EZA Internet Guide on European Social Dialogue

Thematic Focus in the EZA educational programme

Updated in February 2018
The EZA Internet Guide on European Social Dialogue (Concept Document) was produced with the support of the European Union.
# Table of contents

## INTRODUCTION

1. INTEGRATION AND PARTICIPATION IN THE LABOUR MARKET – HOW DO YOU BECOME A WORKER?  
   1.1. Integrating migrants and refugees in the labour market – the role of workers’ organisations  
   1.2. Youth employment and inclusive labour markets  

2. SHAPING OF LABOUR RELATIONS THROUGH WORKERS’ ORGANISATIONS: WHICH FACTORS HAVE A DIRECT INFLUENCE ON PROFESSIONAL LIFE?  
   2.1. Strategies of European institutions – capacity building  
   2.2. New working relationships – digitization and trade union strategies  
   2.3. Quality of work  
   2.4. European Pillar of Social Rights  
   2.5. Safety and health at work: healthy workplaces  

3. WHAT ELEMENTS OF WORKING LIFE INFLUENCE THE WORKERS’ QUALITY OF LIFE?  
   3.1. Working and living in a digitized world
Introduction

About the Internet Guide for the European Social Dialogue

EZA’s Internet Guide for the European Social Dialogue was initially drafted in April 2002 and has since become a key element in our educational work on the European Social Dialogue. It is designed to provide the representatives of EZA member organisations with suggestions and ideas about how to draw up their project proposals and about how to draft their seminar programmes. This Internet Guide intends to make it easier to search for resources and inspiration for implementing European educational seminars.

In February 2018, we have completely updated the last version of the Internet Guide to the structure of the EZA educational programme 2018. At the start of each chapter, you will find a description of each thematic focus and an overview of the different European political institutions which are working on this topic.

The Internet Guide for the European Social Dialogue is published in four languages: German, English, French and Spanish. If any websites or documents are not available in one of the four languages, there is always a link to the corresponding English language version. In some cases, sources might be available as well in other languages than the four mentioned above, but this may not always be explicitly indicated. Just click on the link and search for other language versions. Moreover, resources are sorted by publication date.

We hope that our new Internet Guide for the European Social Dialogue will not only provide you with new information but also with inspiring suggestions of how to develop new approaches and ideas. Of course, we welcome your proposals for additions, new ways of looking at issues and challenges.

Visit the EZA website at http://eza.org

Or write us at:

Matthias Homey: homey@eza.org
Norbert Klein: klein@eza.org
Esmeralda Van den Bosch: brussels@eza.org
For further information about political processes at European level, feel free to get in touch with the EZA Office in Brussels: brussels@eza.org.
1. Integration and participation in the labour market – How do you become a worker?

1.1. Integrating migrants and refugees in the labour market – the role of workers’ organisations

EZA educational seminars on this thematic focus conceptualise the integration of non-EU migrants and refugees into the labour market. Thematic foci range from recognition of qualifications, work-place learning over migration policies to the role of workers’ organisations in facilitating this integration and coordination of social security.

**European resources**

- European Parliament, *Study in focus: integration of refugees in Greece, Hungary, Italy*, 2018
- European Parliament, *Study in focus: integration of refugees in Austria, Germany, Sweden*, 2018
- European Commission, *European Labour Authority*, 2017
- European Social Partners, *a European Partnership for Integration: offering opportunities for refugees to integrate into the European labour market*, 2017
- Summary of EU-legislation with regard to the free movement of persons, asylum and immigration
- ILO, *Guiding principles on the access of refugees and other forcibly displaced persons to the labour market*, 2016
- Bertelsmann Foundation, *Beyond Crisis Management: the path towards and effective, pro-active and fair European refugee policy*, 2016
- Eurofound, *Approaches to the labour market integration of refugees and asylum seekers*, 2016
- European Commission, *Towards a reform of the common European asylum system and enhancing legal avenues to Europe*, 2016
First Vice-President of the European Commission, Frans Timmermans, High Representative of the Commission Federica Mogherini and Commissioner Dimitris Avramopoulos are responsible for migration at EU-level on behalf of the European Commission. The responsible Directorate-General (DG) is DG Migration and Home Affairs. In the European Parliament, all initiatives related to this theme are prepared by the Committee on Civil Liberties, Justice and Home Affairs. Decisions of the European Council are taken in the ‘Justice and Home Affairs’ Council. Other organisations working on this topic are:

