

Mobilising for Social Europe

Strategy and Action Plan 2011-2014

The Amendments and Secretariat Recommendations



12th CONGRESS

ATHENS 16-19 MAY 2011

ETUC  EUROPEAN TRADE UNION CONFEDERATION



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1. Attached is the Plan with 400 amendments and the recommendations of the secretariat on each amendment.
2. Please note the following arrangements for handling the Plan and Amendments, decided by the Executive Committee:
 - (i) The recommendations fall into four categories:
 - “Accept” means ok.
 - “Oppose” is self explanatory.
 - “Accept in principle” means that the idea is generally ok but there may be problems with the wording and/or the place in the document, and/or a reservation about a particular aspect.
 - “See ETUC resolution” means no decision on the amendment and text of the Plan in the light of an executive resolution.
 - (ii) Not all organisations which have submitted amendments can be called in each debate as those which have not submitted amendments have speaking rights too. Speakers’ lists will be compiled by the secretariat on that basis.
 - (iii) Voting on amendments will normally be done by the President taking the recommendations for each chapter ‘en bloc’.
- If however an organisation specifically requests a separate vote on a recommendation on an amendment standing in its name, it can ask the secretariat who will discuss this with the President.
- (iv) In order to keep to the timetable, scheduled business not finished during the allocated session will normally be remitted to the Executive Committee for subsequent consideration. The timetable for Congress will be under the control of the President.
- (v) New versions of the Strategy and Action Plan and the Athens Manifesto will be produced after Congress for the first meeting of the new Executive Committee.
3. There are three attachments to the Strategy and Action Plan:
 - Solidarity in the crisis: a resolution submitted by the Executive Committee
 - A discussion paper “Towards a European Labour Market”
 - Supplementary report “Proposal for an ETUC campaign against wage and social dumping in Europe – equal pay, equal rights”

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Mobilising for Social Europe - Strategy and Action Plan 2011-2014

General Introduction

1. There are exceptionally challenging times. The terrible earthquake and tsunami in Japan and its consequences for nuclear power highlight the dependence of the advanced world on energy sources which carry serious risks. There is turmoil in the North Africa and the Middle East as the Arabic peoples struggle to evict long-standing corrupt and brutal dictators and authoritarian regimes. This welcome development is reminiscent of the fall of the Communist regimes in Central and Eastern Europe in 1989 but the Libyan experience is showing the dangers and risks inherent in the revolt against dictatorship. Immediately for Europe there are extra problems in respect of refugees and higher energy costs.

Invert paras 1 et 2, **UGT-P**.

Oppose

Add a last sentence: "In this highly complex context, it should not be forgotten that it is crucial to have an inclusion strategy for the new influx of immigrants, both at the trade union and at the social level", **UGT-P**.

Accept

Line 5, delete: "This welcome development is reminiscent of the fall of the Communist regimes in Central and Eastern Europe in 1989 but the Libyan experience is showing the dangers and risks inherent in the revolt against dictatorship. Immediately for Europe there are extra problems in respect of refugees and higher energy costs"

Insert: "Different is the intervention in Libya whose real motive is the control of the oil and gas production, in a time when demonstrations in Yemen are crushed and Saudi-led military forces intervened in Bahrain to end calls for democratic reforms", **CGTP-IN**.

Oppose

Replace "There is turmoil in North Africa and the Middle East as"

