

Activity report ETUI
1 April 2015 – 31 March 2016

etui.

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Highlights of the financial year

In 2015-2016 the ETUI organised several successful public events; it issued 62 publications, 22 video clips, 11 infographics and 14 information brochures; and, by means of its education courses, it 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 gatherings. Its important networks guaranteed increasing expertise in all areas of importance for the European trade union movement. Its websites and social media attracted over 275,000 unique visitors, giving extensive visibility to the notion of Social Europe and its diverse aspects for the benefit of academic audiences, European and national policymakers, national and international trade union organisations and members, as well as the media and interested citizens.

Main events

A lot of the work of the ETUI in 2015 focused on the **ETUC Congress in Paris** at the end of September 2015. Many publications were specifically targeted towards the Congress and the communication activities of the ETUI focused heavily on disseminating the institute's research and training output to the trade unionists participating in the Congress. The new leadership team chosen during the conference confirmed the priorities of the ETUI activities and started the discussion about the future priorities.

The annual **Education gathering** ('EDUDays') was held this year in Berlin on 19-20 November 2015. More than 100 trainers, education experts and trade union representatives attended this year's Education Days to discuss the ETUI's worker education strategies. In the light of workers' decreasing trust in the European integration project, the public part of EDUDays focused thematically on the rise of populist, anti-immigration and anti-EU parties that, in the wake of the European Union's socially destructive austerity policies, are proving increasingly attractive to workers.

The annual flagship publication **Benchmarking Working Europe** (see also under 'publications' below) was launched mid-March 2015. With the chosen focus of 'prepared for the future?', this year's edition of Benchmarking Working Europe analysed the state of working Europe with the aid of a multi-level and multi-dimensional set of indicators.

The annual **EWPPC Conference** explored the possibilities and limits to the articulation of employee interest representation across all levels of the company. The conference in Brussels was originally planned to take place at the end of November 2015; however, in the wake of the Paris attacks, it had to be postponed to February 2016. It was then attended by over 120 people, of which about 70 were company-level employee representatives, around 20 were union officials and the remaining 30 were academics.

This year's annual gathering of the **trade union-related research institutes (TURI)** network took place on 1 and 2 June 2015 in Amsterdam and was hosted by its Dutch members, the Amsterdam Institute for Advanced Labour Studies (AIAS) and the Scientific Bureau for the trade union movement, 'De Burcht'.

Over the year, a total of eight **Monthly Forums** were held, as well as six lunch debates. These events were attended by an average of between 60 and 70 people.

In order to provide guidance and ideas for the ETUI's research and training activities, two meetings of the **advisory board** took place and two of the **pedagogical committee**.

Innovative research projects

All in all, the ETUI has carried out more than **100 knowledge-generating projects**, all of which have the merit of informing the world of work, institutions and academia of the newest developments and of offering a tentative idea of how these developments are to be understood and of their potential implications for workers and trade unions. This section highlights a few projects able to boast of their unprecedented methodological approach thanks to which they contribute to preparing the ground for a new research agenda geared to the needs of the future.

Several multi-annual research projects were brought to completion during the reference period. In particular, the research findings from the **first ever cross-European survey of Board-Level Employee Representatives (BLERS) reported on last year**, were published and the findings disseminated. The ETUI also published research results and policy analysis of European Works Councils. The ETUI has since the set-up of EWCs gathered data on agreements and in recent years have undertaken a detailed contents analysis. This data is available in an online database on www.EWCDB.eu to the wider audience, but ETUI had until recently not carried out its own in-depth research and analysis based on this data. The findings from the research and policy-evaluation have awoken a growing interest from EU level policy makers as well as trade unionists across the European Union who are encouraging the ETUI to continue this analytical work.

Meanwhile, an equally innovative multi-annual research project on innovative practices of trade unions in the CEE **was started**. This project set out to track and provide an in-depth analysis of how trade unions in the CEE are engaging in innovative practices so as to gain membership as well as engage in collective bargaining and social dialogue. The aim is firstly to identify these practices and then to examine the phenomena from a multi-level perspective and thereby opening up the debate and future research prospects on some of the various mechanisms that engender capacity building for trade unions in the CEE. The project builds in research and analysis as well as encounters with practitioners.

By way of continuing the ETUI's research on the **reinforced European economic governance and recent wave of structural reforms**, the ETUI has during the past year produced a series of working papers and books on the impact of these reforms on wages and the labour market. As data is becoming available the ETUI has set out to provide a broad and in-depth assessment of the impacts. This strand of research has given rise to a publication on the links between internal devaluation, labour market reforms and unemployment and the impact of wage developments on the prospects of growth. The ETUI is also carrying out a large scale project on structural reforms and how this shapes the welfare state and the labour market and hence at the end of the day the prospects for growth.

A new item was introduced in the research agenda, namely to issue of the digitalization of the economy. Two explorative working papers were issued and the ETUI is preparing a large scaled conference on the issue end June in Brussels. The

impact of digitalization of the economy on jobs and working conditions is barely understood, and ETUI is aiming at gathering the evidence available to set a relevant research agenda for workers.

Main publications

In September 2015, the ETUI and the European Social Observatory (OSE) presented the sixteenth edition of their ***Social Policy in the European Union*** report. In this year's edition on the state of play of Social Europe, the authors tackled the topics of the state of EU politics after the parliamentary elections, the socialisation of the European Semester, methods of political protest, the Juncker investment plan, the EU's contradictory education investment, the EU's contested influence on national healthcare reforms, and the neoliberal Trojan horse of the Transatlantic Trade and Investment Partnership (TTIP). The French version of this book was published in March 2016.

A book called '***Unemployment, internal devaluation and labour market deregulation in Europe***' was published in February 2016. The edited volume focused on policies of internal devaluation, aimed at curing unemployment by reducing wage costs. The book provides a comparative study between countries that to varying degrees followed this path (Greece, Spain, Portugal, Ireland) and others that did not (Germany, UK, Poland).

Another book, '***Joint regulation and labour market policy in Europe during the crisis***', presents the results of a research project which sought to understand how the crisis-driven labour policy measures in those EU Member States most affected by the crisis translated into changes in collective bargaining in the manufacturing sector.

Education department

The **education strategy for 2015-2019** was prepared, discussed and approved by the European Annual Trade Union Education Conference (EDU DAYS) in Berlin, after discussion and evaluation by the Pedagogical Committee, within its competences.

Promoting EWC training was a major focus of our activities in 2015/16. To this end, the ETUI launched a website in December 2015: www.ewctraining.eu. The launch of the German and French language versions is planned for the summer of 2016. At the ETUC Congress in October 2015 the new website as well as an updated promotional brochure were presented.

Among the numerous trainings the department organised, two can be highlighted:

- **A Fair Migration: Trade union strategies against exploitation and wage dumping.** This training focused on labour mobility and the new context of the refugee crisis and its consequences for the labour market.
- **OECD Guidelines and supply chains: an active role for trade unions.** linking with other activities on the trade agreements. This new topic, linked with other activities on trade agreements, was aimed at providing a general overview and basic knowledge and was also used to exchange experiences.

Web sites and social media

More than **275,000 unique users** have visited our different websites (in particular the general site ETUI.org and Worker-participation.eu). This activity generated a total of almost **900,000 page views**. ETUI Twitter followers grew from 2,220 to 3,400 by the end of March 2016. On YouTube, the number of subscribers and video views increased by 50% compared to the previous working year.

Newsletters

A monthly newsletter about the ETUI events, research and training activities was sent out 11 times (not in August) to more than 10,000 contacts. Other topical newsletters were sent on a regular basis, e.g. the much appreciated **Collective Bargaining newsletter** (more than 5,000 contacts).

GENERAL INTRODUCTION

The European Trade Union Institute (ETUI) was set up as a Belgian international non-profit association to conduct research and provide scientific, educational and technical support to the European Trade Union Confederation (ETUC) and its affiliates, as well as to contribute to the development of Social Europe and the Social Dialogue. Such is the broad and fundamental 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:

- Collection of documentation, conduct of research and production of studies on topics of strategic importance to the world of labour, while developing dialogue and cooperation with the academic and research community.
- Provision of technical support in the field of occupational health and safety so as to achieve a high level of health and safety protection for workers in Europe.
- Promotion of education activities, programmes and exchanges designed to strengthen a European trade union identity and implement common ETUC/ETUI priorities.

Main activities of the ETUI

The current strength of the ETUI can be found in the way in which its priorities, resources and capabilities are organised and brought together in a manner which fulfils and respects the general mission of the institute while facilitating the conduct 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 composed of people with different professional backgrounds and experience;
- secondly, support received from both 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.

In order to establish itself as a central European knowledge and competence centre, the ETUI needs to be a network-steering body able to organise and coordinate numerous academic and trade union activities, while simultaneously displaying and using its competence for critical analysis as well as for the organisation of conferences, meetings, training activities and workshops in the EU28 and candidate countries.

In 2015-2016, the **main activities** of the ETUI, in accordance with its statutes, included:

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 as actors in the European integration process;

3. Conducting multi-disciplinary 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, reviews 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 different fields like technical standards, ergonomics, 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 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 the 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 networks as required by the core and strategic activities and expertise;
12. Adding a European dimension to national trade union education initiatives through the provision of basic and ongoing European training programmes for trainers and the production of training resources;
13. Providing expertise and advisory services for the design and delivery of European trade union education projects.

The 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 was performed in ways that also contributed to bridging the trade union world and the academic world. What is more, without high-quality education activities, trade unionists would be unable to develop a common European understanding, a strong European trade union identity and joint European strategies.

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

The introduction of a form of multi-annual programming enabled the provision of appropriate training courses for, in particular, trade union officers with European-level responsibilities.

The new pedagogical pathways, developed over the last years, were implemented, thus adding skills, providing consistency and systematisation, and reinforcing the training of representatives.

The ETUI helped to promote EU initiatives through the exchange of information, information campaigns, reports, pamphlets and books, and helped implement such initiatives by stimulating and developing networks of trade union experts and representatives of the trade union organisations involved. The provision of expertise continued to be incorporated into the European trade union movement's efforts to enlighten, educate and protect workers and to improve working conditions.

The ETUI setup an internal unit ('cellule prospective') to reflect on future trends and challenges. Two themes were chosen to guide the work of this new unit: 'digitalisation of the economy' and 'sustainable development'.

The staff of the ETUI also promoted the dissemination of their research as well as education, through a wide range of different networks and events at the national, European and international levels.

Main priorities 2015-2016

The European Union is undergoing a turbulent period in a number of respects. The economic crisis, nowadays renamed 'sovereign debt crisis', has prompted a strengthening of the European Economic Governance structure in combination with an emphasis on balanced public budgets and structural reform. As a consequence, some core elements of the process of European integration are being called into question or are undergoing restructuring; economic growth does not seem to be recovering and unemployment remains at an unsustainably high level. It is in this context that the European Commission has fleshed out its 2015 work programme. The European Commission work programme is echoed in the ETUI work programme, where many subjects have remained on the agenda for several years. The most important current ETUI research areas include the Investment Plan, REFIT agenda, climate change and industrial policy, fundamental rights, intra-EU migration, taxation and TTIP. Newly emerging subjects are the digitalisation of the economy, the concept of the shared economy including their impact on the future of work. In framing the ETUI work programme, two core issues stand out as fundamental:

- 1) The *raison d'être* of the support lent by social actors to the European integration project has always been grounded in the political will to achieve an upwards convergence of the European economy and social standards for the purpose of increasing the well-being of European workers and citizens. In the current climate of public deficit and debt reduction, this fundamental aim of European integration is being called into question, representing a challenge to the need for convergence of economies and social standards. In the context of this worrying trend, the available data now indeed provide evidence of considerable *divergence* in the European Union on a number of economic and social indicators, in particular in the EMU area.

- 2) As a corollary of the above point, social and labour standards are being questioned as to their sustainability in a global economy. This discourse is not new, nor are the reasons underlying it. What is new, however, is the highly aggressive nature of the attacks and the speed with which social standards have been and continue to be downgraded. In conjunction with public deficit and debt reduction, major labour market and social policy reforms are taking place, aimed at further increasing labour market flexibility so as to ‘allow a rapid restructuring of the economy’. A deeply worrying development is the direct attack on industrial relations as we know them and hence on the ability of trade unions to perform their role in democratising the economy. The manifestations of this attack are particularly visible in relation to its effects on collective institutions (minimum wage, sectoral collective bargaining, *erga omnes*, arbitration extension, etc.) which are strategic tools for extending/protecting the rights of the most vulnerable. The need to monitor and understand this new state of play and its implications for trade unions across Europe, as well as its interactions with the European integration project has to be borne in mind as a baseline in drawing up the ETUI work programme. In particular, the upcoming European-level processes and developments on REFIT and evaluation of the European Social Dialogue will be mainstreamed across all the activities of the ETUI. In addition, European policy initiatives such as Europe 2020, the employment strategy and the initiatives related to climate change and industrial policy will form the basis for reflections and analysis.

The **new leadership team of the ETUC** chosen during the Paris Congress confirmed the **five priorities** laid down in the previous year’s work programme. They therefore continued to be valid for the ETUI work programme for 2015-2016. Details of these priorities and activities carried out are supplied in this activity report. Discussions have started on the future priorities for the next years.

Social Dialogue – in its specifically European guise – is the *raison d’être* of the ETUI and hence relevant and instrumental to all five priorities. For this reason it has been mainstreamed and located within each of the priority areas. This approach seems particularly relevant in light of the call from the European institutions for social dialogue to be a part of European governance and of the efforts announced to reinvigorate it at all levels.

Over and above these priorities, all of which are taken into account in the training activities and for which the **Education Department** produced a range of technical and pedagogical resources, the ETUI developed language courses, thereby developing the capacity to work together and, to the same end, set up a network of trade union training centres in Europe. The ETUI continued the process of incorporating its key courses into the European Qualifications System (EQF) and the associated quality standards. Studies on evaluation and impact assessment of the ETUI training provision were also conducted.

Consolidating collaboration and cooperation

Establishing, running, maintaining and forming part of networks is one of the core characteristics of the ETUI’s working method. This dimension has continued and was stepped up in some areas.

The networks relate in some cases to specific topics, e.g. European Company (SEEUROPE), corporate governance (GOODCORP), Transnational Trade Union

Rights (TTUR), as well as four trade union expert networks in health and safety (on machinery safety, chemicals, psycho-social risks and gender aspects of health and safety).

In other cases, the networks are more structural and more strategic in nature, e.g. Trade Union-related Research Institutes (TURI), CEN. Alternatively, they may form part of a dissemination strategy, e.g. Global Union Research Network (GURN), or consist of the hosting of final or dissemination conferences of FP7 projects, e.g. NANODIODE.

Since networks are part of the core functioning of the ETUI, aspects that continued to receive close attention are the reinforcement of the collaboration between and with TURI and the strengthening of the capacity of the trade union trainers' network.

The ETUI supported the **TURI network** by strengthening ongoing projects and initiating new initiatives for collaboration among members. In particular, wage developments and the social dimension of the European Union continued to be explored. To this end, a sub-group of the TURI network met in Paris in September to explore new avenues of research and set a research agenda for the year.

This year's annual gathering of the trade-union-related research institutes (TURI) network took place on 1 and 2 June 2015 in Amsterdam and was hosted by its Dutch members The Amsterdam Institute for Advanced Labour Studies (AIAS) and the Scientific Bureau for the trade union movement 'De Burcht'. During the first morning of the conference the participants were able to enrich their knowledge of industrial relations and social dialogue in the Netherlands and participated in a debate on the challenges facing trade unions in the Netherlands and Europe. The afternoon sessions were focused on issues such as inequality and trade union organising strategies. The morning of the second day was devoted to alternatives to the economic and social policies put forward by the unions in different countries. At the end of the conference, the network members exchanged information on their current research projects and events, and confirmed their satisfaction with the cooperation possibilities provided by the TURI network.

The network members continued to exchange information among each other via the TURI mailing list and via the Twitter account and the TURI website was updated during the reference period. The network welcomed also four new members: **Koinoniko Polykentro - ADEDY** (Greece), **Cisl Study Center** (Italy), **Lithuanian Social Research Centre** (Lithuania) and **Praxis Center for Policy Studies** (Estonia).

Annual events organised with similar **research bodies and networks from the US and Canada** also ensured exchange of information on issues of strategic relevance to trade unions on both sides of the Atlantic, e.g. Cornell University and the CRIMT net. Only eligible costs were incurred in the work programme. The **annual seminar between the WSI/HBS, Cornell University and the ETUI** was held in Düsseldorf in June 2015, and was hosted by the HBS. The main themes debated were labour market developments and social and green policies in their respective countries as well as strategies for developing solutions to the growing social, economic and political challenges facing workers and trade unions.

Meanwhile, **trainees and guest researchers** continued to play an important role in the ETUI's working method. The ETUI's aim in this respect is to provide students and

researchers across the European Union with a unique experience at the European level by participating in the development of the ETUI work programme.

The ETUI likewise continued to organise events and projects with affiliates, related organisations and universities across the European Union, e.g. the ‘European Panel’ together with the Hans Böckler Foundation (HBS), the Complutense Madrid University, Industriall and the NEVI institute in Ireland. In essence, the ETUI’s collaboration with other institutions and organisations functioned as a multiplier and was fruitful for all parties.

A research and training dialogue set up with the London School of Economics (LSE), aiming at exchanging and debating research outcomes with regard to European Integration between LSE and ETUI staff, was temporarily discontinued during 2015-2016.

The ETUI: an ‘eco-dynamic workplace’

After having received the status of ‘eco-dynamic workplace’ in 2013, the ETUI continued to implement its action plan for decreasing its environmental footprint; for example, the publications are printed in recycled paper and the catering services are provided by social and eco-friendly providers. This year, the ETUI conducted a mobility study that analyses the travel distances and destinations of the staff. The Greening Team was renewed with members from different departments of the Institute. The Greening Team has developed a greening plan, mainly by raising awareness among colleagues and by informing staff about ways to ‘help green the institute’.

Words of thanks

The European Union continues to be the ETUI’s most important support body. Without the 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 the underpinning of the European Social Model.

What is more, with regard to 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 its close level of cooperation with several academic bodies, research institutes and foundations in Europe. Particular support will be forthcoming from the German Hans Böckler Foundation (HBS), and additional support will be received from national affiliates, national 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.

MAIN PRIORITIES

1. The crisis and the reinforced economic governance system

The crisis and the protracted absence of signs of economic growth remained high on the agenda; the ETUI continued to follow developments on both the European and national levels and to provide an analytical assessment of these developments. Likewise, the new governance structures and processes that have been or are being developed have profound implications for immediate policy-making and for the longer-term future of the European Union. The economic governance structure is enlarging the scope for European definition and intervention in national policy-making. Currently there are calls for social partners to enhance their role in this setting. The fact, however, that the European Union now displays divergence on a number of economic and social indicators raises the question of whether Europe is heading towards a new model of integration based on the hypothesis of diverging rather than converging economies.

The main issues to be dealt with have been as follows:

- Monitoring the implications of the economic governance structure, in particular as they affect social dialogue;
- Studying further policy developments related to the European Commission's Investment Plan;
- Reconfiguration of the economic structures in the European Union;
- The reinforced economic governance and austerity measures (country-specific recommendations and memoranda of understanding) and their implications for the social dimension;
- Understanding the welfare state and labour market reforms being carried out (job quality, pensions, unemployment, employment, wages) as well as the public administration reforms;
- Extent of reforms of the industrial relations system and their impact on collective bargaining;
- Analysis of alternative monetary and macroeconomic policies and proposal of alternatives to downgrading of the European Social Model.

Regular **monitoring and tracking of economic, employment and social policy developments at the EU level** formed an essential part of the research agenda. This included general commentary, analysis, external advice and reactions to EU-level policy developments, such as the development of the European semester, proposed policies to facilitate economic revival and the negotiation of trade and investment relationships between the EU and the USA. New topics taken up included taxation, proposals for improving competitiveness, the reform of banking and financial systems, and proposals for alternative economic policies.