- European Migration Network
- International Organization for Migration (IOM)
- Mediterranean Migration Network
- European Migrant Workers Union
- European Platform on undeclared work

**EZA Resources on the topic**
- EZA International Platform for Co-operation and Migration (IPCM)
- Short reports of EZA educational seminars on migration and mobility of employees
- EZA Contributions to social dialogue nr. 27, Integration and inclusion in the labour market in the European Union, 2015
- EZA Contributions to social dialogue nr. 23, Mobility and migration: co-ordination of social security – a stabilising element for life and work in Europe, 2014

**1.2. Youth employment and inclusive labour markets**

EZA educational seminars within this thematic focus cover the situation of young people on the labour market. Topics covered are inter alia youth unemployment, the Youth Guarantee, school-to-work-transitions, educating young people for the labour market of tomorrow, the involvement of young people in works councils and trade unions, etcetera. Moreover, while
discussing inclusive labour markets, it is also of importance to discuss inclusion of unemployed and long-term unemployed in the labour market as well as the inclusion of workers with illnesses and disabilities into the labour market. This thematic focus also covers broader discussions on the welfare state and on social protection measures.

**European resources**
- European Solidarity Corps
- Erasmus + Youth Programme: Supporting youth actions in Europe.
- Negotiate Horizon 2020 Research project – overcoming early job insecurity in Europe, *consequences of early job insecurity and the role of the welfare state*, 2017
- Negotiate Horizon 2020 Research project – overcoming early job insecurity in Europe, *Youth unemployment and the consequences for life satisfaction and social trust in seven European countries*, 2017
- Bertelsman Foundation, *Exit, voice or loyalty? Young people on Europe and democracy*, 2017
- Strategic Transitions for youth labour in Europe (STYLE) research project, *Youth employment Handbook*, 2017
- EU Youth Strategy 2010-2018
- ETUC, *Quality jobs for youth: our way forward*, 2015
- Eurofound, *Social inclusion of young people*, 2015
- Norden (Nordic co-operation is a form of regional collaboration between the Nordic Council of Ministers involving Denmark, Finland, Iceland, Norway, Sweden, and the Faroe Islands, Greenland, and Åland), *New politics to promote Youth Inclusion*, 2014
- European Commission, *EU measures to tackle youth unemployment*, 2014

**Youth Guarantee**
- European Court of Auditors, *Youth unemployment – have EU policies made a difference?*, 2017
- European Commission, *The Youth Guarantee and the Youth Employment Initiative three years on*, 2016
- ETUC Youth Committee, *3 years of youth guarantee: what next?*, 2016
• European Parliament Policy Department D Budgetary affairs, Assessment of Youth Employment Initiative, 2016
• Eurofound, Exploring the diversity of NEET’s, 2016
• European Youth Forum, Excluding youth a treat to our future, 2016
• European Commission, Mutual learning Programme, key policy messages from the peer review on the ‘youth guarantee’, 2014
• ETUC, The youth Guarantee in Europe, 2014
• ETUI, Youth Guarantees and recent developments on measures against youth unemployment: a mapping exercise 2013
• European Commission: European Youth Guarantee

**Apprenticeships**

• European Parliament employment and social affairs briefing, skills development and employment: apprenticeships, internships, volunteering, 2017
• European Alliance for Apprenticeships, Good for youth, good for business, 2017
• European Alliance for Apprenticeships, Assessment of progress and planning for the future, 2017
• European Commission, European Alliance for Apprenticeships, 2014
• ETUC, Towards a European quality framework for apprenticeships and work-based Learning, 2014