By "In North Africa and the Middle East",

	<p>CFDT-UNSA. Accept Delete from “There is turmoil in North Africa” to “struggle” by “The Arab peoples, aspiring to democratic change and freedom, are struggling ...” CGT Accept</p>
<p>2. And the deep <u>financial</u> crisis of 2008, caused by unchecked reckless greed and incontinent banks in turn triggered a crisis of sovereign debt in a range of EU member states. This has caused an <u>economic and social</u> crisis of low growth, rising unemployment, tough austerity measures, increased job loss and precarious work, widespread pay and benefit cuts, and reductions in pension entitlements. There are fears about the sustainability of the euro. Workers and pensioners are paying a heavy price for the foolishness of the financial world, where pay and bonus levels remain insultingly lavish.</p>	<p>Line 2, add: “...and incontinent banks, <u>in an economic model submitted to the power of financial capital</u>, in turn triggered a crisis...”, CCOO Accept</p>
<p>3. Meanwhile in the rest of the world, economic growth continues strongly across Asia (although the economic effects of the disaster in Japan are, as yet, uncertain) and in much of Latin America. No longer can North America, the European Union and Japan dominate in the old ways, as new formidable nations with increasingly strong economies emerge. Much of Europe is struggling to remain competitive in a world of plentiful cheap labour and the easy movement of capital. Finding growth and the decent jobs of the future for Europeans is a huge challenge, a challenge complicated by the current efforts to restore confidence in the EU economy and the euro in particular. That has been under pressure because of the need for bail outs in Greece, Ireland, Portugal and (outside the eurozone) Romania while other nations are under pressure. Yet the EU response, like a medieval doctor, has been to bleed the patient rather than to help genuinely the process of recovery.</p>	<p>Line 4 - delete from “Much of Europe...” until “the process of recovery.” and replace by: “The shift in the world economy towards Asia, and the challenges posed by the pressure on the environment, make the European Union a more relevant option than ever. Yet the European Union seems incapable of responding appropriately to these challenges. If it is to continue to carry weight in the world and to preserve its social model, the EU must make a qualitative policy leap, defending the euro and putting in place a genuine economic, tax and social union. The euro zone should have monetary, financial and tax</p>

	<p>sovereignty, based on a transfer of sovereignty from its member states which, by adopting a common currency, have decided to share a common destiny. It is in this way that Europe can play an important role in the new world order, remaining the most competitive knowledge-based economy with high quality jobs, full employment and social cohesion. The euro zone still constitutes the battlefield between the financial markets and public institutions. The euro has been under attack in the wake of the need to bail out Greece, Ireland, Portugal and – outside the euro zone – Romania, while other nations are still experiencing pressure”, UGT, CCOO.</p> <p>Oppose</p>
<p>4. The so-called ‘bail outs’ of Greece, Ireland and Portugal have resulted pressures from the EU on those countries to cut wages and pensions, and to introduce greater “flexibility” (i.e. weaker collective bargaining and labour laws) into their labour markets. The new rules on economic governance will make many of these requirements general particularly for the Eurozone.</p>	<p>Add before the final sentence: "At the same time, workers are experiencing how member state governments increasingly misuse the flexicurity-approach by hand-picking the elements that increase flexibility. The flexicurity approach is a holistic approach. A more flexible labour market therefore presupposes a higher level of income security”, LO-D.</p> <p>Accept</p> <p>Line 2 after “those countries” add “, and indirectly on others,” UGT</p> <p>Accept</p>

	<p>Last line after “Eurozone.” add: “It has also been observed that the austerity policies have not solved the problems and that the deficits have increased in Greece, Ireland and the United Kingdom.” UGT</p> <p>Accept</p>
<p>5. EU leaders argue that this is necessary to protect the euro and restore growth and now propose major interventions in the labour markets and social security systems of Europe without an accompanying deepening of democracy at EU level, including a proper involvement of the social partners, nor any new specific commitments on eurobonds and taxes on financial transactions. Economic governance of the kind currently proposed, which attacks Social Europe as it has attacked social provision in Greece, Ireland and Portugal, is unacceptable. We cannot accept our practices being overridden in this way. The new rules on economic governance and the Treaty changes should not be disguised by Europe’s leaders as a technical matter. The ETUC cannot support these Treaty changes.</p>	<p>Line 4 - delete “Eurobonds”, SAK</p> <p>Oppose</p> <p>Line 5, delete: “Economic governance of the kind currently proposed, which attacks Social Europe as it has attacked social provision in Greece, Ireland and Portugal, is unacceptable. We cannot accept our practices being overridden in this way”</p> <p>Insert: “Economic governance of the kind currently proposed, which threatens member states sovereignty, breaches the Treaties in matters of wage and collective bargaining, attacks Social Europe, and is unacceptable”, CGTP-IN.</p> <p>Accept</p> <p>Replace the last sentence, “The ETUC cannot support these Treaty changes” By “It is in the light of the aims of strengthening solidarity and social cohesion in Europe that the ETUC will respond to the amendments to the Treaty.” CFDT-UNSA</p> <p>Oppose</p> <p>Line 7: replace “practices” by “social gains”</p> <p>UGT</p>