The focus continued to be a **critical evaluation of the macroeconomic adjustment strategy** put forward by the new economic governance reforms in the EU and already implemented by several member states that have sought financial assistance from the EU/IMF since 2008 in order to deal with the knock-on effects of the global financial crisis on their macroeconomic (fiscal/current account/balance of payments) imbalances. This strategy has prioritised the simultaneous pursuit of fiscal austerity, internal devaluation and structural reforms in the labour and product

markets. Its merits and perils have been the subject of an ongoing debate among economists on both sides of the Atlantic, with varying experiences of individual countries cited. A continuing research project has therefore brought together a network of experts from different member states to look in more detail at the adjustment trajectory followed and to consider both the appropriateness and results of the strategy of so-called internal devaluation. Following successful workshops, this led during 2015-2016 to the publication of working papers and a book that included individual case studies as well as overarching analysis. A book launch symposium was organised in February 2016 with the participation of academics, practitioners and EC policy officials.

A further project provided 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. The project thus included research, analysis, commentary, reactions to developments and direct external advice on these policy areas as issues arose. Questions covered will include: the implications of national and overall EZ fiscal policy stances on macroeconomic performance and inequality; the implications of monetary policy on macroeconomic performance, with particular emphasis on lowflation/deflation; and financial stability and the effects of the mix of supply-side reforms on macroeconomic performance and lowflation/deflation. Particular attention was paid to assessing these implications in the context of the emerging overall policy mix and highlighting interactions across policies. During the budget year, a policy brief on the necessary EU governance reforms to avert the risk of deflation in Europe was published by the ETUI. The insights of the project provided the foundations for expert advice to several stakeholders, e.g. the EESC, on the European Commission's recommendation for a Council Recommendation on the economic policy of the Euro area in 2016 (COM2015, 692 final). Opinions on economic developments in Greece were also quoted in two Bloomberg articles in November 2015 and January 2016.

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, the pursuit of these goals appears to cause tensions with the promotion of social cohesion and solidarity among member states. A further project examined **how welfare states in Europe are changing under the pressures of the fiscal austerity and internal devaluation strategies** adopted in the EU as a response to the sovereign debt/banking crises. A research network of international scholars was set up to investigate whether there have been any changes in patterns of **reforms and policy mix of labour market policies**, writ large, as a case of welfare state policies, in 11 EU member states since 2010. A book proposal was submitted to a commercial publisher; several chapters of the book have been finalised and two of them have been published as working/discussion papers (one by the ETUI, one by the Institute for the Study of Labour in Bonn). Various other presentations and publications have also followed from this project.

In addition, a comparative **study on structural reforms** was commissioned to inform the research and incorporate areas not covered by the research network. The report will be published in 2016. This report and book project will pave the way for further work on structural reforms that promote socially and environmentally friendly growth. The initial idea of setting up a taskforce was postponed until the study was ready.

A further **project**, started during the course of the year and run jointly **with the Nevin Economic Research Institute (NERI)** in Dublin, evolved around the organisation of an international policy workshop which took place on 25-26 November 2015. The purpose of this workshop was to explore policy options that can bring down high public debt in Europe without undermining the goals of lowering inequality and supporting better living and labour standards. In the course of the workshop, a group of selected speakers and participants from academia, trade union and government-related research institutes from across Europe reflected on the current situation regarding public debt and considered potential ways forward within four broad areas, namely: macroeconomic policies in Europe in the context of its economic governance, debt management, investment and structural reforms. A report was produced and published on the ETUI website. The workshop was also used to strengthen the ETUI's networks with labour-friendly macroeconomists working in other trade union institutes and academia across Europe. A meeting is currently being jointly organised with AK Wien in Vienna for the budget year 2016-2017 (September 2016).

In addition, a workshop was organised in Brussels to discuss the possibility of a **European unemployment benefit scheme**. The results from a research project carried out by the CEPS and financed by the European Commission were presented and discussed by trade unionists from across the EU.

Pensions have undergone in-depth reforms over the past seven years; a project has therefore been underway to analyse pension systems in Europe with specific reference to supplementary schemes. The main issues to be analysed relate to the governance of supplementary schemes and in particular their interaction with public programmes and the way they deal with common challenges. The project addressed two sets of challenges affecting pension systems, their governance, and their sustainability and adequacy, analysing the role of the state and social partners (mainly trade unions) in the management of pension policy (in interaction with market forces) and in promoting solidarity in the renewed pension mix (especially in second- and third-pillar schemes). As pensions have undergone substantial reforms in recent years, the authors (under the guidance of the project coordinator) have been rewriting their contributions. Several of the final chapters have been submitted and the book will be published before the end of 2016.

A further project will investigate **changes in taxation** as one of the main components of a welfare state and hence a fundamental pillar in the European Social Model. Taxation is high on the European agenda and an issue of particular interest to the trade unions in Europe is that of tax evasion in all its forms, along with the attempts to harmonise the corporate tax base. The ETUI commissioned external expertise on the tax shift and possible European approach to tax coordination. The reports were published as 'background analysis' during the reference period.

In the wake of the current crisis, many European countries are still enacting **labour law reforms**, which generally make existing labour law provisions more flexible and relax minimum standards, shifting the emphasis to soft law. The ongoing project on monitoring European legislation critically addresses this large-scale deregulation of labour law currently taking place, in particular its negative impact on fundamental social rights and workers' protection. The project also critically examines the Commission's 'Better Regulation' agenda, the so-called 'fitness check', and the REFIT process.

The **REFIT process** has received closer attention in this work programme. The Commission's simplification programme streamlines EU legislation in order to 'cut red tape, remove regulatory burdens, simplify and improve the design and quality of legislation so that policy objectives are achieved and the benefits of EU legislation are enjoyed at lowest cost and with a minimum of administrative burden'. However, such simplification initiatives affect the social *acquis communautaire* as well as forthcoming or pending social legislation. Understanding the philosophy and underlying implications of the Better Regulation Agenda and its latest outcome, REFIT, is of the utmost importance to better frame the necessary trade union actions in the form of both research projects and participation in consultations. The aim of this transversal project from the outset has been to map the scope and impact of REFIT on labour and social rights, to conduct anticipatory monitoring of the development of REFIT initiatives, and to mobilize ETUI research to support trade union actions, in particular those of the ETUC and its affiliates.

The ETUI continued to monitor **case law on workers' rights at the Court of Justice of the European Union (CJEU) and the European Court of Human Rights (ECtHR)**. The project builds on the expertise of the ETUI Transnational Trade Union Rights network (TTUR). The experts have planned and concretised four network meetings and will publish their research results as they emerge. The current research started in 2014 and addresses the role of the European Social Charter in securing both the respect and enforcement of the fundamental social rights that have been hit by the crisis. The outcome of this project will be a book on the European Social Charter and the employment relationship, expected by September 2016. Preparations were undertaken to launch the book at an international conference scheduled to take place in Strasbourg on 25 April 2016. The issue of the accession of the EU to the Council of Europe's Social Charter will also be addressed. In addition, the ETUI published a working paper by external academics: 'The Court of Justice of the European Union and fixed-term workers: still fixed, but at least equal' (by Caroline de la Porte and Patrick Emmenegger, ETUI WP 2016.01).

This mapping project did not only cover the changes in national legislation, but also assessed the various policy approaches and tools, such as the Memorandums of Understanding or the country-specific recommendations (CSRs) issued in the context of the European semester, in order to analyse the logic that underlies them. The background analysis begun by the ETUI in 2013 has been and will be updated in 2015 and 2016, and deeper analysis in the form of internal reports has been undertaken with specific foci (EPL, CB/IR reforms, refugees). Due to the fact that **trade union rights** constitute one of the main fields of rights undergoing fundamental changes, a major external publication on the topic was published; consequently, the ETUI report on strike rules in the EU28 and beyond has not been updated as planned. It is currently under consideration whether and how the ETUI 103 could still be updated. On this topic, however, an article on 'The right to collective action (including the right to strike) from the perspective of the Council of Europe's European Social Charter' was written in the reference period; it is intended for publication in *Transfer* June 2016 as well as in an external French law journal (*Revue de Droit de Travail*). Under this project heading the researchers concerned also continued their 'traditional' tasks, in particular the provision of expert advice and contributions to the ETUC legal experts' network NETLEX and several (new) ETUC committees (e.g. Fundamental Rights Advisory Group, Internal Market and Social Law Committee, etc.); particularly, in relation to the Council of Europe Social Charter, for the monitoring of enforcement mechanisms and bodies.

Since the reforms continue unabated, work also continued on updating the **mapping exercise**, which provides a comprehensive overview of recent changes in labour law enacted against the backdrop of the crisis. This publication is complemented by regularly updated individual country reports in which the latest developments and their impact are analysed country by country (updates are made in the reference period, to be published on the **forthcoming website section ‘Reform Watch’**). No in-depth studies on specific themes were undertaken in 2015-2016. However, an ETUI publication was produced to disseminate the findings of a very relevant study on the impacts of the structural reforms on collective labour law and industrial relations systems: ‘Joint regulation and labour market policy in Europe during the crisis’. This publication complements the ETUI’s thematic research and publications that focus on the impact of the crisis on labour law in Europe.

An ongoing project that monitors the **social dialogue** seeks to critically assess the EU Social Partner involvement in the process of European economic governance. The project intends to provide scientific coverage of issues related to the development of particular themes within the European social dialogue that are of major interest to the European trade union movement, including evaluation of the instruments used by the social dialogue. A first objective of this project was to conduct comparative research on the implementation and monitoring of the instruments of the cross-sectoral EU social dialogue in the Member States, such as framework agreements incorporated into directives, autonomous framework agreements, autonomous work programmes, etc. During the reference period, as in the past, members of staff continued to be part of and to provide expertise to the ETUC negotiation team/drafting group, particularly in relation to negotiations over a revised/updated joint analysis of key challenges facing European labour markets. They were also part of the ETUC delegation in the meetings of the two thematic working groups (‘EU SD and economic governance’ and ‘EU SD and social policy/law making’), set up after the high-level conference in February 2015 on the relaunch of the EU SD. Furthermore, they were also part of the ETUC delegation and drafting group for the recently started negotiations on a European framework agreement, ‘Active ageing and intergenerational solidarity’.

The ETUI section on social dialogue on the ‘workers’ participation’ website was regularly updated and expanded. The ETUI social dialogue text database was also regularly updated and, during the reference period, led to a quantitative and qualitative analysis in the form of a working paper by Christophe Degryse (ETUI WP on ‘The European sectoral social dialogue: an uneven record of achievement?’, ETUI WP 2015.02). The database is currently being developed with the idea to make it available online to the general public in 2016. Another research contribution on this topic can be found in the most recent ETUI Benchmarking Working Europe (2016): ‘What role for the EU social dialogue in the digitalised world of work?’ (by Clauwaert S. pp 60-62).

In general, the ETUI closely followed the debate and initiatives that took place at the European level to enhance social dialogue at all levels. The workshop planned on the subject of the scientific debate that took place in the 1990s on collective bargaining and the EMU was cancelled as other priorities arose, such as European unemployment benefit schemes. This workshop will form the basis for a further analysis of the relationship between the social dialogue and the reinforced economic governance system of today.

Recent economic difficulties have also had implications for **foreign direct investment** (FDI) flows. For a time after 2008, these flows appeared to be drying up, with companies being more eager to repair their balance sheets. In the prolonged state

of crisis, however, competitiveness-strengthening measures have come to the fore; these include lay-offs, but also outsourcing, offshoring and the search for new markets, all leading to FDI picking up again. A project followed FDI trends and patterns in eastern and southern Europe, resulting in a book publication in September 2015. A follow-up project began in 2015-2016; it examines the place of FDI among the future drivers of the economic catch-up process in Central-Eastern European transformation economies, after 20 years of FDI-driven development. Preparatory work began in summer 2015. A start-up workshop was held in mid-December in Brussels. The research concept and structure were elaborated in the first months of 2016 and contact with external experts has been established.

Collective bargaining practices and outcomes have been subject to considerable change as a result of both the economic crisis and recent policy developments. Within the reporting period, 12 issues of the **Collective Bargaining Newsletter (CBN)** were produced, providing up-to-date information on collective bargaining developments across Europe, including developments at the European level. The CBN database, which contains all the issues published since February 2008, was also maintained and regularly updated. Other related activities included checking whether all the links were still functioning and creating a short teaser consisting of five key 'news of the month' pieces for the ETUI website. This project is run in cooperation with AIAS from the University of Amsterdam, after a tendered procedure.

The mapping of the **impact of crisis management policies on wage developments and collective bargaining systems** continued. Two key areas were analysed in more detail. First, the relationship between wages and economic performance; a critical assessment of the 'standard view' on wages on which the current crisis management approach is based was carried out. The results of this analysis were published as a book chapter. Second, the impact of the crisis management approach on the trade unions' general capacity to act. Based on this research, a first book chapter was published in German. Another draft chapter in English has been prepared and will be published as part of a book project carried out by the LRC (Labour Relations in Context), an international network of researchers investigating the role of trade unions in the context of political, economic and societal change.

In addition, the issue of readjustment of unit labour costs as a means to rebalance the European economy was further investigated. A tender was issued to carry out research on **equilibrium sectoral wages in the Eurozone**. The project's aim was to gather data and estimate labour and capital unit costs in the Eurozone. The draft version was delivered and the final version is imminent. The report will be published in 2016.

The current economic crisis in Europe, and in particular the various political measures taken to manage it, has resulted in far-reaching implications for **national collective bargaining systems**. However, what is missing is a comprehensive overview of the state of play in collective bargaining in the EU28. To this end, a project has been launched with the aim of composing an edited volume that will provide a comprehensive overview of the current situation in collective bargaining institutions and processes in all 28 EU countries. In the reporting period, the ETUI coordinators selected the authors for all the chapters and prepared the guidelines for the volume, including the analytical framework and the structure with uniform sub-headings. In March 2016, a kick-off meeting was held with all of the chapter authors. On the basis of this discussion, the guidelines were revised and sent back to the authors so that they could start writing their chapters.

In light of the growth of the low-wage sector and deflationary tendencies in many EU countries, the debate about a **European minimum wage** is back on the political agenda as part of a broader macroeconomic re-orientation towards a demand-side and wage-led growth model. The purpose of another project was to compare different methods of implementation and monitoring across countries. Initial desk research has been conducted into the different minimum wage regimes across Europe, as the basis for defining the analytical categories of the comparative report. The original plan was to send short questionnaires to academic experts from the ETUI's TURI network; due to time restrictions this has not yet been done. However, the research into the different national minimum wage systems led to the publication of a book chapter on the prospects and obstacles of a European minimum wage policy.

In several EU countries, the sector-biased increase in unemployment rates and the growing rate of long-term unemployment have been explained by a lower matching **efficiency of the labour market**, which is often attributed to inefficient job searching or lack of the 'right skills' on the supply side. A research project investigating the effects of including demand-side features in the analysis - which would help to design efficient ways of tackling the skills mismatch - led to preliminary results which were disseminated in conference presentations. The project was discontinued because the project manager left the ETUI.

Research has continued on **cross-border labour mobility**. Thanks to the empirical findings of the previous projects, as well as newly available data, there is now a rich data basis to exploit for further research. The outputs from the project are tailored to the audiences, but also according to newly emerging thematic foci (e.g. 'benefit tourism', sectoral patterns). A Eurostat special data extraction has been ordered and new data on the characteristics of migrants' skills and sectoral employment performance have been analysed. Two journal articles and an ETUI working paper (July 2015) were published in this period, and the Institute also participated in and contributed to several external conferences on intra-EU labour mobility, including a presentation at the 17th ILERA World Congress in September 2015.

2. Worker participation

As the European market continues to integrate, we also see a parallel decentralisation and the erosion of sector-level and national-level institutions of industrial relations (IR). The key to successfully meeting the challenges of simultaneous processes of **Europeanisation and decentralisation of IR** at the company level lies in strategically combining the various instruments for information, consultation and board-level participation, as well as linking them to collective bargaining structures more generally. These linkages involve varying constellations of actors and instruments across borders, from the local to the national and European levels. New sources of influence and coordination emerge, while others disappear or weaken.

The work of the **European Workers Participation Competence Centre** (EWPPC) continues to explore and foster the strategic and anticipatory interconnection 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 worker information and consultation rights that are simultaneously central to safeguarding and further developing the interests and safety of workers; these innovative institutional arrangements are also one of the main drivers of the

Europeanization of industrial relations. The implementation of the Recast EWC Directive in particular has highlighted the necessity and challenge of effectively articulating processes of information, consultation, collective bargaining and board-level participation across the national and transnational levels. Simultaneously, despite being a fundamental right, workers' participation in corporate governance bodies at company level remains a controversial issue. In order to better capture the dynamic nature of this fast-developing field, the ETUI takes a broad definition of workers' participation to mean the representation of employees' interests, notably via information, participation and negotiation, across multiple levels - from the local and national levels to the European level - and including also the representation of employees on the governance boards of companies where such arrangements are in place.

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, and the dynamic relationships between them, have constituted an important and constantly growing area of the ETUI's activity over the years. One of the key contributions of the ETUI to this field is the development of a genuinely European comparative and cumulative knowledge base. 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 society.

The main issues dealt with include:

- understanding the various instruments and avenues for information, consultation and board-level employee representation within multinational companies, in particular those which stem from European legislation (employment law, company law, health and safety legislation) and evolving innovations in practice;
- monitoring legislative developments (particularly the REFIT process) for information and consultation legislation and company law;
- exploring emerging gaps in the legal and practical regulation of cross-border board-level employee representation;
- understanding of multinational strategies and their implications for workers' representatives;
- adjustment of the EWC (European Works Councils) and SE (Société Européenne) databases to meet changed current and future needs;
- exploratory research on the functioning of European works councils, works councils of European companies and board-level employee representation;
- evaluation of the EWC Recast Directive;
- continuation and expansion of the knowledge website 'workers-participation.eu';
- strengthening the work on EWPC and EWPF.

A main focus of the ETUI has always been to **support trade unions** in the process of European integration, and in particular to encourage and support the Europeanisation of trade unions' policies and strategies, by equipping them with the knowledge and perspectives to move forward. Via monitoring, information provision, research, and training courses, the ETUI has provided trade unions, workplace employee representatives, and other relevant audiences across the European Union with detailed and up-to-date material on developments in this sphere and their implications for industrial relations systems. Special emphasis is being placed on developing a **network of trainers** who can act as multipliers and reinforce this dimension of the ETUI's work. A further emphasis lies on making the wide-ranging expertise of the ETUI more accessible to practitioners; this approach applies not only to issues of workers' participation per se, but also seeks to cover a broader range of fields, such as employment law, health and safety, or sustainability.

Staff members disseminated the results of ETUI research at various events held across Europe. Infographics and posters explaining the work of the EWPC were developed for presentation at, for example, the ETUC's 2015 Congress. Practitioners' material on board-level employee representation was translated. Expert advice about European law was provided at a meeting in Lithuania, with a view to informing the ongoing debate about the comprehensive overhaul of the Lithuanian labour code. Following a tender procedure, an external contractor was commissioned to produce an overview of how restructuring is dealt with legally and practically in each Member State of the EU. A comprehensive synopsis of the transposition of the EWC Directive was compiled by an external expert. This material will be further developed for online publication as part of the 2016-2017 Work Programme.

Employee representation in health and safety is central to any workplace health policy. Structured worker representation is the precondition for workers to have an impact on health and safety. Many surveys have shown that a direct connection exists between a company having a workers' representation body and the quality of workplace prevention policy. But simply having representation is no sure-fire recipe for effective participation. In all but a very few cases, there is a general lack of knowledge and debate about the factors and conditions by which workers' representatives can exercise a key role in a preventive strategy. The ETUI continued research on what makes for effective workers' representation in health and safety, collected information on current research and worked towards transferring that knowledge into both policy debates and support for practitioners. The comparative information will be posted on the ETUI's dedicated website on worker participation.