**Inclusion**

• European Union, Social Protection Committee 2017 Work programme, 2017
• European Union, Annual report of the social protection Committee, 2017
• ETUI, Unemployment, internal devaluation and labour market deregulation in Europe, 2016
• Bertelsmann Foundation, Social Policy in the EU— Reform Barometer 2016, 2016
• European Commission, Demographic change, human resources constraints and economic growth – The EU challenge compared to other global powers, 2015
• European Commission, Social Agenda: a Pathway back to work, 2015

**Inclusion of long-term unemployed**

• European Commission, Evaluation of the long-term unemployed recommendation, 2017
• European Council, Recommendation on the integration of the long-term unemployed into the labour market, 2016
• European Commission, Staff working document: analytical supporting document on the Council recommendation, 2016
• ETUI, Why have some countries become more unemployed than others? An investigation of changes in unemployment in EU member states since 2008, 2014
• European Commission, Facing the crisis: the coping strategies of unemployed people in Europe, 2014

**Older employees**

• European Social partners’ autonomous framework agreement, active ageing and an inter-generational approach, 2017
• EU-OSHA, *Towards age-friendly work in Europe: a life-course perspective on work and ageing from EU Agencies*, 2017
• EU-OSHA, *Analysis report on EU and Member State policies, strategies and programmes on population and workforce ageing*, 2016
• ETUI, *A gender perspective on older workers’ employment and working conditions*, 2014
• Eurofound: *Role of governments and social partners in keeping older workers in the labour market*, 2013

**Vocational Education and Training**
• EESC Exploratory Opinion, *High Quality Education for all*, 2017
• CEDEFOP publishes *Country specific reports* on the situation of VET in the different Member States
• ETUI, *Vocational education and training and the Great Recession: Supporting young people in a time of crisis*, 2014
• Institute for the Study of Labour (IZA): *Youth Unemployment and Vocational Training*, 2012

**Lifelong learning**
• European Commission, *New Skills Agenda for Europe*, 2016
• European Commission *Social Agenda, skills: a new agenda*, 2016
• European Commission, *Lifelong Learning Programme*

**Relevant Organisations and Institutions**
Commissioner Tibor Navracsics is the responsible European commissioner for Youth. The responsible Directorate-General is the DG Education and Culture. In the European Parliament, initiatives covering youth issues are prepared by the Committee on Culture and Education. Decisions in the European Parliament are taken by the Ministers of Education, Youth, Culture and Sports in the subsequent Council formation. Inclusion in the labour market is part of the responsibilities of the EU Commission for Employment, Social affairs, Qualifications and Labour mobility Marianne Thyssen. The DG ‘Employment, Social affairs and Integration’ is the responsible DG on behalf of the Commission. In the European Parliament, initiatives related to this theme are mainly prepared by the Employment Committee. Decisions by the European Council are taken within the Council formation ‘Employment, Social affairs, health and consumer protection’. The Social Protection Committee is the advisory body for the Ministers for Employment and Social Affairs meeting in the Council.

Other organisations working on these topic fields are:
• **CEDEFOP**, European Centre for the Development of Educational Training
EZA Resources on the topic

- Forthcoming: EZA Project coordination report on Youth Employment, 2017
- EZA, Project on the Europe 2020 strategy, Integration and Inclusion on the labour market, 2015
- EZA, Effective Vocational Training as an important task for workers’ organisations, 2015
- EZA research on Social inclusion
- EZA Platform for Young Workers
- Short reports of EZA educational seminars on young people and the labour market
- Short reports of EZA educational seminars on inclusive labour markets

2. Shaping of labour relations through workers’ organisations: which factors have a direct influence on professional life?