	Accept
6. Additionally, there remains the <u>environmental</u> crisis. This crisis is in grave danger of being sidelined by economic difficulties and political weakness but becomes more difficult and expensive to handle as time goes by, and the problems in the Japanese nuclear industry are a vivid reminder of the need for sustainability.	
7. Finally, there could yet be a <u>political</u> crisis. Social unrest is growing as a result of the widespread application of austerity measures. Strikes and demonstrations are growing both in terms of frequency and intensity. People are angry about the rewards for top banking executives and other senior directors, and the contrast with austerity for the majority of citizens. Politically, voters are turning towards introspection. The nationalist parties are gathering strength.	
Resist, Rebound	
8. The ETUC will always confront the narrow nationalists and uphold our commitment to Europe, but at the same time, we must use all democratic means to make the authorities listen. These crises must be confronted head-on. Europe's unions must resist the current proposals for economic governance. We must rebound from the defensive position caused by the crisis and aim to regain the initiative.	Delete the last sentence, "We must rebound ... initiative" and replace it by "Trade union pressure has compelled the Council to include the reference to employment, social cohesion and strengthening the role of the social partners. But these commitments must be translated into reality. This aim justifies the ETUC in discarding the defensive position into which it was forced by the crisis and in rebounding in order to regain the initiative." CFDT-UNSA Accept in principle
9. This will entail strengthening the trade union commitment to Europe – a Europe with a strong, vibrant social model, full employment, sustainable growth and a low carbon society, equality, fundamental rights, collective bargaining, social dialogue and partnership, high quality public services, protection of migrants and minorities, welfare states, more common European standards, an avoidance of the slide "towards" a race to the bottom, fighting "casino" capitalism,	Line 3, add: " <u>fundamental rights with the Charter fully applying to all Member States</u> ", CMKOS . Accept Line 3, replace "fundamental rights" by

<p>and promoting international solidarity.</p>	<p>“human rights”, TCO. Accept in principle Line 5, delete: “fighting “casino” capitalism, and promoting international solidarity” Insert: “struggling for a better world with social justice and promoting international solidarity”, CGTP-IN. Accept Line 4: delete “protection of migrants and minorities” and replace by “equalization of migrants’ rights and protection of minorities” UGT Accept in principle</p>
<p>10. At the same time, European unions must win new members and supporters, particularly among the young, and use the crisis to bring people into the trade union Movement and strengthen it. This happened in the 1930s when the crisis then became a ‘recruiting sergeant’ for unions in societies which remained democratic. We must emulate the work of those predecessors.</p>	<p>2nd sentence, delete “and use the crisis” : CGIL, CISL, UIL Accept in principle Delete from “and use” to end of paragraph and replace by: “The trade union movement must prove that it can help workers to cope with the difficulties they face because of the crisis. It will thus be enabled, as happened in the 1930s, to become stronger and exert an influence on the strategies for exiting from the crisis.” CFDT-UNSA Accept in principle</p>
<p>11. At the heart of our work in the 2011-2014 period will be efforts to secure reversal of the austerity strategies and changes to the current economic governance rules. These risk killing growth and employment, and damaging the future of European societies. The EU risks becoming a target for popular unrest, while in pursuit of stability, it interferes in matters defined</p>	<p>Delete from “The EU risks” to end of paragraph and replace by: “In limiting its action to the budgetary deficit and indebtedness, and paying no</p>

