IT, NL, PL, SV

Tools for effective trade union verbal communication

Romeo Alavi Kia, Integratives Stimmtraining®
ETUI 2015, 50 pages /EN

Transfer, European Review of Labour and Research in 2015:

August: Ten years of enlargement and the forces of labour in Central and Eastern Europe

Sustainable development and industrial policy

Climate change: Implications for employment

Written by Mike Scott, freelance journalist
ETUI and European Climate Foundation, 2014
EN, FR, ES

Working conditions and job quality

The art of preventive health and safety in Europe

Alfredo Menéndez-Navarro, University of Granada
ETUI 2015, 60 pages, 20 €
EN, FR, DE, ES

Les risques du travail. Pour ne pas perdre sa vie à la gagner

Edited by Annie Thebaud-Mony, Philippe Davezies, Laurent Vogel, Serge Volkoff
La Découverte 2015, 608 pages, 28 €

Reducing the numbers of occupational victims requires an alternative prevention policy

8/2015 Wim Eshuis, De Burcht

Job quality and women's labour market participation

6/2015 Agnieszka Piasna, ETUI and Anke Plagnol, Department of Psychology, City University London

Electromagnetic fields in working life. A guide to risk assessment

Kjell Hansson Mild, PhD and Monica Sandström, PhD (Umeå University)
ETUI 2015, 31 pages

HesaMag 10, autumn-winter 2014 – Special report: Occupational health services in need of emergency care/ EN, FR

HesaMag 11, spring-summer 2015 – Special report: The nursing world at tipping point/ EN, FR

Transfer, European Review of Labour and Research in 2015:

February: Challenging discrimination at work against ethnic minority and migrant workers

Trade union renewal

Community organising and the implications for union revitalization

4/2015 Jane Holgate, University of Leeds Business School UK

European trade unionism: from crisis to renewal?

Report 133

Magdalena Bernaciak, ETUI, Rebecca Gumbrell-McCormick, Birkbeck, University of London, and Richard Hyman, LSE

ETUI 2014, 96 pages, 15 €

Infographic 'Strikes in Europe'

1973-2013: 40 years of history of the European Trade Union Confederation

Written by Christophe Degryse, ETUI, with Pierre Tilly

ETUI 2013, 251 pages, 25 €

EN, FR, DE

Electronic newsletters

Collective Bargaining Newsletter – monthly electronic newsletter on collective bargaining developments across Europe

HESAmail – monthly electronic newsletter on health and safety issues

etui.News – the ETUI's monthly electronic newsletter

Past events

Monthly Forum: Mobilising for change: The first successful European Citizens' Initiative 'Water is a Human Right', 22 January 2015, Brussels

ETUI Symposium: The sovereign debt crisis, the EU and welfare state reform, 3 February 2015, Brussels

Monthly Forum: Corporate social responsibility and trade unions - perspectives from across Europe, 24 February 2015, Brussels

Lunch debate - Changement politique en Grèce : défis et perspectives pour le monde du travail, 25 February 2015, Brussels

Variations on a Theme: Understanding information, consultation and negotiation at the workplace across Europe, 26 February - 27 February 2015, Brussels

Women's health and work. Sharing knowledge and experiences to enhance women's working conditions and gender equality, 4-6 March 2015, Brussels

Monthly Forum: Transformations in EU gender equality - from emergence to dismantling, 13 March 2015, Brussels

Europe's dilemma: austerity revisited or a new path for sustainable growth, 20 March 2015, Brussels

Launch Benchmarking Working Europe report 2015, 20 March 2015, Brussels

Monthly Forum: Seven years on from the crisis: where is the EU with financial regulatory reform? 13 May 2015, Brussels

7th Annual TURI conference, 1-2 June 2015, Amsterdam

Lunch debate: 'Work-related risks. So as not to lose your life while earning your living', 9 June 2015, Brussels

Joint events

Prague Symposium on Foreign Direct Investments, 19 February 2015, Prague

ETUI/EPSU Workshop on multinational corporations in the infrastructure sectors: Challenges from the perspectives of employees, worker representatives and trade unions, 9 March 2015, Brussels

European Dialogue 2015 'Prosperity in Europe...only if we stop the growing inequality', 16 April - 17 April 2015, Brussels

ETUI Monthly Forum in collaboration with the Centre for EU Studies at Ghent University: What social face of the new EU trade agreements? 23 June 2015, Brussels

Forthcoming events

OSE/ETUI Lunchtime Session 'The New Politics of Inequality in Europe',
3 September 2015, Brussels

Social Policy in the European Union: State of Play 2015, 23 September 2015, Brussels