As an integral part of its strategy, the ETUI continued its work based on the wealth of experience and accumulated competence already gained in the field of workers' participation. To this end, the internal cross-departmental '**European Worker Participation Competence Centre**' (EWPC), which was set up to assemble and coordinate the ETUI's expertise in research, education and health and safety policies, with respect to their relevance for workers' participation, continued to explore ways to pave the way forward in European policy and practice. The EWPC 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 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 ETUI continued to support the members of EWCs and SE-WCs via **training and information services**, in close cooperation with the European Industry Federations. The work programme encompassed a wide range of such activities, building on the experience already gained in research and training courses. In order to provide the trade unions with up-to-date information and analysis concerning developments arising out of European legislative activity, such as employment law, information and consultation legislation and corporate governance, the research department continued to research and monitor these issues.

The EWPCC conferences regularly bring together board-level employee representatives and other practitioners, academic experts, trade unions and policymakers to discuss relevant research and debate topical issues around workers' participation. Building upon the 2014 and 2015 conferences, the 2016 EWPCC conference explored both the possibilities and the limits to the articulation of employee interest representation across all levels of the company. The conference series seeks to better understand the multinational company as a multi-level system of institutional arrangements marked by highly variable practices. Since there is relatively little existing academic research on this issue, employee representatives themselves took to the floor in a series of panels to explore their role at the interface between European- and national-level employee representation, as well as their position between European Works Councils and board-level employee representatives. The conference was originally planned to take place in Brussels at the end of November 2015; however, in the wake of the Paris attacks, it had to be postponed to February 2016. Over 120 people attended, of which about 70 were company-level employee representatives, around 20 were union officials and the remaining 30 were academics. In parallel working groups, participants were able to discuss specific legal, political and pedagogical aspects of the topic. A final panel explored the policy requirements for further supporting a stronger and more coherent integration of workers' participation forms.

2.1. Board-level employee representation and corporate governance

Several ongoing projects continued to monitor the development of **workers' board-level participation at European level by means of the founding of SEs or European Cooperative Societies (SCEs)**, as well as by the application at national level of the 10th European company law Directive and other European initiatives in the field of company law and corporate governance (e.g. 14th Directive, REFIT approach to several company law Directives). It had already emerged in 2013-2014 that a significant number of supervisory boards had been internationalised due to the application of the rules of the Cross-Border Mergers Directive. The ETUI's plan to step up its efforts to identify these new European bodies and include them in its analysis could not be implemented in full due to the departure of the staff member responsible.

Over the past years, the **SEEurope network** has developed into a key resource for research and advice on the topic of the European Company (SE) and worker participation issues in general. The heart of the SEEurope project is an active network of legal, economic and industrial relations experts. They have been chosen from different research institutions and academia on the basis of their research profile as well as their country of expertise, aiming to cover all 30 concerned EU and EEA member states. Only eligible costs were incurred under the work programme. At its Brussels meeting, the network members discussed ongoing research and reviewed its contribution to the edited volume on the application of the Cross/Border Mergers Directive, which had been the subject of its reporting tasks under the last work programme. At its meeting in Vilnius, the network members addressed the pending

labour code reform on the basis of detailed reports presented by Lithuanian experts. Furthermore, an internal evaluation of the SEEurope Network's working methods was conducted which confirmed the approaches developed in recent years. Reporting tasks on the role of local employee representatives in the introduction of new technologies were also completed.

The Voice of Labour project was a large-scale questionnaire-based investigation of the activities, roles, decision-making criteria and networking of board-level employee representatives across Europe, launched in 2008 and completed in 2016. In the Work Programme 2015-2016, the focus was on the dissemination of the results in a variety of ways: 1) key results to respondents; 2) promoting the book publications in English and German; 3) developing topic-based spin-off publications in academic journals and specialist practitioners' media.

Work has also begun on a collaborative edited volume which seeks to create a synergy between the pan-European findings of the Voice of Labour research, and existing country-based empirical research. Researchers who conducted past country-based empirical studies have been invited to shed new light on the 'Corporate Governance and Voice of Labour' survey data related to their country.

The ETUI continued to address future directions for employee board representatives and European corporate governance by 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. 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 for all activities related to Corporate Governance, sustainability and new European Company forms by an external expert. In line with the adjusted orientation of the SEEurope and GOODCORP networks, GOODCORP places a 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, two workshops in the programme year 2015-2016 took place, one in London (April 2015) and one in Brussels (October 2015). The members of the GOODCORP network completed a research task focusing on workers' rights under the EU Takeover Bids Directive, with the results of the study delivered in the form of a book manuscript. The book is scheduled to be published in mid-2016. Research activities on workers' rights under the EU Cross-Border Mergers Directive were completed and the editing phase of the project started. The results of this project will also appear as an ETUI book. Finally, brainstorming on new research directions regarding the related issues of company mobility and its consequences for workers and society, the definition of company seat in company law and the transfer of company seats has begun.

Regarding ongoing responsibilities, the network continued to monitor overall developments in EU corporate governance and company law, as well as developments at the national level that hold significance for European corporate governance and the European trade union movement. Furthermore, the network continued to provide support to the ETUC on these issues, including assistance in preparing responses to consultations on 'long-term and sustainable investment' and on 'non-binding guidelines

on methodology for reporting non-financial information', as well as providing advice on analysing and responding to new policy developments.

The planned **qualitative research on SEs** could not be undertaken due to the departure of the staff member responsible for this area. Preparations were undertaken to outsource an analysis of the ETUI's extensive collection of SE Agreements to an external researcher under the next work programme. Complementary to the research on quantitative developments conducted via the SE database and the new comparative and comprehensive information about SE-WCs and board-level representation (BLER) within SEs emerging out of ongoing analysis of agreements, a second research project was planned, which would have investigated how board-level representation actually functions in practice in a number of selected SEs. This project, a set of exploratory case studies, could not be conducted due to staff changes, but will be taken up in the next work programme. In the light of the continued incoherence of EU legislation on board-level employee representation and the widespread variation in actual practice, discussions have been ongoing about the potential (and limits) of a genuinely European approach to board-level employee representation. One strand of this debate was aimed at developing a European legislative standard for workers' participation; consequently, a limited set of issues or principles that were shared by most of the actors involved has emerged. However, a number of highly complex issues that needed more technical examination and further reflection before a shared assessment could be developed have also been identified.

These issues include: 1) the choice of the scope of application for future legislation on BLER; 2) the need to develop a genuinely cross-border democratic selection process (or set of equivalent processes) in order to bolster a European mandate at board level; 3) the need to identify a balance between different models anchored in national traditions (e.g. parity representation vs 1/3 representation); 4) the status and rights of BLER; 5) the ways in which European legislation and/or trade union policy should foster articulation between BLER and other levels and forms of worker participation and trade unions' activities.

Work in this area concentrated on the emergence of legal uncertainty surrounding the application of French law on board-level representation. Several meetings were attended and an external legal expert was contracted to provide a legal opinion about whether the prohibition of accumulating mandates under French law is in conformity with European law.

As a contribution to this debate, the ETUI has developed expert knowledge on how such technical and complex issues could be solved. On the one hand, there is scope to develop harmonised approaches, but for other aspects it may prove necessary to instead develop a set of criteria along which the functional equivalence of different models or solutions could be measured. Expert input on these issues has contributed to the development of policy proposals currently under discussion at the European Parliament as well as regularly contributing to the ETUC's Reflection Group of Workers' Participation, which resulted in pathbreaking ETUC resolutions.

2.2. European Works Councils and SE-Works Councils

Monitoring EWC developments and supporting EWC members has been an important part of the ETUI's work programme ever since these bodies began to emerge, both prior to and in the wake of the adoption of the first EWC Directive in 1996. With the transposition of the 2009 Recast EWC Directive into national law - and the

Commission's planned review of its implementation in 2016 - the ETUI has continued and intensified its work in this area.

The activities of 2015-2016 covered two main agendas: (1) primary data collection and diffusion; and (2) dissemination of general information on EWCs.

The first agenda constituted an intensive effort at collecting data on EWCs and EWC agreements. In total, about 150 agreements were added to the database and more than 250 new agreements were given a full content analysis. To catch up on the backlog of unanalysed agreements, a temporary cooperation was established with an external researcher. By January 2016 all available agreements in the EWC database had been analysed and made accessible to the public (via the ETUI's dedicated internet portal www.ewcdb.eu)

Also in the context of the first agenda, the web portal of the database was completely overhauled and relaunched. The overhaul featured new search tools, free access to all agreements upon registration, a new user interface and management system and several new functionalities. Since its launch in February 2016, over 350 people have registered as users on the website and the portal has attracted more than 2500 visitors in between the launch on February 22 and the end of the 2016 budget year on March 31.

The second agenda focused on the dissemination of knowledge about EWCs through printed and online publications. Over the year 2015-2016, the ETUI prepared and published a brand new, expanded and improved version of the ETUI's highly successful previous publication 'European Works Councils: Facts and Figures'. This publication presented an overview of EWC-related data (numbers, distribution across sectors, EWC characteristics, etc.) based on the ETUI's unparalleled collection of EWC and SE-WC agreements. The ETUI attempted to make highly complex data readable and thus developed the report with a strong focus on charts, graphs and visual elements.

The publication drew upon the tradition of earlier editions from 2002, 2004, 2006 and 2011, but extended their scope by including some results of the ETUI's ongoing analysis of agreements. The source of data was the ETUI database of European Works Councils (www.ewcdb.eu). This publication has received a welcoming reception by EWC members, European Trade Union Federations and trainers for EWCs and has been distributed and presented at multiple events and in multiple forms (including blogs and infographics). In response to requests by trade unions, preparations began for the translation of this book into German, French, Italian and Polish.

Next, a smaller scale study was published in the form of an 'ETUI Policy Brief' on how EWC members inform and report back to employees about the proceedings in the EWC. This policy brief was presented and discussed in the EWPC conference and distributed to and by several ETUFs.

Thirdly, a book analysing the national laws implementing the EWC Recast Directive 2009/38/EC across the EU was published in October 2015. Findings from the book were presented at various seminars and reported on by expert EWC press.

Findings and data from all these publications were uploaded to the ETUI websites www.ewcdb.eu and www.worker-participation.eu.

Furthermore, comparative tables looking at the existing EWC rights in national legislation were prepared and are pending revision and publication (expected 2016). Lastly, deskwork was continued on a study on the access of EWCs to justice and enforcement frameworks, but was delayed and postponed due to other more urgent priorities.

In 2015-2016, a new project focusing on a thorough evaluation of the impact of the EWC Recast Directive was launched. On top of the ETUI's previous contributions, this project aims to contribute from yet another angle to the European Commission's ongoing exercise in evaluating the implementation of the Recast. As the ETUI runs the most extensive database on EWCs, this was an important source for insights into the effectiveness of the EWC Recast in realising its objectives. In 2015-2016 the ETUI organised a workshop that brought together academics to share their insights on the Recast, as based on their studies. A second workshop with representatives of the ETUC, the ETUFs and the ETUI was planned for April 2016 to discuss the Recast and how we can evaluate its implementation.

These efforts are to lead to the publication of an evaluation report of the EWC Recast in the year 2016-2017. A first part of this report was presented at a specialized conference in October 2015 in Cardiff, the UK. The feedback received was incorporated and the resulting scientific article has been offered for publication in a special issue of the European Journal of Industrial Relations.

2.3. Information and consultation

An overarching element in dealing with worker participation is the various provisions on workers' information and consultation stemming from the EU level. The number of these provisions is estimated at around 30. This begs the question of whether differing definitions and content of information and consultation rights generate variations in practices and possibly competition between various bodies of employee representation. The REFIT process recently launched by the European Commission brings these questions into sharp focus.

ETUI research in this field draws on the results of the stocktaking of the myriad provisions on information and consultation rights in EU legislation, which was completed in the last budget period. That research found that, since the beginning of the crisis, information and consultation rights have been further eroded via recent labour law reforms and reforms of the collective bargaining systems.

Furthermore, at the European level, various parallel initiatives have put additional pressure on information and consultation rights. The European Commission's Fitness Check of three Directives on information and consultation rights, which started in 2010, and its subsequent launch of the REFIT programme which envisages a consolidation and/or recast exercise of those three information and consultation Directives – despite the experts' recommendation not to harmonise these European legal acts - points to the potential of further erosion.

Furthermore, related social dialogue negotiations and outcomes on the right of information and consultation in local governments and administrations have been followed, as they will impact the setting of new collective labour rights for certain civil servants in the Member States. The maintenance of the information and consultation *acquis* -- and indeed, its overdue improvements in the areas of consistency and

compliance -- will require in-depth research and mobilisation of both legal and practical arguments.

Drawing on the results of research about multilevel responses to company restructuring conducted during the previous ETUI work programme, a conference was co-organised between the ETUI and IndustriAll Europe to present and discuss the research findings as well as the possibility of defining a set of internal guidelines to deal with the multilevel articulation of worker representatives, and in particular the role of EWCs. There were around 100 participants at this conference held in Malines.

2.4. Multinationals' Strategies and Workers' Participation

Multinational corporations (MNCs) are key economic actors. Their decisions and strategies have a major influence on economies and working conditions in Europe. They often also shape employment and working conditions in other companies in their supplier networks. These value chains account for much of the economic activity in Europe and around the world.

MNCs bring a number of specific challenges for employees. They have the advantage of being able to move activities between countries and exploit differences in regulatory environments. At the same time, they may find it advantageous to apply uniform practices across countries. The degree of centralization of decision-making across a MNC network will differ, representing a variety of challenges for employee representatives in influencing the decisions that affect them. Finally, the restructuring of production networks pursued by MNCs raise questions about the degree to which new branches influence employment and working conditions in the old centres and what employees can do about it.

The ETUI focuses on three key lines of questioning: 1) What do MNCs put in which location, why, and how do they organise the value chain? 2) How much do MNCs bring from a home country and how much do they adapt to a new environment? 3) What are the implications for effective worker-representation strategies?

The research on MNCs' strategies supports ETUI research on worker participation by analyzing the wider context of the strategies pursued by the industrial relations actors, the role of industrial relations in the strategic decisions by MNCs, and the impact of these strategies on industrial relations, employment and working conditions. Workers in MNCs operating in the European Union have important participatory rights that are exercised through various inter-linked institutions at European, national, and local levels, including through EWCs and SE-WCs.

One project completed in 2015-2016 led on from a 2014-2015 project on outsourcing across borders, which investigated the nature of sub-contracting and its implications for working conditions, employment and industrial relations, by focusing on MNCs and production networks with a high degree of vertical disintegration. Activities in 2015-2016 included finalising and printing an edited volume, *'The outsourcing challenge'*. The edited volume was also translated into Korean by the Federation of Korean Trade Unions. A workshop was held for practitioners to discuss lessons of *'The outsourcing challenge'*, discussing implications for strategies of unions and employee representatives.

An accompanying project allowed regular and continual tracking of business and labour strategies and the related restructuring of production networks and organisational forms in Europe. It included commentary, analysis, external advice and reactions to developments. Research will be conducted as third-party data is published (e.g. European Restructuring Monitor, UNCTAD (United Nations Conference on Trade and Development) and investment reports) and issues arise with ongoing attention to the implications on employment, working conditions and industrial relations in Europe. Results of the research were disseminated through publications, through participation in events and by direct advice, primarily to the ETUC and individual trade unions and federations.

A further specific project followed the strategies of newcomer MNCs, particularly from Greater China. This project focused in particular on the impact on employment, labour conditions and industrial relations in Europe. Activities for this budget year included publishing an edited volume, *'Flexible workforces and low profit margins: electronics assembly between Europe and China'*, and organising a workshop for those practitioners presenting the book. Moreover, case studies on different types of Chinese investment in Europe were commissioned and a preparatory expert workshop was run in this work programme. The work in the following year will draw on this to produce an edited volume on the topic.

As multinational companies increasingly standardise and centralise functions across borders, this carries risks for the aptitude and coherence of workers' representation, which is still largely anchored at the local level alone. An external research consortium with proven expertise in international strategic business management was awarded a contract to explore MNCs' internal standardisation strategies, preparing the ground for an analysis of key questions from the perspective of employee representatives. The underlying question of the project is: how do MNCs develop and deploy their internal cross-border standardisation strategies and what does it mean for the multi-level system of employee representation in Europe?

2.5. Overarching issues

It is an essential part of the EWPC's mission to make the knowledge gained accessible to a wider public. Several websites operating at the ETUI under the umbrella of the EWPC provide a wealth of information on workers' participation, the European Company (SE), and our unrivalled collection of EWC and SE-WC agreements. In the period 2015-2016, moreover, the EWPC continued its special focus on developing a new range of materials aimed at practitioners which drew upon the expertise of the ETUI and associated researchers on a wide range of topics.

The [worker participation web site](#) seeks to meet the increasing need for accurate and easily accessible information on worker participation by giving its users access to what is happening across Europe in the field of employees' rights to information, consultation, co-determination and board-level representation. With more than 14,000 unique visitors per month, the website is a recognized online resource on issues such as EU28 (+ Norway and Switzerland) industrial relations systems, European Works Councils (EWC), European Companies (SE), the European information, consultation and participation framework, Corporate Governance & EU Company Law, and European Social Dialogue.

An important element of the website is the [European Company Database](#) (ECDB). The ECDB delivers key data to facilitate observation and analysis of developments in this

dynamic field of European company law and European industrial relations. It is the reference database on European Companies, widely used by researchers and also by the European Commission. The information is compiled and continuously updated by the ECDB team with the support of the SEEurope research network.

Both the WP.eu website and the ECDB are updated with new contents on a continuous basis. The update of the National Industrial Relations section was completed in 2014-2015, and in 2015-16 this key resource was enhanced with new information. Moreover, the website was expanded with new graphical elements (infographics) explaining the ETUI's various activities in the field of workers' participation. The website's interface and look were brought closer to that of the main ETUI portal (www.etui.org).

The plans to add a new information section to the website on the right to training for employee representatives and health and safety representatives were postponed due to other priorities. Similarly, the electronic newsletter WP.eu News Bulletin and the SENews were suspended and the communication on workers' participation issues was streamlined into the main ETUI Newsletter. The plans for 2015-16 to start a transition of the website's content management system and overhaul the interface were postponed in order to ensure coordination with similar plans for the ETUI's main web portal (expected transition in 2017-18). Consequently, the plans to develop a mobile application for the portal's content (in particular, the comparative information on national industrial relations systems) were postponed and will be revisited during the planned move to a new platform.

Since early 2014, the SE-WC agreements contained in the ETUI's unique database on European Companies (<http://ecdb.worker-participation.eu>) have been completely integrated into the ETUI's **EWC/SE-WC Database**. Containing over 2000 coded EWC and SE-WC agreements, the European Works Councils Data Service is thus the only remaining comprehensive database of EWCs and SE-Works Councils in existence. As such, it is an invaluable resource for practitioners, policymakers and academia alike, as demonstrated by the average of over 2000 unique visitors coming to the site every month. The agreements have been newly analysed and systematically coded so that the database is searchable along a very wide range of criteria. The fact that in an increasing number of cases both the original and renegotiated versions of the agreements negotiated in individual companies are available opens up new avenues for exploring developments over time, such as the effects of new legislation or the emergence of a new negotiated standard architecture of EWCs.

Over 2015-2016, primary data collection, processing, updating and analysis of EWC and SE-WC agreements and other contents continued. One field of closer focus was the section devoted to EWC-related court cases that was reviewed and updated and will be developed further during the 2016-17 period.