<p>in the Lisbon Treaty as national matters; for example, collective bargaining. Working through all democratic channels, we must find the means, the allies and the influence to secure a reversal of these policies.</p>	<p>attention to social cohesion or relaunching growth, the EU takes the risk that it will represent an obstacle to social progress. We must, using all democratic means, find ways of fundamentally redirecting these policies along new paths.” CFDT-UNSA Accept</p>
<p>12. The ETUC has long argued that austerity in a recession makes the recession worse; this was a lesson learned from the experience of the 1930s. It is disturbing that so many in European governments choose to forget or ignore that lesson, and seem more intent on establishing punishments for EU countries in trouble than in providing help through economic <u>and social</u> governance. Meanwhile unemployment rises, the young suffer especially as they find it hard to secure quality rather than precarious or any jobs, while the bankers return to business – and bonuses – as usual. Europe needs to be much more effective in these areas of economic governance too.</p>	<p>Before last sentence, replace “while the bankers return to business – and bonuses – as usual. Europe needs ...” by “while the bank executives return to business – and bonuses – as usual, leaving the bank employees that since long have protested against short minded and aggressive sales targets, to meet the disappointed customers, Europe needs ...”, TCO. Accept Line 6, instead of “precarious or any jobs” read “precarious jobs or pseudo-self-employment” UGT Accept</p>
<p>13. Together these factors pose great challenges – but undoubtedly exciting opportunities also – to the ETUC as it considers future strategy. These issues are confronted in the next chapters.</p>	

1. Mobilising for Social Europe and Fair European Economic Governance	
Introduction	
14. The European Union has been seeking to support the euro since the Greek sovereign debt crisis erupted in the first half of 2010. This has taken the form of making funds available (with the IMF) to distressed eurozone countries, currently Greece, Ireland and Portugal and (outside the eurozone) Romania and Latvia, subject to very strict, austere conditions.	
15. Currently the EU has little or no legal authority to stage these so-called “bail outs” and current help is being given under a temporary arrangement. To make it possible legally and constitutionally for help to be given, a permanent facility is being created, and, for this purpose, a change to the Lisbon Treaty is being pushed through the European Parliament at the time of writing. The ETUC cannot support this Treaty change to facilitate austerity governance and is pressing for amendments.	Delete last sentence of this paragraph and replace by: “The ETUC is exerting pressure for this change to the Treaty to include the obligation to ensure social cohesion and promote concertation with the social partners while respecting their autonomy.” CFDT-UNSA Accept Add last sentence: “What is more, wages are not a matter of EU competence and those who defend this approach must realize that they are violating the Fundamental Treaty”, UGT-P. Accept in principle
16. The ETUC has been highly critical of the restrictive terms of “help” being made available to distressed member states. We have alleged that they are less a helping hand, and more a punishment. They risk killing growth and jobs in the countries concerned. They require cuts in public sector pay, minimum wages, public services, pension entitlements and unemployment benefits. They interfere with the autonomy of the social partners and have been likened as closer to the spirit of the reparations provisions of the Treaty of Versailles after the First World War than to the more generous (and more successful) approach of the Marshall Plan of the late	Line 5, delete the text in the last sentence after the words “the autonomy of the social partners”, NSZZ Solidarnosc. Accept Delete from “and have been likened...” to end of paragraph. CFDT-UNSA Accept

<p>1940s.</p>	<p>Delete the last sentence and replace with the following sentence: “They interfere with the autonomy of social partners, and they neglect and ignore obligation to respect and promote fundamental social rights”, DGB. Accept</p>
<p>17. The ETUC has also been highly critical of the proposals agreed at the EU Summit held on March 24 (the “Euro Plus Pact”) which addressed the issue of the permanent facility needed for bail outs of distressed member states in the eurozone accompanied by monitoring of pay, pensions and austerity. These did not include explicit references to an end to wage indexation and for retirement at 67 as called for previously by Chancellor Merkel and President Sarkozy. And there was some recognition that the autonomy of collective bargaining is enshrined in the Lisbon Treaty. But the Pact contains similar messages on pay and fiscal austerity. Trade union pressure was one factor behind the retreat from the Merkel/Sarkozy proposals but now that pressure needs to be maintained over the next few months with the Council, the Commission and the European and national parliaments. European Action Days have taken place in Bucharest on March 16, Amsterdam on March 22, Brussels on March 24, London on March 26 and Budapest on April 9 with the emphasis on the trade union alternative to austerity governance and positive proposals on economic governance.</p>	<p>Update the text according to the Conclusion of the EU Council 23-24 March 2011, CGIL, CISL, UIL Accept Ditto CFDT-UNSA which proposes the following provisional text: “Trade union pressure has resulted in some softening of the most questionable of the Merkel/Sarkozy proposals but, in the course of the coming months, this pressure will have to be maintained on the Commission, the Council and the national and European parliaments. The demonstrations organized in various European cities between 16 March and 9 April showed the determination of wage-earners against the austerity measures and in favour of growth and employment. The European and national politicians must pay heed to our proposals.”, CFDT-UNSA Accept Close to the end, add: “... Brussels and other European cities on March 24...”, CCOO Accept</p>