2.1. Strategies of European institutions – capacity building

In this thematic focus, EZA educational activities are grouped which focus on capacity building. The idea behind these activities is to train the trainers within EZA member organisations. Particular attention is paid to knowledge and abilities of employees’ representatives and the exchange of ideas, best practices and experiences with colleagues from other countries. Within this thematic group, particular attention will be dedicated to strengthening structures of social dialogue. This is of extreme importance for workers’ organisations, especially when national dialogue is missing or when employers’ organisations are weak. Educational activities discuss future political and social visions for workers’ organisations in the light of decreasing membership and changes in the world of work. Moreover, strategies to attract young members and for a ‘renewal of the trade union movement’ are also part of this thematic focus. Additionally, capacity building in the EZA educational programme is also specifically directed towards workers’ organisations in the Western Balkan. Last but not least, the EZA is also organising courses on teaching methods within European educational activities.

European resources

- Eurofound, Exploring self-employment in the European Union, 2018
- European Commission, Employment and Social Developments in Europe: Fostering intergenerational fairness through social dialogue, 2017
- Eurofound, Working conditions of workers of different ages, 2017
• ETUI – Transfer Magazine, *Union renewal: what can we learn from three decades of research?*, 2017
• ETUI, *rough waters. European Trade unions in a time of crises*, 2017
• Economic Policy Institute, *how today’s unions help working people*, 2017
• OSE, *Listened to, but not heard? Social partners’ multilevel involvement in the European Semester*, 2017
• European Commission, *New start for social dialogue – one year on*, 2016
• Statement of the presidency of the council of the European Union, the European Commission and the European social partners, *A new start for social dialogue*, 2016
• ETUI, *Takeover with or without worker voice: workers’ rights under the EU Takeover Bids Directive*, 2016
• Confrontations Europe, *Industrial relations in Europe: facing employment challenges*, 2016
• Statement of the presidency of the council of the European Union, the European Commission and the European social partners, *A new start for social dialogue*, 2016
• Eurofound, *Role of the social partners in the European Semester*, 2016
• Eurofound, *Mapping key dimensions of industrial relations*, 2016
• ETUI, *Employment relations in an era of change*, 2016
• Eurofound, *Win-win arrangements: innovative measures through social dialogue at company level*, 2016
• European Commission, *EU Social Dialogue Newsletter October 2016*
• List of European Semester Officers in the Commission representations in 26 Member States
• European Commission, *A new start for social dialogue*, 2015
• ETUI, *Wage bargaining under the new European Economic Governance, Alternative strategies for inclusive growth*, 2015
• ETUI, *A social Europe needs workers’ participation*, 2015
• Friedrich Ebert Stiftung, *Giving teeth to the EU’s social dimension, dismal failure and promising potential*, 2015
• ETUI, *European trade unionism: from crisis to renewal?*, 2014
• ETUI, *Trade Union membership retention and workplace representation in Europe*, 2014
• ETUI, *How to monitor and influence the EU decision-making process from a trade union perspective. A guide for trade unions*, 2013
• European Parliament, *Social dialogue Fact sheet*

*Capacity building for workers’ organisation in the Western Balkan*
  • European Commission, *a credible enlargement perspective for and enhanced EU engagement with the Western Balkans*, 2018
  • ETUI, *Why are wages still lower in eastern and central Europe*, 2018
- ETUI, *Ten years EU enlargement: what impact on the forces of labour in Central and Eastern Europe?*, 2015
- ETUI, *Beyond the CEE 'black box': crisis and industrial relations in the new EU member states*, 2015
- Hans-Böckler-Stiftung und European Trade Union Institute, *South-East Europe Review for Labour and Social Affairs (SEER)*

**Sectoral social Dialogue**
- ETUI, *The European sectoral social dialogue: an uneven record of achievement?*, 2015

**European Works’ Councils**
- European Commission, *European Works Councils*
- Directive of the European Parliament and the Council on the establishment of a *European Works Council* or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees, 2009