Building on the positive experiences of previous years, dedicated training was provided for board-level employee representatives on the ETUI work programme. The vast majority of SEs with board-level employee representation has been established in SEs based on the German SE legislation, and as a rule the non-German employee representatives constitute a very small minority on these boards. There is therefore a need to provide adequate training to address this pattern, since it has important implications for the nature and degree of 'Europeanisation' that is possible amongst the employee representatives. The seminar was attended by board-level employee representatives from five countries. The focus lay on European company law and its implications for the work of employee representatives on the boards of companies. The

participants, most of whom are only active at the national level, also engaged in and enabled a thorough and very lively international exchange of experience. No other topical workshops were held, since the very well-attended EWPCC conference which also focussed on board-level employee representation had been held at roughly the same time due to its postponement from November 2015 to February 2016. 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 the multi-national, multi-cultural composition of the participant group and training team. Therefore, the EWPCC launched a three-year plan whereby five such open seminars will be offered across Europe to five different clusters of countries in order to cover all EU/EEA states. Participants from each EU member state will have the opportunity to apply for participation at least once. Care is taken to ensure a balance of regions, sectors and countries. Furthermore, applications from members of the same EWC are encouraged so as to increase the longer-term effects of such training. Only eligible costs were incurred under the work programme.

The two seminars which were held focussed on effectively implementing the rights laid down in the Agreements and in the legislation, and in particular on strengthening the information and consultation rights based on the 2009/39 Recast EWC Directive in practice. The seminars addressed the challenge and modalities of linking the work of the EWC and SE-WC with information, consultation, and negotiation processes taking place at the national level (as stipulated by the Recast EWC Directive), as well as linking it to the work of employee representatives at the board level (where such arrangements exist). A special effort was made to accommodate the specific needs of the members of SE-Works Councils.

Given the growing demand for training for 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 with a close relation to the trade union movement has been developed led by the ETUI's Education department.

The coordination of the network of European Works Council trainers (the N.E.T.) requires a continuous exchange and communication, as well as regular workshops to share experiences and develop new materials. Since 2009, an annual workshop for EWC trainers has been organised. This approach will continue in 2015-2016. The workshop has two aims: 1) to strengthen the pedagogical skills of the participants and develop new training materials; and 2) to allow the network members to share experiences and discuss practical aspects concerning the organisation of EWC training with the ETUI Education department. A specific project aimed at development of training materials was launched in 2014-2015 and will be continued in 2015-2016.

Since 2009, the ETUI has hosted the European Worker Participation Fund (EWPF). This fund collects a part of the fees received by trade union board-level representatives in companies set up under the European Company Statute. The activities are described under the 'worker participation' priority. In 2015-2016, the European Worker Participation Fund was formally evaluated on behalf of the ETUC Executive committee. On the basis of the combined evaluation of the EWPF's governance processes and outcomes, the ETUC voted to continue the operation of the EPWF for another four years. Next to its usual two meetings per year, the accompanying committee of the EWPF met for an additional meeting to review the evaluation.

2.6 Workers' participation in technical standardisation

The ETUI continued to influence the European Standardisation System (ESS) by raising the trade union concerns for more effective participation, the right to appeal, comments' uptake before formal votes, access to information, transparency of the mandate's internal negotiations, and easier access to national mirror committees. This strategy has been carried out by contributing to the Joint Initiative on Standardisation and the Independent Review, and through regular meetings with the Committee on Standards, cooperation with ANEC and ECOS, and meetings with the CEN and CENELEC Presidential Committee. The annual meeting of the ETUI Standardisation network took place in Madrid at the end of 2015.

This project also dealt with the monitoring of CEN/TC 114 and CEN/TC 150, the technical discussions that took place at the Machinery Working Group (European Commission), the cooperative work of market surveillance authorities within the ADCO groups and task forces, the activity of the CEN/CENELEC BTWG 127-2 on the New Approach Consultants, and the preparatory work for the evaluation study on the Machinery Directive carried out by the European Commission. A formal contact has been established with the Federation of the European Ergonomics Societies (FEES). External expertise was sought on specific issues.

3. Sustainable development and industrial policy

Sustainable development was high on the European as well as the national agendas before the crisis set in. It currently seems to have been placed on the back burner with increasing priority being accorded to unregulated business development. Initiatives are being taken that have implications for how the European Union will shape its future in a resource-scarce society and a de-regulatory agenda that decreases safety and increases social inequality. Re-industrialisation of Europe is being called for as a necessary condition to get Europe back on to a sustainable growth path. It is important that the agenda, combining issues of sustainability with industrial development and policy, be followed closely in order to understand and assess the implications for trade unions and workers in the European Union. The 'future of work' was part of this agenda.

The main issues dealt with under this priority include:

- Monitoring EU policies on sustainable development and member states' policies under the impact of austerity, and pointing out gaps between targets and reality;
- A continued mapping of employment effects, with a focus on social and employment risks (in sectors); quality of employment and working conditions in low-carbon sectors; sectoral analyses highlighting controversial issues (e.g. coal and nuclear energy, biofuels, extreme energy); further development of the sustainable company approach and a stakeholder-oriented corporate governance (i.e. which includes trade unions and the workforce);
- Analysis and better understanding of the future of work;
- Continuation of 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 on the basis of a social and safety assessment and an open debate on their impact on employment and society.

A project on the effects of austerity policies on energy transformations was completed with the publication of a book in August 2015.

A new project focused on restructuring patterns and challenges for traditional industrial regions, and involved participation in conferences (IndustriAll, European Parliament) during this period. The ETUI also contributed to project workshops as a member of the steering committee of an ETUC project on the future of industrial regions in Europe. Other events included the ETUI's participation in the CRIMT conference in Montreal, May 2015, and an ETUI monthly forum held in February 2016.

In addition, the ETUI co-organised a workshop for employee representatives held by chemical trade unions from several countries. The workshop explored the need for a coherent European-level industrial policy in the chemical sector.

Initial steps were taken to carry out research on the issues of informality in economic activities and corruption in the European Union, both of which figure permanently on the political agenda in Europe. Some fieldwork was undertaken and support given to the ILO workers' group for preparing their positions, but there were no significant outputs following the departure of the researcher leading this project.

In 2015-2016, the ETUI continued to seek ways to bring the principles of sustainability to bear on the work of employee representatives. The main aim of the project 'sustainability and worker participation: a sectoral approach' was to explore and discuss the potential role of worker representatives in promoting sustainability and the 'circular economy' - broadly defined (social, environmental and financial) - at the company level, and thereby to disseminate best practice across Europe. A sectoral approach was chosen because of the great variation across sectors in the specific sustainability issues that are of greatest concern to worker representatives. The target audience for workshops on particular sectors 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. Drawing upon the work of the GOODCORP network and the experience gathered at the six workshops held since 2012 (in the retail, automotive, construction, agricultural, textile and steel sectors), two workshops were organised. The first, which took place in December 2015 in Brussels with about 25 participants, focused on the implications of the 'remunicipalization' of public services for worker participation and the quality of work (December 2015). The second, which took place in February 2015 in Brussels and also included about 25 participants, focused on the the current debate on the 'circular economy' and the implications it has for worker participation and working conditions in the waste sector. An external researcher, chosen after a tendered procedure, runs this project.

A high percentage of all occupational diseases reported each year in the EU are related to exposure to chemicals and the number of work-related deaths remains high. The ETUI has continued its work on the protection of workers against chemical hazards.

Monitoring REACH regulation has already been a focus for several years, as it has the potential to improve health and safety at the workplace and to help reduce the number of occupational diseases and fatalities caused by hazardous chemicals.

The ETUI continued to monitor the ECHA (the European Chemicals Agency), exchanging information on EU legislation related to chemicals safety at the workplace. The ETUI contributed to the implementation of REACH authorisation and restriction procedures by providing the ECHA with information on existing limit values at national or EU level for substances of very high concern (SVHCs), exposure data, occupational diseases data (when available) and workers' protection legislation. The ETUI was also consulted by the ECHA to improve the effectiveness of their public consultations to collect information on possible alternatives to the use of substances of very high concern. The ETUI is also participating in scientific committee meetings to ensure the transparency of the authorisation and restriction procedures and to monitor the independence of the Agency. In coordination with the ECHA, it developed a leaflet dedicated to workers' representatives, reminding them of the obligations of employers to register their chemical substances for the last REACH registration deadline in 2018. The Institute also has an expert representing workers in the ECHA's Endocrine Disrupters Expert Group who was able to advise the Agency in the identification of potential endocrine disrupters.

In the context of the ETUI network of national trade union experts on chemicals, more than 40 trade unionists from 14 European countries attended the 11th annual seminar held in Dublin on 25 and 26 June 2015. Important issues in this edition of the event included: the risks linked to exposure to pesticides in the agriculture sector; the European trade union campaign for the adoption of limit values for occupational exposure to the 50 carcinogenic substances; nanotechnologies; and a critical stocktaking of the first authorisations granted in the framework of the REACH regulations. Concerning the Risktox Database, the ETUI worked with ISTAS to update the English version that the Institute hosts on the website.

There have been several important outcomes from the work on **carcinogens, mutagens and reprotoxin substances** that have caught the attention of political actors. The ETUI has published the reports '*Eliminating occupational cancer in Europe and globally*' and '*Carcinogens that should be subject to binding limits on workers' exposure*', as well as a 'Fact Sheet on Carcinogens'. These materials have been used in the revision of the Carcinogens Directive, on which the ETUI has been working in close cooperation with the European Commission and Member States. At the beginning of 2015, the ETUI commissioned RPA (**based on a tendered procedure**) to prepare a report on the existing methodologies for evaluating the costs of occupational cancer in the EU. On more specific types of occupational cancer such as skin, bladder and breast, various presentations were made at the European Parliament. Concerning capacity-building for trade unions, researchers of the health and safety unit have developed the content of the ETUI training course on work-related cancers.

The ETUI contributed to the scientific content of the ETUC campaign '*End workplace cancer*' by contributing to the ETUC Resolution and producing the infographics that have been used as the main visual tool for the campaign. It also assisted the ETUC Confederal Secretary in the negotiations with the European Commission, other Member States and the Dutch Presidency.

Research on **endocrine disrupting chemicals and reprotoxic substances**, which may contribute to carcinogenicity and other occupational diseases, has been undertaken in collaboration with experts. A guide on endocrine disrupting chemicals and a report on limit values for reprotoxins will be ready in mid-2016.

The ETUI finalised (with external experts) the report on **epigenetic effects of chemical substances** at the workplace and it will be published in 2016.

The strand of expertise on **nanotechnology and nanomaterials** also continued as part of the ETUI's work and has resulted in various outcomes. The ETUI provided comments to the ECHA Nanomaterials Working Group via a scientific expert. He has worked on the challenges of regulatory risk assessment, possible adverse effects, the possibility of grouping or read-across to be applied for nanomaterials, and on making the ECHA guidelines applicable to them. Within the nanomaterial definition, expertise has been provided to the third JRC report on the EC recommendation for a definition.

The Commission is evaluating the possibility to modify REACH Annexes to better cover nanomaterials. Here the ETUI provided a written proposal to the EC to modify certain provisions that enhance worker information, such as including the adequacy of the safety data sheets and specific tests for dustiness and inhalation (among other things). This work has been done in the Competent Authorities Subgroup on Nanomaterials at the EC.

The transparency and traceability of nanomaterials and such products in the supply chain and market is still being discussed at the EU. The ETUI contributed to the public consultation related to measures that increase transparency for the market and for public authorities. Some in-house publications have touched upon the issue and researchers and experts are currently developing research that will be finalised next year.

Within the framework of joint activities on health and safety between EU and non-EU countries, the ETUI contributed to the organisation of the 'Nanotechnology in the Workplace' by representing the workers' group on the EU side and drafting the working document. During the eighth US-EU Joint Conference on Occupational Safety and Health (17-19 September in Fort Worth, Texas), the ETUI organised the input of the workers' group and contributed to the drafting of the final document. Likewise, during the sixth EU-China Dialogue Meeting on Work Health and Safety, held in June in Brussels, the ETUI provided expertise on the impact of new technologies in the area of OSH.

Concerning collaboration with the World Health Organisation (WHO) on the Guidelines for Workers Exposed to Nanomaterials, the ETUI is the vice-chair of the group and several web-meetings have been conducted to finalise the reviews of the Guidelines' questions. Only eligible costs were incurred in the work programme. The draft text will be finalised soon and the process to approve the WHO Guidelines will be carried out in 2016.

The Institute also provided expertise to the Nordic countries in the building sector (NFBWW) in the drafting of their position on health risks caused by exposure to nanomaterials at work (*Call for action: Nano Safety for all*) and contributed to an online nanomedicine course for policymakers in Venezuela.

4. Working conditions and job quality

The economic crisis and the reinforced economic governance system have been associated with changes in employment levels, employment 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 follow both employment

levels and the nature of jobs that may be created, in terms of pay, stability, work organisation, health and safety and other factors.

Themes falling under this heading include:

- Understanding the link between the growth of precarious employment and the deterioration of working conditions; studying the implications of ageing, gender and psychosocial risk factors;
- 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;
- Following and understanding the implications of the crisis management on job quality and the labour market at large (including wages);
- Developing indicators of job quality that can be applied across countries to monitor developments;
- Supporting the process and implementation of European social dialogue;
- Monitoring labour law reforms and assessing the potential implications for workers as well as trade unions;
- Assessing the instruments at the European level to counter the drive towards a lowering of social standards, including fundamental rights;
- Continuing to assess developments in the sectoral social dialogue;
- Reinforcing cooperation with EU member states and candidate countries on the role of social dialogue in health and safety, the links between other pieces of legislation and workers' rights (free market and competition vs. fundamental collective rights, market regulation and working conditions);
- Understanding the role of soft law and new ways to regulate complex issues like technical standards in different sectors, chemicals, nanotechnologies and nanomaterials, and ergonomics, and the challenges they pose for trade unions.

Regarding health and safety in Europe, the political context has been of critical importance since the REFIT programme set a deadline for issuing the Commission's occupational health and safety strategy. The ETUI has been involved in the monitoring of the **Ex-Post Evaluation of the OSH Directives** through the **Advisory Committee on Safety and Health** by participating in meetings with the European Commission, analysing the documents and discussing with social partners and Member States.

Likewise, the ETUI researchers participated in the Board and Bureau meetings of the **EU Occupational Safety and Health Agency** (EU-OSHA) as well as at the Agency Advisory Group meetings. For the EU OSHA Campaign the ETUI staff took part in the Steering Committee of the benchmarking group dealing with different practices at sectoral, national and EU level. The European benchmarking network created during this project was renamed in the Healthy Workplaces Campaign Steering Group. The group produced a range of documents on how to reduce accidents and occupational diseases, improve compliance with the law and the compliance costs.

A continuing project is the **Annual ETUI Strategic meeting** organised for members of the Workers' Group of the Advisory Committee on Safety and Health and the EU-OSHA. This year it took place in Riga in September; the ETUI provided an

update of the policy issues and there were expert contributions on the subject of the REFIT process from the national labour inspection and from an academic.

With the project on **OSH and trade union cooperation**, the ETUI worked to enhance and disseminate knowledge about OSH issues within trade unions, national confederations and industry federations. Various presentations explained the new processes regarding policymaking in the EU and the current political situation around the *Ex-Post* Evaluation of the EU OSH Directives. OSH has been an attractive topic for EWCs; presentations, explaining preventive actions and various risks factors, have been given on worker participation in managing OSH at the EWCs, explaining preventive actions and various risks factors.

The project on **regional information OSH forums** provided the participants with an opportunity to compare systems regarding organising and supporting workers' health and safety representatives. Two meetings were organised in Bucharest and Vilnius. A strong emphasis was placed on exchange between neighbouring countries and learning from the best practice of countries in the region. The knowledge exchange led to several national initiatives regarding broader trade union involvement in OSH issues. The meetings were organised in cooperation with the local trade unions.

Research on occupational health and safety and work on alliances and other networks has delivered several results. The ETUI embarked on a multi-annual project involving the development of scenarios that address the future of health and safety in Europe, thereby devising guidelines for possible forms of action. Within the **Scenario project OSH 2040: What health and safety for future generations?**, the ETUI worked in collaboration with experts in scenario-building and set up a 'Core Team' which met various times over the year to plan the workshops and draft the scenarios. In two workshops that featured contributions from different actors, the participants examined values, strategies and policies and explored what type of health and safety challenges will be passed on to future generations in the absence of timely preventative action, developing four scenarios in a participatory manner. The project also involved the collaboration of an ETUI researcher who drew the visual exemplification of the scenarios. The draft publication has been finalised and will be published during the next budget year.

A new project was developed addressing **alternative systems of worker compensation**. The ETUI, in cooperation with an expert from De Burcht in The Netherlands, organised a study with some EU countries to map out the new or alternative forms of compensation. As a result, two seminars were organised and a final seminar was held in Prague. Regarding publications following on from the project, the policy brief '*Reducing the numbers of occupational victims requires an alternative prevention policy*' was published and a final report which compiles a variety of workers' compensation systems has been drafted and will be published in the next budget year.

The ETUI worked on a new project on **identifying and making visible occupational diseases**, as a tool for safety reps. The ETUI focused on workers' capacity to analyse work processes, identify hazards and define preventive solutions. This resulted in a presentation of ongoing research about these experiences and a discussion about how the period in question could be an inspiration for health and safety strategy today. The final seminar, 'Occupational hazards and diseases: Promoting knowledge exchange between trade unions, researchers, public health and

occupational health stakeholders', was organised in January in Brussels. Scholars, trade unionists and people who were active in the struggles of occupational diseases contributed by presenting relevant case studies in which researchers and workers joined forces in pursuit of a common goal, namely to raise the visibility of the impact of work on health. The conclusion of the seminar was to urge trade unions to embark, through their workplace-level representatives, on a 'genuine strategy for change'.

This project is linked to several initiatives in different countries aimed at collecting documentation and analysing the history of the period in question; the ETUI is also starting to work in that direction.

The seminar '**History of workers' participation in OSH**', carried out in March in Brussels, replaced the seminar on safety representatives. During a two day seminar on 9 and 10 February in Brussels, more than 70 participants (historians, sociologists, ergonomists and trade unionists) debated the experience of the Italian model of workers' participation in OSH developed in the 1960s and 1970s. Presentations looked at the Italian experience, its influence in other European countries, its contribution to the common strategy of the European trade union movement and the lessons it holds for the present situation. The seminar was organised in cooperation with the Italian trade union confederations and the Italian Institute for Health and Safety at Work (INAIL).

The ETUI is also a partner in the FP7 project NanoDiode, responsible for producing easily accessible material on nanotechnology. This project has fed into the networks previously established by the ETUI, thereby creating a multiplier effect. Costs for the project are kept separate from the work programme. As a result, a series of presentations and training materials have been developed to provide comprehensive information on key aspects of worker protection in relation to nanomaterials. The aim of the presentations is to provide fundamental information during training on nanomaterials so that anyone responsible for or interested in workers' health and safety (in a company, trade union or a service related to occupational health and safety) can know what key questions to ask or information to seek to ensure higher worker protection from nanomaterials. The aim of the visual tools available on our website (two infographics and an applet) is more practical; workers and safety reps can use them directly at the workplace and during the risk assessment. The project will be finalised mid-2016.

Regarding work-induced **musculoskeletal disorders**, the European survey on working conditions conducted in 2010 reported that 46% of European workers complained of backache and 43% of muscular pain in the shoulders, neck and/or upper limbs. The relative heterogeneity of the medical and legislative contexts of the European Member States is a factor that makes it difficult to compare their health data. The project aims to provide expertise during the revision of standards at CEN Technical Committees on 'Ergonomics design principles' and 'Biomechanics'. The ETUI continued its participation and involvement in the CEN TC 122 WG2 'Ergonomic design principles' and WG4 'Biomechanics'.

Within the WG2, an important outcome was the final published technical report CEN/TR 16710-1 'Ergonomics methods – Part 1: Feedback method – A method to understand how end users perform their work with machines'. The ETUI also contributed to the document prEN 16710 'Safety of machinery - Ergonomic design principles'.

In WG4, the ETUI was involved in the revision of the **ISO standard 14738** ‘Safety of Machinery – Anthropometric requirements for the design of workstations at machinery’. It also involved the discussion of the associations between occupational physical and psychosocial factors.

Along with the EPSU, the ETUI organised the follow-up to the conference in March 2015 on work-induced musculoskeletal disorders. The institute also participated in different meetings with the EPSU and provided them with information on the state of the art of MSDs in Europe.