<p>The state of play on economic governance</p>	
<p>18. These proposals of March 11 are latest of a series designed to strengthen economic governance in the EU, especially in the eurozone.</p>	
<p>19. Under the European Economic Semester, a preparatory six-month period during which eurozone countries and the other member states (which will use a different procedure) will discuss at EU level the plans for national budgets as well as the national reform plans. The former are to come ahead of the actual decisions being taken by the national parliament. Each member state will need to explain how it is introducing the EU guidelines into its own Stability and Convergence Programme, and in June and July the national programmes will be discussed in common, endorsed and sent to national parliaments. In parallel, the national reform plans are to focus on 'bottlenecks to growth'. Here, the danger is twofold: this course of action may well lead to even higher unemployment and pushing reforms such as 'make work pay' and make labour markets more 'flexible' may very well downgrade Social Europe.</p>	<p>Line 8, delete: "Here, the danger is twofold: this course of action may well lead to even higher unemployment..." Insert: "Here, the dangers are that the prevalence of the European authorities over the national parliaments and a course of action that may well lead to even higher unemployment...", CGTP-IN. Accept in principle</p>
<p>20. The European Commission has published an Annual Growth Survey which marks a new approach to economic governance in the EU and the first European Semester of economic policy co-ordination under the "Competitiveness and Convergence Pact" of March 11, Eurozone heads of government want to "review wage setting arrangements, and, where necessary, the degree of centralisation in the bargaining process, and the indexation mechanisms". Additionally, there are to be "labour market reforms to promote flexicurity..." and limit early retirement schemes. Unit labour costs will be monitored to check that wages are evolving in line with productivity, both for economies as a whole and for each major sector. And wages in the public sector must support competitiveness in the private sector. In consequence, a formidable list of possible European generated interventions in labour markets are on the agenda. And there remain serious omissions. On wages, there is no mention of the rising levels of inequality, the ever widening gap between rich and poor, executives and the rest, or bankers and their glutinous appetite for large bonuses; there is an implicit rejection of inflation or comparability as a factor in pay bargaining; nor is there recognition of the deterioration of the contracts of employment of many workers caused by the growth of precarious work which is discrediting the reputation of flexicurity. There is a brief acknowledgement of the role of social dialogue and of</p>	<p>Update the text according to the Conclusion of the EU Council 23-24 March 2011, CGIL, CISL, UIL Accept Delete from (line 3) "under the..." to (line 4) "want to "review..." and replace by: "Although the European Council of 24-25 March slightly amended the "Competitiveness and convergence pact" which the Eurozone heads of state and government had drawn up on 11 March, this new "Euro plus pact" provides for a "review of ..." CFDT-UNSA Accept Line 12: replace "bankers" by "bank executives", TCO.</p>