**Relevant Organisations and Institutions**
‘Capacity Building for Workers’ organisations’ belongs to the responsibilities of European Commission for Employment, Social affairs, Qualifications and labour mobility Marianne Thyssen and to the responsibilities of Vice-President for the Euro and for the Social Dialogue, Valdis Dombrovskis. The DG ‘Employment, Social affairs and integration’ is the responsible DG in the Commission. In the European Parliament, initiatives related to this theme are mainly prepared by the Employment committee. Decisions at council level are taken by the Council on ‘Employment, Social Affairs, Health and Consumer affairs’. The Employment Committee is the most important advisory board for the national ministers which are part of the Employment and Social Affairs’ Council formation. Other organisations working on this topic are:
- ILO Country office for Central and Eastern Europe
- ILO Country information and data
- Southeast Europe
- European Trade Union Federation (ETUC), Social Dialogue and industrial relations
- Observatoire Social Européen (OSE), Centre for research and information on the social implications of European integration

**EZA Resources on the topic**
- EZA, „*Conditions and Criteria for Social Dialogue in Europe – the Workers’ Perspective“*, 2015
- EZA, Contributions to social dialogue nr. 26, *Successful social dialogue in Europe – Criteria, Values and implementation*, 2015
- EZA Short reports of EZA educational activities on strengthening social dialogue structures
• **EZA Short reports** on capacity building
• **EZA-Member organisations**, including those in the Western Balkan

### 2.2. **New working relationships – digitization and trade union strategies**

This thematic group of seminars within the EZA educational programme assesses the impact of digitalisation for trade unions. Compared to the category of seminar on ‘working and living in a digitised world’, this project coordination looks at the impact of digitalisation and more particularly at new working relationships which emerged through digitalisation on trade union strategies to represent those workers. Themes covered are for example social protection in new forms of work, engagement in voluntary and trade union work, demands on ‘digital’ trade unions.

**European resources**

- Friedrich Ebert Foundation, *Digital labour markets in the Platform Economy: mapping the political challenges of crowd work and gig work*, 2017
- European Commission, *Atypical employment and the Role of European PES*, 2017
- EU-OSHA, *Discussion paper: monitoring technology: the 21st century’s pursuit of well-being?*, 2017
- FEES, ETUI, BES, CREE, *Workers and creativity: how to improve working conditions by participative methods*, 2017
- European Commission, *Helping unemployed creating their own work in the new economy*, 2017
- ETUI, *Shaping the new world of work. The impacts of digitalisation and robotisation*, 2016
- ETUI, *Digitalisation of the economy and its impact on labour markets*, 2016
• Eurofound, „Flexible forms of work: ‘very atypical’ contractual arrangements” 2010

**Relevant Organisations and Institutions**
Commissioner Mariya Gabriel is responsible for Digital Economy and Society on behalf of the European Commission. Commissioner Andrus Ansip is responsible for the Digital Single Market. The DG for Communication Networks, Content and Technology (DG Connect) is the responsible DG preparing the Commissions’ work. In the European Parliament, initiatives related to this theme are mainly prepared by the Committee on the internal market and Consumer Protection. The impact of digitalisation on the labour market is also discussed in the parliamentary working group ‘Impact of digitalisation and Robotics on the labour market’. Decisions at European Council level are taken by the Council formation on ‘Traffic, Telecommunications and energy’.

**EZA Resources on the topic**
• EZA & IHS, Digitalisation of the world of work, forthcoming
• [EZA Short reports](#) on the digital world of work

### 2.3. Quality of work

The thematic subheading ‘Quality of work’ covers EZA educational activities on the topic. This includes various focal points contributing to the quality of work such as inter alia work-life balance, flexible working places, wage developments and minimum wages, corporate social responsibility, different treatment of men versus women at the working place, decent working conditions, and etcetera.