Psychosocial risks – which are often described as ‘emerging risks’ – continued to be analysed in relation to work organisation. The ETUI focused its research on prevention and on strengthening the related networks of trade unionists and academics. A publication analysing different national legislation on psychosocial risks in a comparative manner is still being developed. A seminar was organised in cooperation with the trade unions in Malta. It tackled psychosocial risks from three different perspectives: medical, legal and the perspective of the labour inspectorate. The seminar also helped to strengthen the network’s collecting and sharing of information from different countries; this year, members from Austria, Poland and the UK shared their national practices. The ETUI also collaborated with the EU-OSHA in the campaign ‘Healthy workplace and work-related stress’ during their final conference in Bilbao in November 2015.

The latest development on **safety management systems in occupational health and safety** at the International Standardisation Organisation, and the fact that several European unions participated in their national committees, made the ETUI revive its work on safety management systems. As a result, the ETUI analysed the draft international standard and produced the policy brief ‘*A new ISO standard for occupational health and safety management systems: is this the right approach?*’. The ETUI also supported the ETUC in drafting the Resolution and the template for commenting within the EU national standardisation committees.

The project dealing with the publications for the OSH strategy aimed to support trade union action and to promote the European debate on those issues among the principal stakeholders and academic researchers. During the period 2015-2016, a guide on the ‘*Machinery of OSH in the EU. History, institutions, and actors*’ was published in French. The English version will be published in the period 2016-2017.

On the major theme of **work-related cancers** in the EU, a working paper by Jukka Takala (‘Eliminating work related cancers in Europe and globally’) was published, as well as a report by Henning Wriedt on carcinogens which should be subjected to binding limits on workers’ exposure. Musculoskeletal disorders are the major ill health claim among EU workers. A policy brief written by Yves Roquelaure was published on this issue in French and English.

The project on gender, work and health is still under development due to the delay of some of the authors.

In 2015-16, a long-term project in which around 100 authors collaborated on a book on health and safety reached completion with the publication of ‘*Les risques du travail. Pour ne pas perdre sa vie à la gagner*’ by the French publishing house ‘La Découverte’. The ETUI was involved in the coordinating committee and contributed several papers.

Another outcome of this project will be a publication bringing together and analysing several cases from the European Court of Justice that have involved interpretation of the provisions of health and safety directives. Preparatory work for publications on the case law of the ECJ about OSH directives and the legal aspects of psychosocial risks was carried out through our network of contacts (in particular, the NETLEX network and PSR network).

Unemployment levels vary widely across EU Member States, reflecting longstanding positions, the extent of the decreased employment rate following the 2008 crisis and also the extent of new employment creation. EU-level policy arguments increasingly imply that, given the requisite labour market flexibility, employees rejected by one workplace could quickly find another. A research project aims to contribute to debates among academics and policymakers on the causes of unemployment, seeking to explain the varying unemployment levels across the EU and to analyse the differing effects of policies pursued since 2008. The emphasis is on analysis of the effects of labour market regulations and deregulation over the recent period. A preliminary framework for research was set out in two working papers on the effects of labour market reforms in Spain and Italy. For a more comprehensive comparison, a group of experts from nine EU Member States was put together and a first workshop held in October 2015 to present and compare experiences of different countries. This enabled the formulation of a more precise comparative framework to be applied in a further workshop, after which the publication of a book is expected.

A further labour market topic is the notion of social dumping. On this topic, an edited volume was published by Routledge, an external academic publisher, featuring a conceptual framework and empirical studies. An official book launch took place in April 2015 at Central European University, Budapest. Other planned presentations related to the book's contents had to be cancelled due to the project manager's health problems and her subsequent sick leave. One policy brief based on a book chapter was published and preparations were made for the next phase of the project: an empirical study of social dumping practices in international road transport. An article presenting the position of CEE unions in social dumping debates awaits publication in *Transfer*. Advice has also been given regarding an ETUC project on letterbox companies.

Alongside concern about the quantity of jobs available, research has been undertaken over a number of years to **measure job quality**. A project was dedicated to the analysis of developments in job quality and employment from a comparative cross-national perspective. During the reference period, a number of conference papers were prepared and presented on recent findings about the role of national institutions and employee involvement practices in improving job quality, as well as on the link between non-standard employment and job quality. Two articles have been published in academic journals and a further journal article on this issue has been completed and is now under review for publication. As in the previous years, ETUI researchers provided on-going support to the ETUC in such areas as: the Commission's 'Long-term Unemployment' consultations; job quality and precarious employment; the elaboration of a framework for the measurement of job quality for youth; and overcoming occupational gender segregation.

Job quality may also play a role in female labour market attachment after childbirth. A project aimed to advance our understanding of the role that job quality plays in female labour market participation throughout life. The research activities were carried out in collaboration with City University London. In the reference period, an analysis of a

large-scale dataset was finalised and an ETUI policy brief based on the obtained results was published. Two journal articles were also drafted and submitted, one of which is forthcoming in mid-2016 and the second is under review. Two papers were prepared and presented at academic conferences.

In addition, a report on women in trade unions and gender segregation in the labour market **was commissioned. The report will be published in the first half of 2016.**

The ETUI seminar with the gender network could not take place; instead the ETUI organised a follow-up to the conference ‘Women’s health and work’ (March 2015) and subsequently edited an issue of HesaMag to cover and record the main issues (HESA-Mag 12, Women at work in search of recognition, Autumn-Winter 2015). Another outcome will be the compilation of the conference contributions; two researchers are working on the edition of a book that is planned by the end of 2016.

The ETUI is also a member of different **networks on gender** and has provided expertise as planned. The European members of the TC Gender and Work IEA met with the GAS Network (Genre-Activité-Santé) in January 2016 in Paris to take stock of future actions and to achieve the preparation of a symposium for the SELF Congress of 2016 and to discuss the ETUI’s future involvement in the next IEA Congress (2018). The next meeting of GAS will be held on June 8 2016 in Paris.

The first publications linked to the **Foresight unit** (‘cellule de prospective’) were published. Two working papers were written on the social and employment dimensions of the digitilisation of the economy. The reports sparked great interest from stakeholders as well as from the international press.

In order to further explore how employment is changing, the ETUI organised a conference together with Complutense University Madrid on the theme ‘Deconstructing employment’. The contributors to the conference provided an analysis of how various drivers are redefining how employment can be understood as well as how new ways of regulating employment are emerging. The contributors to the conference started to draft chapters for an edited volume and they are expected before summer.

5. Trade union renewal

Falling trade union membership continues to be one of the main challenges to trade unions across Europe. It is essential that trade unions across Europe gain a better understanding of what lies behind falling membership and, furthermore, that they share their experiences and good practices with each other. Keeping pace with European integration, the potential to join forces across borders in trade union renewal initiatives should be explored. These questions should be seen in the light of the ongoing crisis and deregulation of the labour market.

The main issues dealt with include:

- organisation, recruitment, and retention strategies in Europe;
- recruitment and organisation of youth and atypical workers;
- mapping of trade union membership and organisational development in the new Member States and its impact on the social dialogue in these countries;

- capturing and understanding current and long-range trends in strike activity and collective action;
- sharing experiences and good practice across the ETUC affiliates;
- pilot projects in innovative cross-border recruitment and organising campaigns;
- analysing the functioning of trade unions in terms of participatory collective bargaining and financing.

A long-term project on mapping the **development of trade union structures in the new Member States** has become nearly defunct due to difficulties in identifying appropriate country experts (with knowledge, experience and resources), its time-consuming character and, above all, shifting priorities within the ETUI. A report on the trade union landscape in Bulgaria is in its final draft phase.

In line with a voluntaristic view of trade unions, the ETUI's research on trade union revitalisation is particularly focused on the **membership dimension**, as just one of the many dimensions of trade union revitalisation (or renewal). To this end, the project's main focus is on the transferability of the 'organising model' to continental Europe but it also serves as an 'umbrella project' for issues related to questions of union membership, such as strategies for retaining members and letting former members re-join the union. Regarding the latter, two projects have been carried out. First, using German panel data, an article has been written together with an external colleague on non-union-related reasons for leaving unions, with special reference to the weak labour market attachment of certain groups of workers in Germany. The article was published by the Industrial and Economic Democracy journal. Second, two particular questionnaire-based surveys have been conducted for a selected trade union as a 'testing ground' for a more widespread survey: one survey deals with reasons for leaving unions and another survey combines insights from the literature on union commitment and the organising model. Both survey datasets have been cleaned and are ready for statistical analysis, which will be undertaken in the following months.

Today most, but not all, trade unions in continental Europe have *common* problems related to their membership. Albeit with noteworthy cross-country variation, their membership is ageing and the membership composition is fairly unrepresentative compared to the global workforce. Membership, above all in the private sector, has also been unable to catch up with employment growth, even in countries where membership has been on the rise, resulting in a further decrease of union density in most countries; density rates still differ significantly, however, between countries. Since in the English-speaking countries membership decline became widespread earlier than in most continental European countries, there has been a voluntary 'policy transfer' of member recruitment policies between unions from these countries. Over the last decade or so, certain unions in continental Europe have also been showing increasing interest in a policy transfer of this kind. Based on a literature review and additional interviews, the argument will be developed that unions in Germanic and Nordic Europe are better equipped, for various reasons, to develop their own understanding of the organising model than unions in central-eastern Europe and particularly southern Europe.

Since systematic country studies are still lacking on the **organising model in continental Europe**, it is difficult to have a precise understanding of the origins, extent and significance of the organising model on a European scale. Currently most research on union recruitment policies and the organising model is in the form of case

studies evaluating union campaigns in specific economic sectors. What is more, little is known about the process of the policy transfer, while the knowledge about and understanding of the substance of the transfer is also still in its infancy. So, in essence, this project reflects upon the emerging patterns of the policy transfer of the organising model from the English-speaking countries to continental Europe, its limitations and its prospects. As a consequence, this project provides an agenda for further academic research while trying, at the same time, to stimulate the debate within unions about the organising model. Research results have thus far been brought to bear on internal trade union discussions at the European level and have also led to the inclusion of certain questions in trade union surveys.

Union membership retention:

In the light of decreasing trade union density and more adverse conditions for trade union action, there has been a lot of talk in the industrial relations literature about the need for trade unions to involve their rank-and-file members in internal decision-making processes so that trade unions, as institutions of collective interest representation, do not lose touch with the interests and needs of their membership. A project, coordinated jointly by the ETUI and the WSI in Düsseldorf, was intended to investigate internal communication and participation processes at the different stages of the collective bargaining process. However, in order to do justice to current developments, the decision was taken at a first meeting of the project managers from the ETUI and the WSI in Düsseldorf to change the analytical focus of the project from 'bargaining processes', in terms of the involvement of the trade union membership, to 'bargaining outcomes', in terms of wage inequality. The new focus will be on wage inequality according to the following dimensions: sectoral, gender, employment type and geographical. In order to discuss the next steps and to develop a joint analytical framework, a first meeting was held in February 2016 in Brussels, bringing together experts and potential authors.

A long-term project on strikes and collective action serves as an 'umbrella' for monitoring the strike behaviour and social protest of workers (particular during socio-economic crises) in Europe and for external meetings and publications covering these issues. Apart from a yearly update of a database on strike data - disseminated via a visual presentation or infographic on the ETUI website - this project has entailed the co-ordination and co-editing of an issue of *Transfer* on historical and recent developments in strike action and social conflict in Europe. A successful workshop was organised in July 2015 to present the draft articles, exchange ideas among the various authors and streamline the articles. All drafts have been reviewed and are currently in the phase of language editing and layout. The special issue will be published in September 2016.

A follow-up project on **youth** will build upon previous work on the opinion of youth officers on mobilising, recruiting and representing young workers. Building upon evidence from a survey conducted primarily among young unionists across Europe, this project will further explore and report upon the unionists' insider perspective with regard to the integration and participation of young members in union life and the internal structures of national unions in relation to young workers, i.e. the unions' 'deliberative vitality' towards young workers. The first results of this survey have been published in an edited volume on 'Young Workers and Trade Unions' and further ETUI working papers are in the making. The ETUI is also involved in an international project comparing (via case studies) successful instances of young worker interest representation in five countries. A first report has been written and intermediary

results have been present in a workshop in Paris. Also, a short background and news article has been written on the youth structures in six European trade union federations for the Transfer journal (Winter 2015 issue). Finally, the ETUI is participating in a transatlantic comparative research project on best practice cases relating to the unionisation of young workers. The ETUI participated in a workshop for presenting a case study on the Dutch 'Young&United campaign' and presented a report on 'young worker inclusion in trade unions in the Netherlands'.

Another project aims to contribute to an **assessment of techniques, organisation and outcomes of trade union recruitment initiatives**. The project supports a transnational organising initiative involving about eighteen trade unions that represent members in a single company. To this end, the project comprises a single meeting of trade union representatives from company 1 who discuss the possibility of establishing an organising network within the company. Further meetings will be held in subsequent years if the network is established and the representatives wish to pursue the initiative. The second strand of this project will consist of a single meeting of trade union representatives from company 2 who have discussed and developed a rudimentary organising network within the company that to date has held nine meetings. The network members meet the cost of their own accommodation and travel while the ETUI pays for interpreting and meeting room. This project, carried out with the University of Manchester and Jeremy Waddington (who were awarded contracts following a call for tender issued by the ETUI) enjoys the support of UNI-Global and UNI-Europa. It is envisaged that further meetings will be held in subsequent years.

A new project on trade union finances commenced in September 2015 and comprises a pilot investigation into the availability of information on **trade union finances** in three countries (Belgium, Germany and the UK). Broadly comparable data have been generated and the design of a database is now underway, prior to the data entry process. The initial focus of the research will be on aggregate (country-level) union finances.

A further project has focused specifically on **CEE trade union movements**. A working paper and news and background article for Transfer were published, both outlining crisis-time developments in CEE industrial relations and collective bargaining. In addition, a book chapter on Polish trade union strategies during the recent economic crisis was written for an edited volume edited by researchers from WSI in Düsseldorf, Germany. Similarly, a journal article on CEE participation in EU-level political debates and their mobilization on topics related to the functioning of the EU internal market was written with an external collaborator, and is currently being revised following reviewers' comments. A research network 'Beyond the crisis: Innovative practices within CEE trade union movements' was put in place by the project manager and her partner from the Central European Labour Studies Institute (CELSI). Two project workshops took place in Brussels and Bratislava and currently country studies on unions' innovative actions are being completed. Their publication has been shifted to the following financial year. They will be most likely compiled into an edited volume rather than a report.

A German version of the **book '40 years of the ETUC'** was published and a discussion started on how to produce an Italian version. The final chapters for the second volume were submitted and sent for language editing. Preparations for layout and printing were undertaken and it will be published during the second half of 2016.

OTHER PROJECTS

6.1 Education Department

The training programme of the ETUI has been implemented according to plan; the proposed objectives have been achieved.

All the training activities offered by the ETUI Education Department were in line with the ETUI's strategic objectives and respected its work priorities. These were, in turn, the priorities of the European trade union movement and the European Trade Union Confederation, as updated by the ETUC Congress.

The **socio-political context**, along with an environment which is unfavourable to trade unions as decisive social actors, has not changed during the execution of these objectives. The political choices of the European Commission were, naturally, taken into account.

Unemployment and insecurity, deteriorating pay and rights, inequality and poverty, as well as social protection, the European social model and social dialogue at all levels, are all issues that in one way or another have featured across the whole education programme. Further subjects at training events included: digitalisation, a fair transition, post-austerity Europe, better regulation, refugees and the labour market.

Growing and dangerous populism and the strengthening of extremist forces have forced us to prioritise new needs and consider new horizons in our educational aims, which will have an impact on future programmes.

Training activities dealt with the difficulties involved in **trade union recruitment, organisation and participation** in a context of discouragement, demotivation and continuing austerity policies. Having taken this into account, all the training sessions were also focused on a European dimension and a European trade union identity, contributing to an integrationist, progressive and social vision of Europe.

As planned, the programme of training courses included short- and longer-term views, and technical, scientific and socio-political subjects. All the prioritised targets were achieved in the programme.

There has been an **improved synergetic cooperation with the Research Department and its output**, and the **relationships with universities and other scientific research centres** were maintained, as was the contact with our networks.

The execution of our programme was only possible through the participation of the members.

An **education strategy for 2015-2019** was prepared, discussed and approved by the European Annual Trade Union Education Conference (EDU DAYS), after discussion and evaluation by the Pedagogical Committee, within its competences.

The **Pedagogical Committee has been renewed** - more than a third of its members are participating for the first time - and increased its competences in the monitoring and evaluation of training activities.

The larger space of knowledge and sharing of experience, know-how, experimentation and innovation that is the EDUDAYS conference took place in Berlin and offered a unique occasion to develop knowledge of the German capabilities and training practices.

As a key element of the general development of the education programme, **networks were improved**. Initially created as communities of practice, the thematic Eurotrainers networks have taken on a role of reflection, innovation and experimental practice and monitoring, helping the whole system to move forward.

A general ETUI **Eurotrainers network** met for the first time, shared experiences and worked to develop a common identity as trade union trainers, both in terms of adult learning approaches and political and European-level approaches.

The network of **trade union education centres and schools** (CoP - community of practice) is focused more narrowly on methodological practices and the use of educational technologies. The platform which has been created for this group was designed to be a space for the exchange of training practices. However, it has not been used by the members as expected. The network has evaluated its function and decided that there should be a small working group in charge of running it from now on. Questions were also raised concerning the future of the network. In response, the network has reflected upon and redefined its priorities, assumed more responsibility and prepared the relaunch of the electronic platform.

Progress was evident on the implementation of a **distance learning system** (albeit more slowly than initially envisaged).

The retrospective **five-year assessment of the training courses for young trade union leaders** was completed and a larger discussion process begun. A debate on this assessment took place in the Pedagogical Committee. It is also being discussed with the thematic Eurotrainers network, NETYL, and the conclusions of that discussion will be reflected in the upcoming work programme.

Collaboration with universities was improved with significant results. High-level specialist training in economics was developed in conjunction with the London School of Economics, with the results endorsing a continuation of the programme. With the educational sciences department of the Université de Lille¹, we delivered coaching for educators and portfolio content for the skill certification process that had been set up at an earlier date.

Core training - K activities

Core training includes courses for Eurotrainers, European Works Council members and young trade union leaders in project management and languages (EN).

Eurotrainers

The **Eurotrainers training programme** is designed to develop the individual skills of trainers from member organisations, as an investment in the future of their educational strategies. This training aims to prepare trainers from the national level for collaborative work with the ETUI at the European level. For this work programme we have organised one Eurotrainers level 1. A pedagogical workshop on active learning methodologies was organised jointly with the ACTRAV. Due to the high number of registrations, the ETUI has organised two pedagogical workshops on 'ePortfolio building: a pedagogical and assessment tool'. This workshop is meant to help participants understand the importance of this self-evaluation tool and to develop a hands-on approach to the different web tools available for building an ePortfolio. The pedagogical workshop 'Coaching: work on existing portfolios' was organised in cooperation with the Université de Lille1. Colleagues from the Eurotrainers network, who are coaching other experienced trade union educators in the development of their ePortfolio, have worked on concrete examples of portfolios and also on the way their coaching has to be organised and done in view of the accreditation of competences.

The **certification and validation process for Eurotrainers** is up and running, in accordance with the European framework and in cooperation with Université de Lille1.

Young trade union leaders

There is a strategic training scheme in place for **young trade union leaders**.

The course 'European training for young TU leaders' has been a fixture of our programme for over a decade. This year, for the first time, it is undergoing an accreditation process in accordance with the European framework that is based on the UK certification model (in cooperation with the TUC).

There was a detailed external evaluation of the impact of each of the course editions over the period 2008-2013 and its findings provide the foundation for considering new ways to improve the course and better respond to unions' needs.