<p>the Tripartite Social Summit but this programme of economic governance is not offered as a basis for negotiation. More generally, there are no firm commitments to introducing financial transaction taxes, issuing Eurobonds, and the provisions of the European New Deal on jobs as called for by the ETUC at its mid-term Conference in Paris in 2009.</p>	<p>Accept Line 19 - Delete: “issuing Eurobonds”, SAK. Oppose Line 15 - Delete: “which is discrediting the reputation of flexicurity”, ELA Accept</p>
<p>21. Running as a red line through all of this is the idea to turn wages into the main instrument of adjustment: currency devaluations (which are no longer possible inside the Euro Area) are to be replaced by a devaluation of pay taking the form of deflationary wage cuts. To achieve this wage “flexibility”, labour market institutions which keep wages from falling are perceived as constituting a ‘rigidity’ that should be eliminated. Or, as the Commission writes: <i>“The economies of many Euro Area member states are shaped by a relatively high level of product and labour market rigidities which - in the absence of appropriate reforms - is likely to lengthen adjustment”</i>.</p>	
<p>22. The new European policy process that is being proposed under economic governance is the procedure to detect, prevent and correct ‘excessive imbalances’ using one indicator which is the ‘real effective exchange rate’. This indicator compares the change in unit wage costs of each member state’s economy with the average change of wage costs and exchange rates in the 35 advanced economies that are the main competitors. If wage costs step too much out of line, this sends out a warning signal (a ‘flash’) which is then to follow up closely by a country specific analysis.</p>	
<p>23. Next follows a process of warnings and policy recommendations, with the member state drawing up corrective action plans. In case there’s a serious imbalance, or the risk of such a serious imbalance, having the potential of threatening the single currency, the country can be declared to be in a situation of ‘excessive’ imbalance. From that moment on, policy recommendations would stop to be general and become detailed. The failure by the member state to follow up on these recommendations could then lead to fines.</p>	
<p>24. Furthermore, it is also the intention to link this up with the money coming from the structural funds. Countries suffering from excessive imbalances that fail to follow up on policy recommendations would then be sanctioned additionally by a withdrawal of structural funding.</p>	

<p>25. Europe needs urgently to change course and adopt positive proposals on economic governance.</p>	
<p>26. The ETUC proposes that Europe's leaders adopt a programme on the following lines:</p>	
	<p>New sub-para: “26 a.bis Withdrawal of the competitiveness pact (Euro Pact) and of the European Semester and establishment of the following priorities :</p> <ul style="list-style-type: none"> - Job creation - Reduction in precariousness - Coordination of tax policies: establish minimum tax pressure in relation to the GDP of each member state; establish a tax rate for companies, capital gains and environmental levies - Improve social protection; establish a minimum level of social expenditure expressed in relation to GDP”, ELA <p>Oppose</p>
<p>a. Financial markets need to be given the signal that Eurozone countries will join ranks and are determined, ready, and willing to see crises through together. Funding for the EFSF should be expanded, its current rather punitive levels of interest rates need to be cut and distressed countries helped to restructure their debt; EFSF bonds should be guaranteed jointly by all Euro Area member states, and the harsh conditionalities should be reviewed and brought in line with a more balanced approach – observance of rules yes but help for growth too.</p>	<p>Line 2, delete: “Funding for the EFSF should be expanded, its current rather punitive levels of interest rates need to be cut and distressed countries helped to restructure their debt; EFSF bonds should be guaranteed jointly by all Euro Area member states, and the harsh conditionalities should be reviewed and brought in line with a more balanced approach – observance of</p>

	<p>rules yes but help for growth too” Insert: We need to change the design of financial assistance in the euro zone shifting from a punitive one to a solidarity one. In this perspective: measures taken to reduce public deficit should be spelled out over a sufficiently long period of time , ensuring economic growth – otherwise the debt burden cannot decline; EFSF should be expanded and converted into a permanent fund; EFSF bonds should be guaranteed jointly by all Euro Area member states; EFSF interest rates should be aligned with the interest rates paid by Germany without risk premium; distressed countries should be helped to restructure their debt; the national programmes aiming to reducing public deficit should be socially balanced in order to preserve social cohesion”, CGTP-IN. Oppose</p>
<p>b. In the medium term, steps could be taken to convert EFSF bonds into Eurobonds. The aim is to organise a tranche transfer of national sovereign debt bonds into Eurobonds up to a maximum of 60% of GDP. By introducing these Eurobonds, a single sovereign debt market will be created which eliminates some of the large differentials in the cost of financing sovereign government debt.</p>	<p>Delete b), LO-D, SAK, TCO, SACO. Oppose</p>
<p>c. Financial markets do not just need supervision, they also require effective regulation. The introduction of Financial Transaction Taxes is long overdue. With credit rating agencies having had a destabilising effect and suffering from conflicts of interest, the credit ratings of member states should be taken up by the ECB and/or an independent</p>	<p>Line 2, add: “(...) overdue. Sell short practices (selling a security you don't own but intend to buy later to cover the sale, in the hope that the price will go down and a</p>