**European resources**
• European Commission, [Joint employment report](#), 2018
• Eurofound, [Fourth European Quality of Life Survey](#), 2018
• European Commission, [The effects of the minimum wage on employment: evidence from a panel of EU member states](#), 2018
• Eurofound, [Statutory minimum wages in the Eu – 2018: first findings](#), 2018
• Eurofound, [Working time patterns for sustainable work](#), 2017
• ETUI, [What drives wage gaps in Europe?](#) 2017
• Eurofound, [Changing places: Mid-career review and internal mobility](#), 2017
• European Commission, [Proposal for a Directive on work-life balance for parents and carers](#), 2017
• European Commission, [Proposal for a Directive on transparent and predictable working conditions in Europe](#), 2017
• European Parliament Policy Department A, [Coordination of social security systems in Europe](#), 2017
• European Commission, [Proposal to update EU social security coordination rules](#), 2017
• Eurofound, [In-work poverty in the EU](#), 2017
• ETUI, [Benchmarking working Europe 2017](#)
• European Commission, [Employment and Social developments in Europe](#), 2017
• European Parliament Policy Department for Citizens’ rights and constitutional affairs, [temporary contract, precarious employment, employees’ fundamental rights and EU employment law](#), 2017
• ETUI, *Unit labour costs: no argument for low wages in eastern and central Europe*, 2016
• ETUI, *What role can minimum wages play in overcoming the low-wage model in central and eastern Europe?*, 2016
• Eurofound, *Changes in remuneration and reward systems*, 2016
• European Commission, *Work-life balance measures for persons of working age with dependent relatives in Europe, a study of national policies*, 2016
• Eurofound, *Extending working lives through flexible retirement schemes: partial retirement*, 2016
• European Commission, *Low pay and in-work poverty: preventative measures and preventative approaches*, 2016
• European Parliament Policy department A Economic and scientific policy: *precarious employment in Europe: country cases*, 2016
• Eurofound, *Families in the economic crisis: changes in policy measures in the EU*, 2015
• ETUI, *Labour law reforms in Europe: adjusting employment protection legislation for the worse?*, 2014
• Institute of Economic and Social Research, *Working Time autonomy and time adequacy*, 2014
• Eurofound, *Quality of life in Europe: Families in the economic crisis*, 2014
• ETUI, *Social dumping and the EU integration process*, 2014
• Eurofound, *Impact of the crisis on industrial relations and working conditions in Europe*, 2014
• Hans Böckler Stiftung: Institute of Economic and Social Research: *The impact of the Troika policy on wages and collective bargaining. European Parliament - Public Hearing on „Employment and social aspects of the operations and role of the Troika in euro area programme countries“*, 2014
• ETUI, *Nordic labour market models in open markets*, 2014
• Eurofound, *Changes to wage-setting mechanisms in the context of the crisis and the EU’s new economic governance regime*, 2014
- Eurofound, *Quality of employment conditions and employment relations in Europe*, 2013
- Eurofound, *Impact of the crisis on industrial relations and working conditions in Europe*, 2013
- Eurofound, *Wages and working conditions in the crisis*, 2013

**Undeclared work and domestic work**
- Eurofound, *Regulation of labour market intermediaries and the role of social partners in preventing trafficking of labour*, 2016
- ILO, *Decent work for migrant domestic workers: moving the agenda forward*, 2016
- European Commission, DG Employment, Social Affairs and Integration, *Developing personal and household services in the EU. A focus on housework activities*, 2013

**Equal treatment of man and woman on the labour market**
- ETUC, *Safe at home, safe at work: trade union strategies to prevent, manage and eliminate work-place harassment and violence against women*, 2017
- European Commission, *Challenges of work-life balance faced by working families*, 2016
- European Parliament, *Differences in men’s and women’s work, care and leisure time* 2016
- European Commission, *Study on the implementation of the autonomous framework agreement on harassment and violence at work*, 2015
- European Commission, *Strategic engagement for gender equality 2016-2019*

**Relevant Organisations and Institutions**

‘*Quality of employment*’ is a responsibility of EU Commissioner for Employment, Social Affairs, Qualifications and Labour Mobility Marianne Thyssen. The DG ‘*Employment, Social Affairs and Integration*’ is the responsible DG supporting the work of the European
Commission. At the European Parliament, reports on this theme are mainly prepared at the Employment Committee. Decisions by the European Council are taken at the Council Formation ‘Employment, Social Policy, Health and Consumer protection’. The Employment Committee is the most important advisory council supporting the national ministers in the EPSO-Council. Other organisations working on this topic are:

- Eurofound

EZA resources on the topic

- Short reports of EZA seminar on 'Workplace conditions', 2016
- Short reports of EZA seminars on 'More and better jobs', 2015-2016
- Short reports of EZA educational seminars on 'equal treatment of man and women on the labour market'

2.4. European Pillar of Social Rights

EZA educational activities on ‘the European Pillar of social Rights' discuss proposals put forward by the European Institutions in order to promote a more social Europe. The European Pillar of social rights includes principles which have a direct link to social dialogue: equal opportunities, access to the labour market, promotion of employment, good working conditions, workers’ participation and sustainable social protection. Moreover, workers’ organisations should play a role in bringing a more social Europe and the European Pillar into practice.