Given its strategic relevance for the next generation of potential European TU leaders, the course will remain at the heart of the ETUI training offer. The connection with the ETUC Youth Committee will continue and deepen, as will the approach towards other training actions for the same target audience.

European Works Councils

Training for the **members of European Works Councils** is an important priority for the ETUI.

The number of training seminars for EWCs and SE Works Councils organised by ETUI Education remained stable. However, longer training events were held, offering advantages from a pedagogical point of view and allowing EWCs to develop coherence and a group identity. We worked with a large number of returning EWCs and SE Works Councils (some of whom now return every year) but also welcomed many new ‘customers’.

Many efforts were made to **improve and enlarge our themes and materials**. In that context, we integrated new training materials that were produced in collaboration with members of the N.E.T., our network of EWC trainers. In particular, new training materials on occupational health and safety (OSH) were produced and employed. They will be used and further refined in an upcoming ‘open’ seminar in 2015/16. In addition, a new project was launched to produce a pedagogical kit on the basics of financial analysis for EWCs (a topic that is frequently requested), which will be concluded in the running year. Furthermore, the publication of a second manual for European workers’ representatives entitled ‘How to organise your communications network’ provided a further training resource for EWCs.

Promoting EWC training was a major focus of our activities in 2015/16. To this end, the ETUI launched a website in December 2015: www.ewctraining.eu. The launch of the German and French language versions is planned for summer of 2016. At the ETUC Congress in October 2015 the new website as well as an updated promotional brochure was presented.

The ETUI also continued building its expertise by **working with partners**. Internally, it stepped up the cooperation with ETUI Research, particularly with Unit III (health and safety, working conditions). Externally, it cooperated with Syndex, ConsultingEuropa, Secafi and FNV Formaat in the delivery of training and the production of materials.

The series of seminars on ‘**the practice of EWC activities**’, which began in 2013, came to a conclusion. The objective to provide EWC members with training on the practice of European-level worker representation, and with the opportunity to exchange experiences and discuss with policy officers, was fully achieved. Although it was quite difficult to find participants from countries with a low union density, in general not all candidates could be accepted. Above all, the engagement with worker representatives from different countries and companies was seen as very useful and instructive. The overall appreciation for these seminars was very positive.

Training was organised on how a European Works Council can be used as **a tool for trade union action**. Special attention was given to the topics of the permanent flow of communication and Corporate Social Responsibility. The evaluation was very positive, with a clear request to repeat.

The ETUI provided **expert assistance** in the form of trainers, experts or guest speakers in several initiatives from local or European trade union federations on the topic of European Works Councils. This included workshops, conferences and training for the European Federation of Building and Woodworkers, the Belgian unions BTB/UBT, CSC and CGSLB and the Spanish union CCOO, as well as an activity under the coordination of the French consultancy agency Syndex.

At the end of the activity year, the first meetings of the EU-financed project 'EWC: fit for change' were held, managed by the Austrian union GPAdj, in which the ETUI is a silent partner.

Project management

Training in the designing, managing and assessing of projects has now been systematised and is in development. The last level of the system, which is still in progress, has been designed with different PM experts and will have a significantly different methodological approach: this level will be modular and will use a distance learning support developed alongside two face-to-face sessions (blended learning). The central guiding component will be the participants' tutored development of a singular project that will be defined from the beginning. Concerning the two first levels; the introductory level has been implemented in several countries and is facilitated through training for trainers' courses. There is a high demand for the intermediate level, demonstrating the level of interest in the PM topic and the high expectation for the advanced level that will start in May 2017.

In the meantime, the existing courses continue to be delivered according to plan.

Certification in accordance with the UK system is already in operation.

Language training

Language training, now exclusively in English, was delivered as part of the programme.

The four online 'English for trade unionists' courses (low-intermediate to intermediate level and intermediate to upper-intermediate level) have been running consecutively in six month cycles.

Two other intermediate level courses have been delivered with adapted programmes for specific targets.

The French courses were dropped from the programme due to a lack of participants.

A wide range of subjects to address varying needs

The ETUI programme delivered a wide range of training activities for workers' representatives, with the variety of subjects, themes and levels of specialisation going above and beyond the key topics and core training already noted.

The European dimension was a permeating theme across the board. Particular attention was paid to such subjects as the EU's decision-making mechanisms and processes, the ways in which citizenship and trade unionism operate and the key role of trade unions as a social partner in the social dialogue process, itself a component of the European social model.

Some of the training event topics were agreed during the last ETUC Congress and are included, more or less directly, in the political agenda.

In conclusion

The programme was carried out with coherence and success. Our courses are a unique tool for facilitating the exchange of ideas and practices and enhancing European cohesion.

A general evaluation of the programme:

- The goals were varied, from empowering participants through the development of skills and knowledge to focusing on more strategic themes.
- A large selection of audiences was covered.
- According to the evaluations of participants, the satisfaction level is quite high.
- Expectations were usually fulfilled and participants mainly requested further training on specific topics.
- Participants support and understand the importance of a multiplying effect.
- Clear references were made to the European framework and policies. Almost all courses aim to develop awareness through the European dimension of the training theme. European policies are analysed from a trade union perspective, in relation to both the national and European levels.

Some titles of the training courses:

- What's new in the Political Economy?
- Challenges for the Trade Unions in the XXIst century: sustainable and green development
- Nanomaterials: are they present in my workplace and how to prevent workers' exposure?
- Financial markets: too opaque and powerful for trade unions?
- Moral Harassment: identification, tools and trade union practice
- Fair Migration: Trade union strategies against exploitation and wage dumping
- Mainstreaming the gender perspective in trade union actions
- Social dialogue, collective bargaining, changes in the labour code and fundamental rights
- Prevention of informal economy
- Occupational Health and Safety
- Collective Bargaining and Social Policy Summer School industrial Europe
- Coordination of European Industrial Sectorial Social Dialogue
- Populism and ultra-right wing parties: a danger for trade unions?
- Interregional Trade Union Cooperation
- Trade union recruitment and organising in Health and Social Services sectors
- Online campaigning for Trade Unions
- Verbal communication for effective TU action
- Organising young workers (in particular precarious workers)

- Organise and communicate to improve union membership of skilled white-collar workers
- How to monitor and influence the EU decision-making process
- EU Funding for Health and Safety projects
- Trade union activists for European Actions
- The EU Programme EaSI - Employment and Social Innovation
- European training for young trade union leaders
- Collective bargaining and its social dimension for the progress of the welfare state
- Fair mobility – United in diversity: trade union strategies to combat exploitation and wage dumping
- Trade Union strategies to address austerity policies and to reinforce employment, quality jobs and social justice in EU
- Organising young workers in the EFFAT sectors and fostering the role of Young leaders in trade unions structures
- Developing organising strategies for young contact centre workers
- Empowerment of trade union representatives for the work in the European Railway Agency (ERA)
- Current trends in EU integration process – Challenges and opportunities for trade unions
- Trade Union renewal – organising
- Training trainers for project work
- Project Management for Trade Union Representatives - EFJ
- Advance level course: project management for trade union representatives
- Improving Competences of VET Teachers and Trainers
- Training Eurotrainers - Level 1
- Pedagogical workshop on “Active learning methodologies”
- Pedagogical workshop on “Eportfolio: an educational and assessment tool”
- How do you transfer the political and strategical decisions into training programmes?
- Pedagogical workshop ‘Coaching – work on the existing ePortfolios’
- Improving TU communication across Europe
- How to influence the EU decision-making process
- European Capital Cities Trade Unions: from social dumping to quality jobs
- Public Services Welcoming Migrants
- Promoting Gender Equality through social dialogue in the teaching profession
- Anticipating changes in EU road transport market
- Improving IRTUC capacities: Financing, training, communication
- OECD Guidelines and supply chains: an active role for trade unions
- REFIT, CETA, TTIP, TISA impacts on the European companies and workers participation strategy”

- The practice of European Works Councils and SE Representative Bodies
- European Company Law; Chances and risks for workers' participation in Europe
- European Works Councils : A tool for trade union action
- Organising workers representatives in multinational companies
- Workshop on EWC materials
- Online English language learning programme for Trade Unionists - low to intermediate level
- Online English language learning programme for Trade Unionists- intermediate to upper level
- Language and communication course in English for European trade unionists
- Communication course in English for European Works Councils representatives
- EWC Training ACCOR
- EWC Training AGEAS
- EWC Training ALCATEL LUCENT
- EWC Training ALLIANZ
- EWC Training AXEL SP
- EWC Training BARRY
- EWC Training CEMEX
- EWC Training CLARIANT
- EWC Training Crédit Agricole
- EWC CWT
- EWC Training CWT2
- EWC Training EDF Toulouse
- EWC Training IAC
- EWC Training ISS
- EWC Training JOHNSON&JOHNSON
- EWC Training LHOIST
- EWC Training LINDENGRUPPEN
- EWC Training METRO
- EWC Training NISSAN
- EWC Training SABIC Gelsenkirchen
- EWC Training SAP SE
- EWC Training SCHNEIDER
- EWC of the SUEZ Environment
- EWC Training UCB
- EWC Training VERIZON

6.2. Research Department

Co-operation 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.

Expertise has been provided for the PERC network and its economic expert group by the ETUI participant on the impact of the Eurozone crisis on Eastern Europe. This involves participation at key PERC events, in some cases with the involvement of a further expert. Additional expertise is provided in the health and safety area, the aim being to exchange information about health and safety management, as well as to undertake data collection on safety representatives in the EU countries in comparison with countries of the PERC network.

Networks, experts and dissemination

A forum at which the ETUI was present - in order to incorporate the European dimensions and contribute to the exchange of information and in-depth discussion between labour researchers and trade union leaders - was the annual '**Transatlantic social dialogue**', where issues of concern for the trade unions in North America and Europe were debated between researchers and trade unionists from both sides of the Atlantic. A similar initiative was planned with CRIMT (*Centre de recherche interuniversitaire sur la mondialisation et le travail*) in Canada, insofar as relevant opportunities emerge. Eligible costs alone were incurred under this work programme.

Capacity-building of trade unions in the Balkans has been another area of ongoing cooperation. Activities in this context will continue to focus on building the capacity of the region to run capacity projects by themselves, on supporting the development of university courses on industrial relations and labour law, and on collaborating, supporting and providing expertise for expert networks. Eligible costs alone were incurred under this work programme. Due to staff changes, this project has been scaled down.

7. Communication and publications

7.1. Communication and information

a) Highlights

The ETUI continued to strengthen its communication policy by having targeted approaches for its different communication 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 the specialised press and social media (bloggers) interested in new developments in areas related to the social dimension of European integration.

In 2015-2016, more emphasis was placed on **improving the dissemination of ETUI research publications** via direct sending, targeted electronic newsletters, the web and social media as well as the distribution of publications at high-level public events in Brussels and (occasionally) other Member States. An extra staff member for the

Communication unit was hired and new tools for dissemination (publication alerts or ‘PubAlerts’) were introduced.

The **external newsletter** which was started in 2014 was improved and its distribution widened. On average, more than 50 people per month were added to the list of over 10,000 registered users.

A great deal of knowledge dissemination took place via speaking opportunities for ETUI researchers in network meetings or conferences, whether in Brussels or abroad. Furthermore, the ETUI’s training courses for trade unions make use of most of the publications produced by the research department.

ETUI researchers also regularly produce external (non-ETUI) studies which build on their work for the institute. In the future, these external publications will be given greater visibility on the ETUI web site and via social media.

One of the main priorities of the communication and publications unit was the **ETUC Congress in Paris, from 29 September to 2 October 2015**. A new general ETUI presentation brochure and a new promotional video were prepared to better explain the work of the institute to the trade union leaders and representatives attending this gathering. The ETUI had a large and very successful stand to disseminate its publications at the Congress and organised special side events around specific topics of its annual work programme.

The institute produced 62 publications, 22 video clips, 11 infographics and 14 information brochures between April 2015 and March 2016.

Fifteen new **books** were published during the financial year. These included the annual flagship publications *Benchmarking Working Europe* and *Social policy in the European Union* (in French and English). Other topics covered in books included: European Works Councils and SE Works Councils, the revision of the EWC Directive, the outsourcing challenge, foreign investment developments in eastern and southern Europe after 2008, energy transformation, joint regulation and labour market policy, internal devaluation policies, wage bargaining, electronics assembly practices between Europe and China, wage bargaining and health and safety. The books were distributed to all national trade unions for further dissemination and via all our important public events.

Twelve new **Working Papers** were published on issues of major importance for the trade union movement and social Europe. Topics covered ranged from crisis and industrial relations in the new EU member states, digitalisation, and labour market reforms in Spain and Italy, to the Transatlantic Trade and Investment Partnership (TTIP), better regulation (‘REFIT’) and occupational cancer.

Fifteen new **Policy Briefs** (written for a non-specialist audience but also for decision-makers and think-tanks) were issued during this working year. Topics covered include: European Works Councils, the risks of deflation, the golden rule of investment, better regulation, social dumping, job quality etc.

Five new **Guides** were published on topics such as the organisation of European workers’ representatives, the social-ecological transition, health and safety policies in the EU, and tools for effective trade union verbal communication.

Three new **Reports** dealt with such issues as how to renew European trade unionism, the voice of workers in the governance of enterprises, and workers' exposure to carcinogens.

Three **Background Analyses** were published: one on the country-specific recommendations of the EU in the social field, and two on tax shifting and tax avoidance.

Journals: *Transfer*, *SEER*, and *HesaMag*

***Transfer* – European Review of Labour and Research** – has been published by SAGE since 2010, and the journal will continue to be published and distributed by this publishing house. The ETUI remains responsible, meanwhile, for the general editorial line, preparation of contents and meetings of the editorial committee. In 2015-2016, **three thematic issues** of *Transfer* focused on 'European collective action in times of crisis', 'Ten years of enlargement and the forces of labour in central and eastern Europe' and 'work-life democracy'. In addition, as in other years, one issue was a non-thematic 'open' issue publishing a selection of articles that had been submitted to the journal and accepted for publication. Three editorial meetings were held in order to discuss and plan the issues.

The **South East Europe Review on labour and social affairs (SEER)** is a journal published by the ETUI in co-operation with Nomos Publishing House. In agreement with Nomos, the decision was made to downscale the frequency of the publication to two issues per year, starting from 2014. Two regular issues and a special issue were published in the reference period:

- The issue SEER 1/2015 '*Economic development and quality of life in the western Balkans*', pp: 5-139, was published in August 2015.
- The issue SEER 2/2015 '*Social and economic challenges in the western Balkans*', pp: 141-277, was published in January 2016.
- The special issue: '*An elusive target: The EU perspective of the Western Balkans* – a selection from 17 years of SEER (p 258), was published in November 2015. An SEER Symposium and editorial board meeting took place in April 2015 Brussels.

The periodical on working conditions and health and safety, ***HesaMag***, is a topical information magazine that aims to reach both a specialist and a broader audience. Each issue covers a specific topic and reflects the cooperation between the ETUI and external researchers. The periodical continued to monitor key European news and policy developments and feature a special report that changes every issue. This year, issue #11 is entitled '*The nursing world at the tipping point*' and issue #12 is '*Women at work: in search of recognition*', which puts together some of the most relevant contributions to the related conference that was held last year.

The full list of ETUI publications can be found under Chapter 7.2.

Other activities

The Institute organised 26 public **events** during the financial year 2015-2016, including 8 monthly forums and 6 lunch debates. Most of these debates were covered by news articles on the ETUI website and heavily promoted via social media.

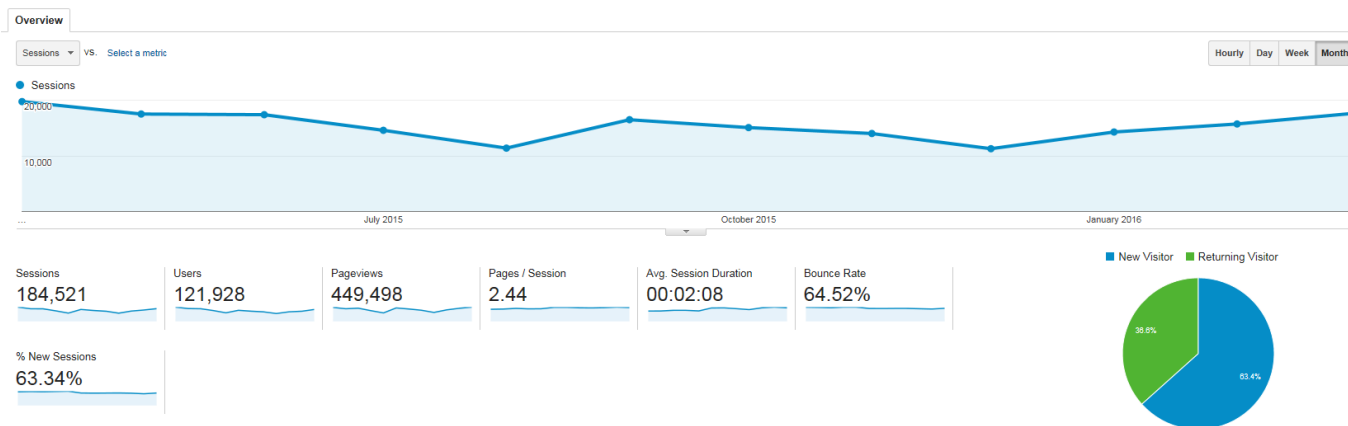
In some external events, the ETUI is present as a conference partner. One good example is the **European Dialogue**, which is organised each year by the Hans Böckler Foundation. The topic of the April 2015 edition was ‘Prosperity in Europe ... only if we stop the growing inequality’. Prof. Paul Krugman of Princeton University, winner of the Nobel Prize in Economic Sciences in 2008, delivered the keynote speech.

Increasingly, the ETUI uses **audiovisual services** for its communications. **Video interviews** with speakers of public events continue to be produced (22 new ones in this budget year) and the use of **infographics** to visually illustrate our research findings is becoming more widespread. Eleven new infographics were produced in this working year.

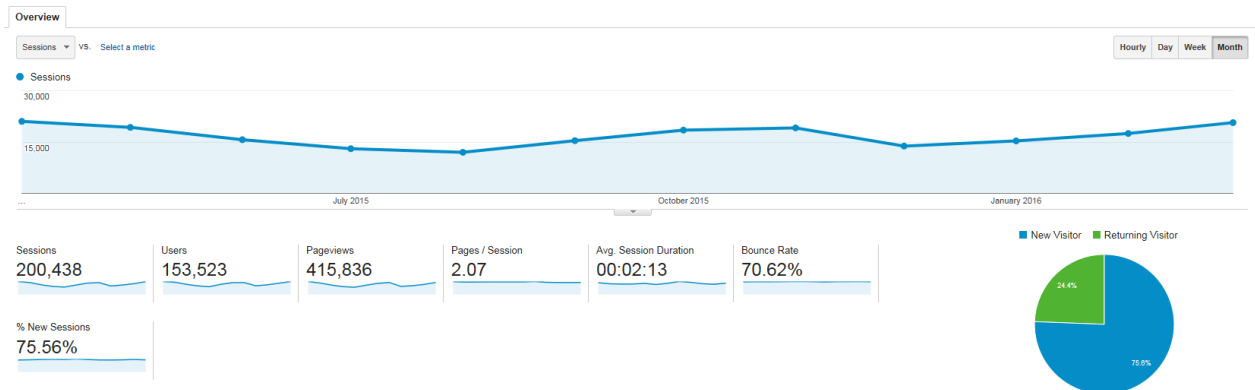
The ETUI also continued to produce regular **topical newsletters** for targeted audiences. One of the most viewed of these is the Collective Bargaining newsletter which is sent out every month to more than 5000 contacts. Another important newsletter is the HESAnews (the ETUI’s electronic newsletter on occupational health and safety).

b) Websites and social media statistics

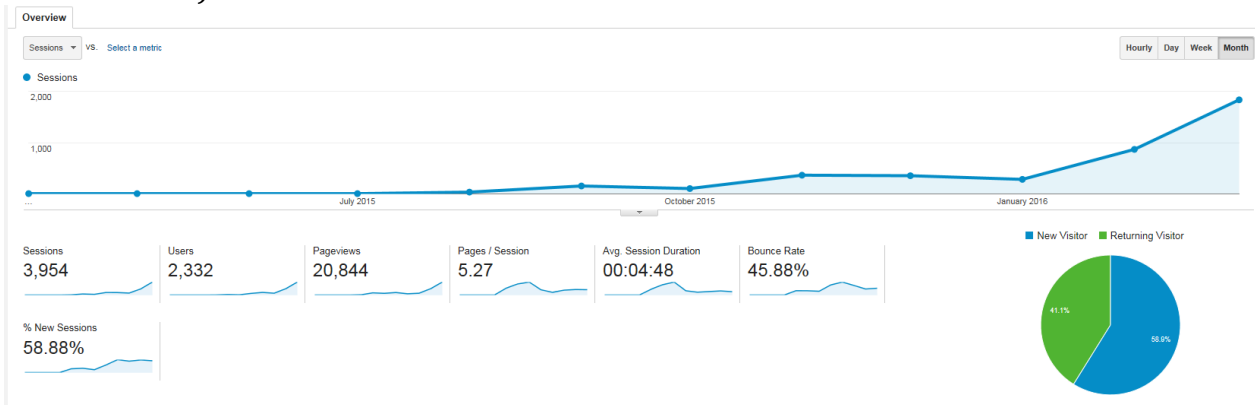
During the last working year, the ETUI website (**www.etui.org**) attracted more than 121.000 users; a steady tendency compared to the previous working year. It had more than 449.000 pageviews, with an average of 2 minutes per page viewing time. The ETUI website also slightly increased its returning visitors, stabilising the traffic over the course of the year (see below). The main visited sections were the homepage (both in French and in English) followed by the publication and the ‘about us’ and topics sections.