European resources

- European Commission, Employment and Social Developments in Europe quarterly review, 2018
- European Commission, Social Agenda nr. 50: the new social dimension, 2018
- European Commission, European Pillar of Social Rights, 2017
- European Commission, A social scoreboard for the European Pillar of Social Rights, 2017
- ETUI, The Social Scoreboard revisited, 2017
- ETUI, Bridging the gaps or falling short? The European Pillar of Social Rights and what it can bring to EU-level policy-making, 2017
- European Commission, Social Agenda: a European Pillar for a social triple A, 2017
- European Political Strategy Centre, Two visions, one direction: plans for the future of Europe, 2017
- Eurofound, Involvement of the social partners in the European Semester: 2016 update, 2017
- Council of the European Union, Social Partners’ Involvement at national level in the European Semester, 2016
- European Commission, The EU social acquis, 2016

Europa 2020

- The 'Europe 2020 Strategy' is the EU's growth strategy, which aims to achieve five ambitious targets for employment, innovation, education, social inclusion, climate protection and energy by 2020.
- European Commission, Strategy 'Europe 2020" and Europe 2020 initiatives

Relevant Organisations and Institutions
The ‘the European Pillar of Social Rights’ was put forward by EU Commissioner for Employment, Social affairs, Qualifications and Labour mobility Marianne Thyssen. The DG ‘Employment, Social affairs and Integration’ is the responsible DG on behalf of the Commission. In the European Parliament, initiatives related to this theme are mainly prepared by the Employment Committee. Decisions by the European Council are taken within the Council formation ‘Employment, Social affairs, health and consumer protection’.

**EZA Resources on the topic**

- EZA & HIVA, The European Pillar of Social Rights: quo vadis? The overwhelming ambition for a social Europe, forthcoming
- [EZA member organisations take part in European Commission consultation on the Pillar of Social Rights](#)

### 2.5. Safety and health at work: healthy workplaces

In 2016, the EZA became campaign partner of the European Agency for Safety and Health at Work to promote ‘Healthy jobs for all ages’. EZA educational activities in this thematic group thus fit within the campaign theme and will discuss physical and psychological health risks at work, strategies to prevent physical accidents and psychological diseases such as mobbing, burn-out, bore-out, etcetera. Moreover, the educational activities in this thematic group also discuss the implementation and the compliance with European legislation on health and safety at work as well as the different impact of work-related health risks for different age groups and for different sexes. Moreover, EZA has implemented 3 project coordinations on this topic in the past. Reports are to be found under the heading ‘EZA Resources’.

**European resources**

- ETUI, *Occupational safety and health in 2040: Four scenarios*, 2017
- EU-OSHA, *Worker participation in the management of occupational safety and health: qualitative evidence from ESENER-2*, 2017
- EU-OSHA, *Rehabilitation and return to work after cancer*, 2017
- EU-OSHA, *Safer and healthier work at any age: Analysis report of workplace good practices and support needs of enterprises*, 2016
- EU-OSHA, *Rehabilitation and return to work: Analysis report on EU and Member States policies, strategies and programmes*, 2016
- ETUI Policy Brief, *A new ISO standard for occupational health and safety management systems: is this the right approach?*, 2016
- European Commission, *Health and safety at work is everybody’s business - Practical guidance for employers*, 2016
- EU-OSHA, *Safer and healthier work at any age*, 2016
- ETUI, *Carcinogens that should be subject to binding limits on workers’ exposure*, 2015
• European Commission, *EU Employment and Social Situation Quarterly Review*, 2014, with supplements on health and social services from an employment and economic perspective
• EU-OSHA, “Pan-European opinion poll on occupational safety and health. Results across 36 countries”, 2012
• ETUI, *women and occupational diseases in the European Union*, 2011
• European Commission, DG Employment, Social Affairs and Integration: “Psychosocial risks and health effects of restructuring. Investing in well-being at work: Addressing psychosocial risks in time of change”, 2010
• European Commission, *Health and safety at work*