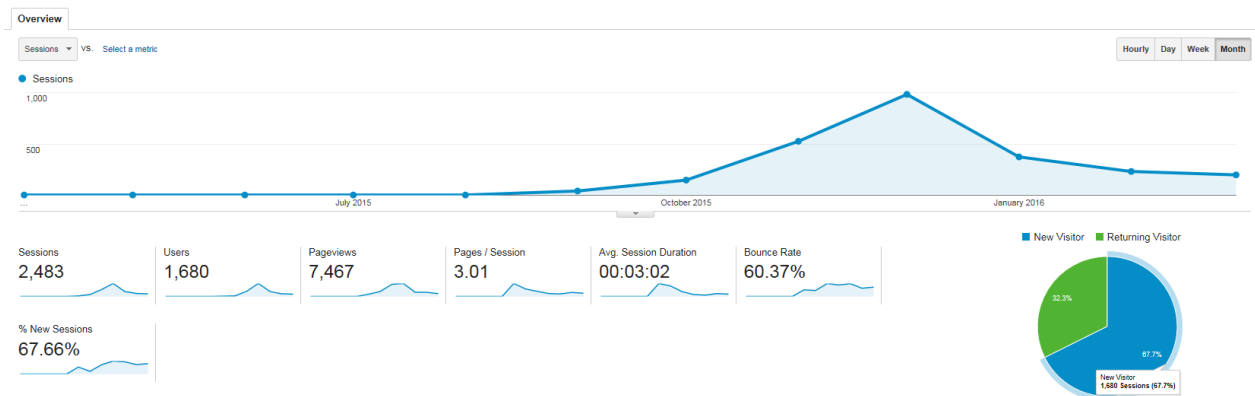
The ETUI also provides more topical information via specialised satellite websites. The most important of these in terms of views and content is the worker-participation.eu site. This website has reached more than 153.000 users and 415.000 page views during the last working year (see graph below).



Two new satellite websites have been launched last year: the EWCDDB database (www.ewcdb.eu) and the EWC training website (www.ewctraining.eu). The EWCDDB website has been revamped and additional functionalities have been added, including free download of agreements, compared agreements and live stats and boards. Since the launch, which happened last year in November, there has been an increase in the number of visitors and page views per month (as the graph here below demonstrates).



The EWC training website is a new satellite website offering tailor-made training for European Works Councils, Special Negotiation Bodies (SNB) and SE Works Councils. In just a few months it has reached about 7.000 page views and attracted 1.600 users amongst the selected community of EWCs.



The ETUI is very active on social media, using Twitter and Youtube to reach out and engage online with its community. The number of Twitter followers grew substantially over the last working year, reaching more than 3.400 followers by the end of March 2016. Also the engagements generated grew, meaning that more people are interacting with ETUI content online, sharing it and commenting on it. On Youtube the number of subscribers and video views increased, by 50% compared to the previous working year.

c) Documentation Centre

New acquisitions and expansion of collection

Between 1 April 2015 and 31 March 2016, the collection acquired 1,579 new documents, both in paper and electronic form; 422 publications were bought.

Newspapers, periodicals and other subscriptions

The Documentation Centre handles 123 specialist periodicals (68 are paid subscriptions and 55 titles are received free of charge or through an exchange agreement) as well as 25 daily and weekly publications, 8 of which are only available in electronic form.

Between 1 April 2014 and 31 March 2015, the number of indexed articles reached a total of 2,202 entries, 228 in electronic form.

The Documentation Centre manages access to nine information and monitoring sites (ENDS, Eurointelligence, IR Share, Macropolis, OECD iLibrary, Planet Labor, SocialWeb, THOT/Cursus, XpertHR).

Dissemination of information

The Documentation Centre has a new bookmark as well as a new information brochure. These two new products will be distributed around libraries, universities and specialist documentation centres in 2016.

The centre recorded 851 internal loans.

Six issues of the *Labourline new acquisitions bulletin* were circulated to all members of the ETUI and ETUC staff.

Training/ information for users

At the ETUI, every new intern received a personal introductory session on the operation of the Documentation Centre and how to use the online catalogue Labourline.

The Documentation Centre supervised the internship of a documentalist student (16/11/2015 - 18/12/2015).

Participation in meetings and professional networks

The Documentation Centre participated in a training seminar given for the European Documentation Centres (EDC) (Brussels, 4-5/06/2015).

It was represented at the 46th annual conference of the International Association of Labour History Institutions (IALHI) network (Edinburgh, 16-19/09/2015). It also participated in a workshop for preparing the integration of ETUI publications into the web portal Europeana (<http://europeana.eu/>) (Edinburgh, 15/09/2015). Following this, an onsite visit from two of the project leaders was organised in order to finalise the technical aspect (data mapping) of this integration (Brussels, 20-21/01/2016).

A visit to the archives of the Amsab-Instituut voor Sociale Geschiedenis, a member of the IALHI network, was also organised (Ghent, 13/10/2015).

The Centre participated in the annual meeting of users of the document management software Alexandrie (Paris, 18/01/2016).

Visitors and external information requests

42 external visitors used the services of the Documentation Centre (multiple visits are not accounted for).

Besides this, the documentalists dealt with more than 40 information requests received by telephone or email.

Labourline: the online catalogue of the Documentation Centre

There were 3,962 new entries added to the database during this period, comprising the following:

- Books: 684
- Indexed articles: 1,974
- Electronic documents: 1,135 (books and articles)
- Chapters: 166
- DVDs: 3

In total, Labourline provides access to 64,832 references (including 23,008 books, 32,351 articles, 212 DVDs and 9,261 electronic documents).

Looking ahead to 2016-2017 ...

With the new information brochure, which will be widely distributed in 2016, the documentalists aim to raise awareness of the many resources on offer in the Documentation Centre. The next step will be a new layout for the web interface of Labourline.

7.2. Publications

The following is a comprehensive list of publications produced by the ETUI.

Reviews

Transfer – European Review of Labour and Research

- Transfer 1/2016, Working life democracy, 138 pages
- Transfer 4/2015, Open issue, 101 pages
- Transfer 3/2015, Ten years of enlargement and the forces of labour in Central and Eastern Europe, 386 pages.
- Transfer 2/2015, European collective action in times of crisis, 260 pages.

SEER – Journal for labour and social affairs in Eastern Europe

- SEER 1/2015, Economic development and quality of life in the western Balkans, 148 pp.
- SEER 2/2015, Social and economic challenges in the western Balkans, 136 pp.
- SEER Special edition 2016, An elusive target: the EU perspective of the Western Balkans, 258 pp.

HesaMag - Health and safety at work magazine

- HesaMag 12, Autumn-Winter 2015, Women at work: in search of recognition, 52 pages, EN-FR
- HesaMag 11, Spring-Summer 2015, The nursing world at tipping point, 48 pages, EN-FR

Books

- Conchon A., Waddington J. (2015) Board Level Employee Representation in Europe. Priorities, Power and Articulation, Routledge; 282 pages.
- De Spiegelaere S., Jagodzinski R. (2015) European Works Council and SE Works Councils in 2015, Facts and figures, Brussels, ETUI.
- Degryse C. (2015) 1973-2013. 40 Jahre Europäischer Gewerkschaftsbund, Brussels, ETUI, 252 pages.
- Drahokoupil J. (ed.) (2015) The outsourcing challenge. Organising workers across fragmented production networks, Brussels, ETUI, 293 pages. (also translated in Korean).
- Drahokoupil J., Andrijasevic R. and Sacchetto D. (ed.) (2016) Flexible workforces and low profit margins: electronics assembly between Europe and China, Brussels, ETUI, 238 pages.
- ETUI and ETUC (eds.) (2016) Benchmarking Working Europe 2016, Brussels, ETUI, 80 pages
- Galgóczi B. (ed.) (2015) Europe's energy transformation in the austerity trap, Brussels, ETUI, 173 pages.
- Galgóczi B., Drahokoupil J. and Bernaciak M. (ed.) (2015) Foreign investment in eastern and southern Europe after 2008. Still a lever of growth, Brussels, ETUI, 379 pages.
- Jagodzinski R. (ed.) (2015) Variations on a theme? The implementation of the EWC Recast Directive, Brussels, ETUI, 199 pages.
- Koukiadaki A., Távora I. and Martínez Lucio M. (Univ. Manchester) (ed.) (2016) Joint regulation and labour market policy in Europe during the crisis, Brussels, ETUI, 556 pages.
- Menéndez-Navarro A. (2015) La promotion de la santé et de la sécurité au travail : tout un art, Bruxelles, ETUI, 60 pages. FR, DE, ES, PT.
- Myant M., Theodoropoulou S., Piasna A. (ed.) (2016) Unemployment, internal devaluation and labour market deregulation in Europe, Brussels, ETUI, 257 pages.
- Natali D., Vanhercke B. (2015) Social policy in the European Union: state of play 2015, Brussels, ETUI, 297 pages. / EN, FR
- Van Gyes G., Schulten T. (ed.) (2015) Wage bargaining under the new European Economic Governance, Brussels, ETUI, 417 pages.
- Vitols S. (ed.) (2015) Long-term investment and the Sustainable Company: a stakeholder perspective, Vol. III, Brussels, ETUI, 237 pages.

Booklets and Guides

- Vogel L. (2015) Les rouages de la politique de santé et sécurité dans l'Union européenne. Histoire, institutions et acteurs, Brussels, ETUI, 88 pages. EN/FR
- Laurent E., Pochet P. (2015) Towards a social-ecological transition. Solidarity in the age of environmental challenge, Brussels, ETUI, 40 pages
- Demaître B., Jagodzinski R., Stoop S. (2015) Manual for European Workers Representatives 2: How to organise your communications network, Brussels, ETUI, 16 pages / EN, DE, ES, FR, IT, NL, PL, SV.

- Demaître B., Jagodzinski R. (2015) Manuale per i rappresentanti dei lavoratori europei 1: Come rendere i vostri incontri delle riunioni di successo, Brussels, ETUI, 12 pages.
- Alavi Kia R. (2015) Tools for effective trade union verbal communication, Integratives Stimmtraining®, Brussels, ETUI, 50 pages.

Reports

- Bernaciak M., Gumbrell-McCormick R., Hyman R. (2015) Syndicalisme européen : de la crise au renouveau ?, Report 133, Brussels, ETUI, 88 pages.
- Conchon A. (2015) La voix des travailleurs dans la gouvernance d'entreprise : une perspective européenne, Rapport 135, Brussels, ETUI, 41 pages / FR, DE Also available in English by TUC
- Wriedt H. (2016) Carcinogens that should be subject to binding limits on workers' exposure, Report 136, Brussels, ETUI, 35 pages.

Working Papers

- Bernaciak M. (2015) Beyond the CEE 'black box': crisis and industrial relations in the new EU member states, Working Paper 2015.05, Brussels, ETUI, 50 pages
- de la Porte C. and Emmenegger P. (2016) The Court of Justice of the European Union and fixed-term workers: still fixed, but at least equal, Working Paper 2016.01, Brussels, ETUI, 31 pages
- Degryse C. (2016) Digitalisation of the economy and its impact on labour markets Working Paper 2016.02, Brussels, ETUI, 80 pages. EN/FR
- Galgóczi B, Leschke J. (2015) Free movement of labour in Europe: a solution for better labour allocation, Working Paper 2015.06, Brussels, ETUI, 32 pages
- Horwitz L. and Myant M. (2015) Spain's labour market reforms: the road to employment – or to unemployment? Working Paper 2015.03, Brussels, ETUI, 34 pages
- Müller T. (2015), The king is dead – long live the king: what follows after the Troika?, Working Paper 2015.09, Brussels, ETUI, 30 pages
- Müller T., Schulten T. (2015) The public-private sector pay debate in Europe, Working Paper 2015.08, Brussels, ETUI, 60 pages
- Piazza G. and Myant M. (2015) Italy's labour market reforms of 2012: did they reduce unemployment, Working Paper 2015.11, Brussels, ETUI, 37 pages
- Serfati C. (2015) The Transatlantic Trade and Investment Partnership (TTIP): a controversial agreement and dangerous for workers, Working Paper 2015.07, Brussels, ETUI, 32 pages
- Takala J. (2015) Eliminating occupational cancer in Europe and globally, Working Paper 2015.10, Brussels, ETUI, 23 pages
- Valenduc G. and Vendramin P. (2016) Work in the digital economy: sorting the old from the new, Working Paper 2016.03, Brussels, ETUI, 52 pages. EN/FR
- Van den Abeele É. (2015) 'Better regulation': a bureaucratic simplification with a political agenda, Working Paper 2015.04, Brussels, ETUI, 88 pages / EN, FR

Background analysis

- Clauwaert S. (2014) The country-specific recommendations (CSRs) in the social field. An overview and comparison. Update including the CSRs 2015-2016, Background analysis 2015.03, Brussels, ETUI, 123 pages
- Sweeney P. (2015) An examination of tax shifting and 'harmful taxes', Background analysis 2015.01, Brussels, ETUI, 64 pages
- Sweeney P. (2015) Tackling tax evasion, avoidance and tax havens, Background analysis 2015.02, Brussels, ETUI, 47 pages

ETUI Policy Brief

Edited by Jan Drahokoupil, Philippe Pochet, Aída Ponce Del Castillo, Sotiria Theodoropoulou and Kurt Vandaele; issues on:

- The right and duty of European Works Councils to report back to the workforce: broad uptake, little specificity, 2/2016, Jagodzinski R. and De Spiegelaere S.
- Extending solidarity rather than bargaining concessions: the IG Metall campaign for agency workers, 1/2016, Benassi C.
- How to avert the risk of deflation in Europe: rethinking the policy mix and European economic governance, 16/2015, Theodoropoulou S.
- The 'variable geometry' approach to 'better regulation', 15/2015, Van den Abeele, É., EN/FR
- The international standardisation arena and the civil society participation stakes: results of the INTERNORM project, 14/2015, Hauert C., Bütschi D., Graz J.-C., Audétat M. and Kaufmann A., EN/FR
- What social face of the new EU trade agreements? Beyond the 'soft' approach, 13/2015, Van den Putte L., Orbie J., Bossuyt F., Martens D. and De Ville F.
- The Golden Rule of Public Investment: protecting fiscal leeway and public infrastructure in the EU, 12/2015, Feigl G. and Truger A.
- Organising hyper-mobile transnational construction workers, 11/2015, Danaj S. and Sippola M.
- Participation rights in practice: what are the power bases of worker representatives at the board? 10/2015, Conchon A., and Waddington J., EN/FR
- Musculoskeletal disorders: a major challenge for occupational risk prevention in Europe, 9/2015, Roquelaure Y., EN/FR
- Reducing the numbers of occupational victims requires an alternative prevention policy 8/2015 Eshuis W.
- Social dumping at work: uses and abuses of the posted work framework in the EU, 7/2015, Berntsen L. and Lillie N.
- Job quality and women's labour market participation, 6/2015, Piasna A. and Plagnol A.
- EU REFIT machinery 'cutting red tape' at the cost of the *acquis communautaire*, 5/2015, Schömann I.
- Community organising and the implications for union revitalization, 4/2015, Holgate J.

Video productions

- Interview Christos Triantafyllou, Labour Institute Greek General Confederation, 21 Apr 2015, 1 video
- 'Les risques du travail' - interview with Laurent Vogel (ETUI), 7 May 2015, 1 video
- Why training is essential for European Works Councils - Peter Scherrer, 14 September 2015, 1 video
- The European Trade Union Institute (ETUI) mission, priorities, activities, 23 September 2015, 1 video
- ETUC Paris Congress 2015, 29 September – 2 October, 9 videos
- Social Policy in the European Union: State of Play 2015 // Bilan social de l'Union européenne 2015, 15 October 2015, 1 video
- Health and safety at work: Esther Lynch (ETUC) on priorities and gender challenges, 20 January 2016, 1 video
- Video report Education Days (EDUDays 2015), Berlin, Nov 2015, 21 January 2016, 1 video
- EDU DAYS 2015 Interview_Maria Helena André, Director of ACTRAV, 24 November 2015, 1 video
- Europe's refugee crisis - the integration challenges, 2 February 2016, 1 video

- Stan De Spiegelaere and Romek Jagodzinski on European works councils - facts and figures, 7 March 2016, 1 video
- Aline Hoffmann explains the outcome of the EWPC 2016 conference, 7 March 2016, 1 video
- Work & employment practices Chinese companies in electronics assembly in Europe, 16 March 2016, 1 video
- ITUH Commemoration Brussels attacks 22 March 2016, 23 March 2016, 1 video

Infographics:

- Jagodzinski R. and De Spiegelaere S. 'European Works Council database' (promotional infographic)
- Jagodzinski R. and Hoffmann A. 'The ETUI's resources for workers' participation'
- Jagodzinski R. and Hoffmann A. 'Topics we work on at the EWPC'
- Jagodzinski R. and Hoffmann A. 'Europeanisation of Industrial Relations at the ETUI: topics and researchers'.
- Jagodzinski R. and Hoffmann A. 'The ETUI's networks in the area of workers' participation'
- Jagodzinski R. and Hoffmann A. 3 Promotional posters/infographics for: www.ewcdb.eu, www.worker-participation.eu, www.ewc-training.eu
- Promotional poster/infographic for book: Vitols S. (ed.) (2015) 'The Sustainable Company Vol. 3', ETUI, Brussels
- Book promotional poster/infographic for: Jagodzinski R. (ed.) 'Variations on a theme? Implementation of the EWC Recast Directive', ETUI, Brussels
- Book promotional poster/infographic for: De Spiegelaere S. and Jagodzinski R. 'European Works Councils and SE Works Councils in 2016. Facts and figures', ETUI, Brussels
- Book promotional poster/infographic for: Waddington J. and Conchon A. 'Board-level employee representation in Europe. Priorities, power and articulation', Routledge
- Vandaele, K., Infographic 'Strikes in Europe', Dataset. 3rd version, December 2015. Brussels, ETUI

Web-based services

- ETUI general web site: <http://www.etui.org>
- Worker participation web site, <http://www.worker-participation.eu>
- European Company (SE) Database web site, <http://ecdb.worker-participation.eu>
- The European Works Councils database (EWCDDB), <http://www.ewcdb.eu/> (updates, re-development, contents)
- Thematic fiches on European sectoral social dialogue (committees), available in French and English via web site:
- <http://www.worker-participation.eu/EU-Social-Dialogue/Sectoral-ESD>

Newsletters

- etui.News – monthly general electronic newsletter
- Collective Bargaining Newsletter – in cooperation with University of Amsterdam / AIAS, monthly newsletter
- HesaMail – monthly newsletter on health and safety issues / EN, FR

Information products

- European Trade Union Institute. Publications 2011-2015 – electronic catalogue of ETUI publications, 68 pages
- Folder for ETUI presentation, EN/FR/IT/DE/PL/ES
- Folder for EWC, EN-FR-DE
- Folder for Eurotrainers (Euroformateurs), EN-FR
- Folder for Language courses (Cours de langues), EN-FR
- Folder for Project management (Gestion de projets), EN-FR
- Folder for Young leaders (Jeunes cadres), EN-FR
- Hesamag subscriptions cardboards
- Bookmarks for EWC
- Bookmarks for language courses
- Posters for Edudays
- Bookmark for the Documentation Centre
- Folder for the Documentation Centre
- E-banner for the June Conference
- Roll-up for the June Conference

External publications of ETUI researchers:

Bernaciak, M. (ed.) (2015) *Market Expansion and Social Dumping in Europe*, London and New York: Routledge.