**Relevant Organisations and Institutions**
The theme ‘Safety and health at work: healthy workplaces’ is part of the responsibilities of the EU Commissioner for Employment, Social affairs, Qualifications and Labour mobility Marianne Thyssen. The DG ‘Employment, Social affairs and Integration’ is the responsible DG on behalf of the Commission. In the European Parliament, initiatives related to this theme are mainly prepared by the Employment Committee. Decisions by the European Council are taken within the Council formation ‘Employment, Social affairs, health and consumer protection’. Other organisations working on this topic are:

• ILO – Programme on Safety and Health at Work and the Environment (SAFEWORK)
• ILO – International Occupational Safety and Health Information Centre (CIS)
• ETUC, Health and Safety Department
• European Agency for Safety and Health at work (EU-OSHA) (Bilbao)

**EZA Resources on the topic**

• EZA, [Short reports](#) on New challenges in safety and health at work, 2015
• EZA, [Contributions to social dialogue nr. 11: Stress – A challenge for health at work](#), 2010

**3. What elements of working life influence the workers’ quality of life?**

**3.1. Working and living in a digitized world**

This thematic group of seminars within the EZA educational programme assesses the impact of digitalisation for workers. A wide variety of topics are discussed, ranging from digital skills, over new public governance to a connected digital single market and the change of work.

**European resources**

• Hans-Böckler Foundation, *Let’s transform work*, 2018
• European Commission, *Proposal for a council recommendation on Key Competences for Lifelong Learning*, 2018
• EESC Exploratory opinion, [the role and opportunities of social partners and other civil society organisations in the context of new forms of work](#), 2017
• EU-OSHA, *Protecting Workers in the Online Platform Economy: An overview of regulatory and policy developments in the EU*, 2017
• Foundation for European Progressive Studies (FEPS), *Work in the European Gig Economy*, 2017
• European Parliament Briefing, *The social protection of workers in the Platform economy*, 2017
• European Parliamentary Research Service, *Digital skills in the EU labour market*, 2017
• European Commission, *A New Skills Agenda for Europe*, 2016
• ETF, Cedefop, ILO, *Developing skills foresights, scenarios and forecasts: guide to anticipating and matching skills and jobs*, 2016
• Eurofound, *New forms of employment: developing the potential of strategic employee sharing*, 2016
• European Commission, *A European Agenda for the collaborative economy*, 2016
• ETUI, *Digitalisation: challenges for company codetermination*, 2016
• Institute for the Study of Labour, *How big is the Gig? Assessing the preliminary evidence of digitalisation on the labour market*, 2016

**Relevant Organisations and Institutions**
Commissioner Mariya Gabriel is responsible for Digital Economy and Society on behalf of the European Commission. Commissioner Andrus Ansip is responsible for the Digital Single Market. The DG for Communication Networks, Content and Technology (DG Connect) is the responsible DG preparing the Commissions’ work. In the European Parliament, initiatives related to this theme are mainly prepared by the Committee on the internal market and Consumer Protection. The impact of digitalisation on the labour market is also discussed in the parliamentary working group ‘Impact of digitalisation and Robotics on the labour market’. Decisions at European Council level are taken by the Council formation on ‘Traffic, Telecommunications and energy’.

**EZA Resources on the topic**
• EZA Short reports on the digital world of work
• EZA/IHS, Digital world of work, forthcoming
As of: February 2018

Königswinter, 28.02.2018

Matthias Homey, Esmeralda Van den Bosch
Scientific Assistants at EZA