Domonkos, S., (2016), *Economic transition, partisan politics and EU austerity: a case study of Slovakia's labour market policies*, ETUI Working Paper 2016.04, Brussels, ETUI.

Drahokoupil J & M Myant (2015) *Putting comparative capitalisms research in its place: Varieties of capitalism in transition economies*. In M Ebenau, I Bruff, & C May (Eds.) *New directions in comparative capitalisms research: Critical and global perspectives*. Basingstoke: Palgrave Macmillan, pp. 155-171 (ISBN 9781137444608).

Drahokoupil J (2015) *Class in Czechia: The Legacy of Stratification Research*. *East European Politics & Societies*, 29(3), 577-587 (ISSN: 0888-3254).

Drahokoupil J, M Myant & S Domonkos (2015) *The politics of flexibility: Employment practices in automotive multinationals in Central and Eastern Europe*. *European Journal of Industrial Relations*, 21(3), 223–240: (ISSN 0959-6801).

Galgoczi, B, Leschke J (2015): *Intra-EU labour mobility: A key pillar of the EU architecture*, LPAD International Journal of Public Administration Manuscript ID: 1015549.

Galgoczi, B. (2015) 'Central and Eastern Europe', in M. van Klaveren, D. Gregory and T. Schulten (eds), *Minimum Wages, Collective Bargaining and*

Economic Development in Asia and Europe. A Labour Perspective. Basingstoke: Palgrave Macmillan, 287-306.

Galgóczi, B., & Janine Leschke (2015), [Intra-EU Labor Mobility: A Key Pillar of the EU Architecture Subject to Challenge](#), In: *International Journal of Public Administration* Volume 38, Issue 12, 2015 [Special Issue: Understanding EU Actorness](#) pages 860-873 <http://www.tandfonline.com/toc/lpad20/current>

Galgoczi, B (2016), The southern and eastern peripheries of Europe: Is convergence a lost cause? In: Magone, J, Laffan B, Schweiger C: *Core-periphery relations in the European Union*, Routledge (pp 130-147).

Jepsen, M. (2015) L'égalité des chances dans les pays nordiques : un long fleuve tranquille? *Chroniques Feministes*, N°. 115, janvier-juin 2015, Brussels

Leschke J, Galgoczi, B (2015), *Arbeitskräfte-mobilität in der EU im Angesicht der Krise: Gewinner und Verlierer*, WSI Mitteilungen 2015/5.

Müller, T. and Myant, M. (2015), *Investitionsstrategie für Europa – der Juncker-Plan*, in Lemb, W. (ed.), *Welche Industrie wollen wir? Wege zur Produktion der Zukunft – Nachhaltig und Innovativ*, Frankfurt, Campus, 75-88.

Müller, T. and Platzer, H.-W. (2016), *Gewerkschaften und Arbeitsbeziehungen im Europa der Krise – Strukturdaten und Entwicklungstrends im Vergleich*, in Bsirske, F. et al. (ed.) *Gewerkschaften in der Eurokrise – Nationaler anpassungsdruck und europäische Strategien*, Hamburg, VSA-Verlag, 10-44.

Myant, M. (2015), *Junker's investment plan: What results can we expect?* Stockholm: Swedish Institute for European Policy Studies.

Myant, M. (2015), *TTIP: what it will mean for us and what is the alternative?* OSE Briefing Paper, Brussels: OSE.

Myant, M. (2016), 'The EU investment plan: a year of slow progress', *Social Europe Journal*, Vol.9, No.2, spring.

Myant, M. (2016), 'Varieties of capitalism in post-socialist countries', in J. Holscher and H. Tomann (eds), *Palgrave Dictionary of Emerging Markets and Transition Economics*, Basingstoke: Palgrave Macmillan.

Myant, M., & Drahokoupil J. (2015) *Welfare and redistributive models*. In: C Perugini & F Pompei (Eds.) [Inequalities during and after transition in Central and Eastern Europe](#). Houndmills: Palgrave Macmillan, pp. 284-306 (ISBN 9781137460974).

Piasna A. (2015). “Thou shalt work hard”: fragmented working hours and work intensification across the EU, *Forum Socjologiczne*, SI (1): 77-89.

Pochet P., & Laurent, E. (2015) Pour une transition sociale-écologique
Quelle solidarité face aux défis environnementaux ? Paris, Les Petits Matins.

Ponce Del Castillo, A (2015) ‘L’exposition aux nanomatériaux sur le lieu de travail’,
in Thébaud-Mony A, Davezies P, Vogel L, Volkoff S [dir.] Les risques in Les risques
du travail. Pour ne pas perdre sa vie à la gagner. Paris, La Découverte, [2015]

Sehnbruch, K., Burchell, B., Agloni, N. and Piasna, A. (2015). Human
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8. Key events organised by the ETUI

Public events:

Monthly Fora and lunchtime debates

Monthly Forum: The social reality of Europe after the crisis

17 March 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor; 12h30 - 14h

Book launch: Unemployment, internal devaluation, and labour market deregulation in Europe

18 February 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor;
11h - 14h45

Lunch debate: Social safety nets in (the) crisis: the case of Greece

9 February 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor;
12h30 - 14h

Monthly Forum: The long and winding road from black to green – decades of structural change in the Ruhr region

1 February 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor;
12h30 - 14h

Monthly Forum: The refugee crisis and the integration challenges ahead

28 January 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor;
12h30 - 14h

Monthly Forum: The European Court of Justice and atypical work: halting labour market dualization?

26 January 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor;
12h30 - 14h

Lunch debate: Wage developments and wage bargaining under the European Economic Governance

7 January 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor;
12h30-14h00

Book launch: Hard work in new jobs. The quality of work and life in European growth sectors

17 November 2015, ITUH, bd du Roi Albert II, 5; 1210 Bruxelles, 7th floor meeting room;
12h30-14h00

Monthly Forum: What added value of a European unemployment benefit scheme?

27 October 2015, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor;
12h30 - 14h

Monthly Forum: Comparing responses to the Rana Plaza disaster: the role of organised labour

15 October 2015, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor

OSE/ETUI Lunchtime Session ‘The New Politics of Inequality in Europe’

3 September 2015, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, room B; 12h - 14h

Monthly Forum: What social face of the new EU trade agreements?

23 June 2015, Hotel Silken Berlaymont, 11-19 Boulevard Charlemagne, 1000 Brussels; 12h30 - 14h

Lunch debate: ‘Work-related risks. So as not to lose your life while earning your living’

9 June 2015, ITUH, bd du Roi Albert II, 5; 1210 Bruxelles, 7th floor meeting room; 12h30-14h00

Monthly Forum: Seven years on from the crisis: where is the EU with financial regulatory reform?

13 May 2015, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor; 12h30-14h00

Other events:

EWPC Conference

24 February - 25 February 2016, Brussels

The Italian workers’ model of struggle for health and safety in the 1970s and 1980s, its influence across Europe and its meaning for OSH trade union strategy today

9 February - 10 February 2016, Hotel Thon Brussels City Centre, Avenue du Boulevard 17 Bruxelles, BRU 1210 Belgium

NETLEX Conference 2016

27 January - 28 January 2016, ITUH, Auditorium

Occupational hazards and diseases: Promoting knowledge exchange between trade unions, researchers, public health and occupational health stakeholders

25 January 2016, European Trade Union Institute (ETUI), 5 Boulevard du Roi Albert II, 1210 Brussels Room B (first floor)

The deconstruction of employment as a political question: employment as a floating signifier

21 January - 22 January 2016, C/San Bernardo, 49 28015 Madrid

Policy Workshop: ‘Fixing Europe’s Public Debt’

25 November - 26 November 2015, Croke Park, Dublin

EDUDAYS 2015

19 November - 20 November 2015, Leonardo Royal Hotel Berlin Alexanderplatz, Berlin

Chinese economic transformations and labour: The new roles of trade unions

14 October 2015, IEE Université Saint-Louis, 119 rue du marais, 1000 Brussels, room 4015; 16h00-18h00

Social Policy in the European Union: State of Play 2015

23 September 2015, European Economic and Social Committee, Rue Belliard, 99 - 1040 Brussels - Jacques Delors Building, room JDE 62; 14h30 -17h30

7th Annual TURI conference

1 June - 2 June 2015, De Burcht, Amsterdam

European Dialogue 2015 “Prosperity in Europe...only if we stop the growing inequality”

16 April - 17 April 2015, The Hotel, Boulevard de Waterloo 38, 1000 Brussels

Rencontre-débat: Les risques au travail. Pour ne pas perdre sa vie à la gagner

15 April 2015, Bourse du Travail de Paris, Salle Jean Jaurès, 3 rue du Château d'eau 75010 Paris; de 17h30 à 20h

Events by priority

a) The crisis and the reinforced economic governance system

Public events:

Book launch: Unemployment, internal devaluation, and labour market deregulation in Europe, 18th February 2016, ITUH, Bd du Roi Albert II, 5; 1210 Brussels, ETUI meeting room 7th floor; 12h30 - 14h

Specific public events:

Meetings of the TTUR (Transnational Trade Union Rights network) were held on 26/01/2016 in Brussels, 25/11/2015 in Frankfurt, 30/09-01/10/2015 in Paris (as part of the ETUC Congress) and 02/06/2015 in Brussels.

Expert workshop on employment regulation and unemployment, 15-16 October 2015, Brussels.

Policy Workshop: Fixing Europe's Public Debt, 25-26 November 2015, Dublin, Ireland.

Expert workshop on wage developments in Europe, 22-23 February 2016, Brussels.

Seminar on a European unemployment benefit system, 15 March 2016, Brussels.

b) Worker participation

Public events:

Dealing with restructuring: towards more trade union coordination and rights, 8-9 December 2016, Elewijt, in cooperation with IndustriAll.

European Company Law: What implications of current reforms for board-level employee representatives? Seminar for board-level employee representatives, Brussels, 27-28 January 2016.

Specific public events:

Expert meeting on machine health and safety, 27 May 2015, Brussels.

Expert meeting on machine health and safety, 28-29 September 2015, Brussels.

SEEurope meeting, 15-16 October 2015, Brussels.

Expert meeting on machine health and safety, 12-13 November 2015, Brussels.

Network meeting: Board-level Employee Representation Edited Book Meeting, 27 November 2015, Brussels.

ETUI Standardization Network, Madrid, December 14-15, 2016.

Practitioner workshop on Outsourcing, 25-26 February 2016, Kraków. Co-organised with Uni-Europa.

SEEurope Meeting, 17 and 18 March 2016, Lithuania.

Practitioner workshop, MNCs in electronics: between Europe and China. Global production networks, employment relations, and the role of trade unions, ETUI and industriAll Europe joint workshop, 21-22 March 2016, Prague.

Expert workshop on Chinese investment in Europe: Business strategies and employment relations, ETUI Research Workshop, 25-26 November 2015, Zagreb.

Expert workshop on the EWC Recast Directive. 25-26 February 2016, Brussels, experts. Audience: 15-20 researchers on EWCs.

GOODCORP network meeting: 27-28 April 2015, London, for members of the GOODCORP network and guests.

GOODCORP network meeting: 7-8 October 2015, Brussels, for members of the GOODCORP network and guests.

Expert workshop on 'Sustainability and worker participation: a sectoral approach', entitled 'Re-municipalization, worker participation and sustainable work: building new alliances', 2-3 December 2016, Brussels

Expert workshop on 'Sustainability and worker participation: a sectoral approach', entitled 'The circular economy: what does it mean for worker participation and sustainable working conditions in the waste sector?', 8-9 February 2016, Brussels.

c) Sustainable development and industrial policy

Public events:

Specific public events:

Workshop on 'Industrial policy in Europe, companies and EWCs: how will Europe keep its industrial base?', 30 April 2015, Düsseldorf, co-organised with IGBC.

ETUI seminar on chemicals, Dublin, June 2015.

Expert workshop on post-crisis FDI developments, 16 December 2015, Brussels

d) Working conditions and job quality

Public events:

ETUI seminar: Occupational hazards and diseases: Promoting knowledge exchange between trade unions, researchers, public health and occupational health stakeholders, Brussels, 25th January 2016.

ETUI seminar: 'Making visible the link between work and health. Sharing trade union experiences for a better prevention', Brussels, January 30, 2016.

ETUI seminar: 'History of OSH: the Italian model of workers' participation in OSH. Brussels', February 9-10 2016.

Conference: 'Deconstruction of employment', 21 and 22 January 2016, Madrid, in co-operation with Complutense University Madrid.

Specific public events:

ETUI OSH Scenario Workshop 2, Asperen, NL, 20-22 April 2015.

ETUI seminar on psychosocial risks, Malta, 2-4 September 2015.

ETUI seminar on workers' compensation in a context of prevention strategies, 3-4 September 2015, Prague.

ETUI workshop on WHO guidelines on nanomaterials, 3-4 September 2015, Brussels

ETUI Strategic meeting for the Workers Group of the ACSH and the Bilbao Agency, October 8th-9th 2015, Riga.

ETUI Regional exchange and information Forum I, 28 October 2015, Bucharest.

ETUI Workers' compensation in a context of prevention strategies, Seminar, 23-24 November 2015, Prague.

ETUI Regional exchange and information Forum II, 30 November – 1 December 2015, Vilnius.

ETUI Workers' compensation in a context of prevention strategies, Seminar, 25-26 February 2016, Prague.

e) Trade union renewal

Public events:

Specific public events:

Expert workshop on strategic innovation within CEE countries, 22-23 June 2015, Brussels.

Company 1 Organising Network, 18 November 2015, Brussels.

Company 2 Organising Network, 21/22 March 2016, Brussels.

ETUI Workshop: Transfer Special Issue on 'The development of strikes in Europe'. Brussels, 2-3 July 2015, Brussels.

Expert meeting on Collective Bargaining, 2-3 March 2015, Brussels.

Practitioners' workshop on innovative strategies in CEE countries, 30-31 March 2016, Bratislava.

f) Other

Public events:

20 years of Transfer, session at the annual conference of SASE, 2 July 2015, London.

Specific public events:

SEER Symposium, 6 April 2015, Brussels

TURI annual meeting, 1 and 2 June 2015, Amsterdam, co-organised with De Burcht and AIAS.

Transatlantic Social dialogue annual meeting, 4 and 5 June 2015, Düsseldorf, coorganised with HBS and Cornell University

Launch event for the 'Bilan Social 2015', 24 September 2015, Brussels. Co-organised with OSE.

Transfer editorial committee meetings: 1 July 2015, London; 30 September 2015, Paris; 5 February 2016, Brussels.

Training Workshop on statistics, 18 March 2015, Brussels.

Accompanying committee EWPC, 12 May 2015, Brussels

Accompanying committee EWPC, 1 July 2015, Brussels

ETUI Advisory Committee, 24 June 2015, Brussels

ETUI Advisory Committee, 2 October 2015, Paris

9. Externally organised events where ETUI researchers have actively contributed

a. European events organised by the Commission and other EU bodies: (number)

- **The crisis and the reinforced economic governance system: 40**
- **Worker participation: 10**
- **Sustainable development and industrial policy: 6**
- **Working conditions and job quality: 30**
- **Trade union renewal: 2**
- **Other: 8**

b. Other public events: organised by other public authorities, academia, think tanks etc.: (number)

- **The crisis and the reinforced economic governance system: 45**
- **Worker participation: 18**
- **Sustainable development and industrial policy: 12**
- **Working conditions and job quality: 30**
- **Trade union renewal: 10**
- **Other: 16**

c. Trade Union events: organised by the ETUC and (national) affiliates: (number)

- **The crisis and the reinforced economic governance system: 53**
- **Worker participation: 26**
- **Sustainable development and industrial policy: 17**
- **Working conditions and job quality: 24**
- **Trade union renewal: 27**
- **Other: 22**

Annex I: Trainees at the ETUI between 1 April 2015 and 31 March 2016:

- **AZIZ Karima**, Austria (1 April 2015-30 June 2015)
- **O’BRADY Sean**, Canada (8 June 2015- 17 July 2015)
- **BRANDHUBER Laura**, Germany (7 April 2015-31 July 2015)
- **LAFUENTE HERNANDEZ Sara**, Belgium (7 April 2015-30 June 2015)
- **BRAECH Justine** , France (1 April-29 May 2015)
- **MEZIHORAK Petr** , Czech Republic (1 September – 18 December 2015)
- **RIIS Martin**, Denmark (1 September 2015-31 January 2016)
- **VINTI Lucia**, UK (16 September 2015-16 December 2015)
- **BUTTGEN Nina**, the Netherlands (2 November 2015-31 January 2016)
- **GAGO Angie** , Italy (1 March 2016-31 March 2016)
- **MEIER Margarita** , Germany (14 March 2016-22 March 2016)
- **AKOND Aurongajeb** , Bangladesh (15 February 2016-25 March 2016)
- **ANTONUCCI Lorenza**, Scotland (UK) (18 May 2015-30 June 2015)
- **KOUTSIMPOGIORGIOS Nikolaos** Greece (20 February 2016-31 March 2016)

Guest researchers

- **STEINFELD Ilan**, Belgium (**26 May 2015-30 June 2015**)
- **UXO GONZALES Jorge**, **Spain** (1 September 2015-29 September 2015)

Associated researchers

- **BOUGET Denis**, Maison des Sciences de l’Homme Ange-Guépin, France
- **GLASSNER Vera**, the University of Vienna, Austria
- **KEUNE Maarten**, University of Amsterdam, the Netherlands
- **KELEMEN Melinda**, Eotvos Lorand University, Hungary
- **KIROV Vassil**, Institute of Sociology, Bulgaria
- **O’KELLY Kevin**, Ireland
- **VIELLE Pascale**, University of Louvain, UCL, Belgium
- **VITOLS Sigurt**, WZB, Germany
- **WADDINGTON Jeremy**, University of Manchester, UK

Annex II: Statistics education trainings 2015 - 2016

Courses	Nb days	Nb participants	Men	%	Women	% 2	Nb Tutors	Men 3	Women 4	Men-Days
Key activities (Eurotrainers, young leaders and project management, as well as networks, pedagogical com and edu conference)	63	456	239	52%	218	48%	53	26	23	1,328
Thematic training activities (thematic courses to support TU actions)	78	577	323	56%	254	44%	82	47	32	1,656
Language trainings (except online)	11	21	12	57%	9	43%	2	2	1	119
Online language trainings	528	232	107	46%	125	54%	3	6	4	30,624
EWC seminars (including reps on the enterprises and transversals – multi-enterprises or coordinators on ETUFs)	89	815	575	71%	240	29%	73	46	27	2033
TOTALS:	769	2,101	1,256	60%	846	40%	213	127	87	35,760

The full list of education activities statistics is presented in the appendix to Annex II.