<p>European public credit rating agency. Moreover, all financial market products should be assessed to ensure that they make a genuine contribution to the economy. Banks should not be allowed to carry out their own proprietary trading with financial products. Bankers' and traders' exuberant bonuses should be strictly controlled. Tax havens should be tackled with determination by the international community and the EU.</p>	<p>profit will be made) must be prohibited”, CGTP-IN. Accept Line 9, add: “(...) and the EU, in order to finish them. ETUC also claims for the end of other mechanisms used by the financial sector to evade fiscal contributions”, CGTP-IN. Accept Line 2, “The introduction of a European tax on Financial Transaction (...)”, FGTB, CSC, CGSLB. Accept Before last sentence, replace “Bankers’ and traders’ exuberant bonuses should be strictly controlled” by “Bank executives’ and traders’ exuberant bonuses should be strictly controlled and never conflict with collective agreements”, TCO. Accept Last sentence, replace: “Tax havens should be tackled with determination...” with “eradicated”, CCOO. Accept</p>
<p>d. The EU should develop having a major investment programme amounting to 1% of European GDP to tackle unemployment, especially youth unemployment; and also to upgrade industrial structures and infrastructure (eg a European smart electricity grid, investment in sustainable energies, developing a real industrial policy and the jobs for the future, investing in the technological and social transition to a low carbon economy ...). Moreover, a European investment programme of this kind could rebalance the EU by</p>	<p>Line 3, add: “... and infrastructures, <u>in a way to reduce greenhouse gas emissions</u> (eg a European smart electricity grid, investment in sustainable energies <u>and in energy-savings in buildings</u>, developing...”, EFBWW, ETF.</p>

<p>providing countries in distress with the means to revive their economies so that they can grow out of debt. In return, these countries are to commit to a more gradual but determined and continued reduction of national deficits. Realistically this implies a review of the time horizon for fiscal consolidation: Member states could be allowed to attain the 3% deficit objective by 2016 – 2017, instead of the 2012-2013 horizon.</p>	<p>Accept Line 8 – Delete: “In return, these countries are to commit to a more gradual but determined and continued reduction of national deficits. Realistically this implies a review of the time horizon for fiscal consolidation: Member states could be allowed to attain the 3% deficit objective by 2016 – 2017, instead of the 2012-2013 horizon”, ELA Oppose</p>
<p>e. The Euro Area would be facing less financial turmoil if its core had not embarked on a policy of holding down pay, promoting precarious work and allowing the redistribution of income towards the richest sectors of society, thereby accumulating excess savings which then provided finance to stage unsustainable asset booms. The countries that have followed this road should therefore shoulder their share of the responsibility of unwinding excessive savings positions, and becoming the locomotive for demand and growth for the rest of the Euro Area and Europe. To do so, the low pay sector, along with the practice of paying less than equal pay for equal work to migrants, should be squeezed out of the economy. Economic governance should also mean that labour markets across Europe (in line with the specific characteristics of its national industrial relations system) set minimum wage floors under which wages cannot fall, while at the same time promoting institutions to extend the coverage of collective bargaining.</p>	<p>Line 8: replace “equal work” by “work of equal value”, UGT-P. Accept End of the last sentence, delete: “under which wages cannot fall, while at the same time promoting institutions to extend the coverage of collective bargaining”, LO-D. Accept (see secretariat recommendation below) Delete last sentence: “Economic governance should also mean that labour markets across Europe (in line with the specific characteristics of its national industrial relations system) set minimum wage floors under which wages cannot fall, while at the same time promoting institutions to extend the coverage of collective bargaining”, TCO, LO-S, SACO. Accept (see secretariat recommendation</p>

	<p>below)</p> <p>Delete last sentence and replace by a quote from the ETUC Resolution “Solidarity in the crisis”: “There is an urgent need to examine the full implications of the Europe Plus Pact and its provisions on pay, which are likely to introduce a strong element of wage competition. This will also take account of the various existing propositions on minimum wages”.</p>
<p>f. Europe needs to develop new sources of finance and tackle tax competition. Europe issuing its own debt implies adequate new sources of finance need to be found. Europe could start taxing financial transactions, extreme wealth, business profits not used for reinvestment or for extending the use of precarious contracts. Alternatively or additionally, a European wide coordination of tax policy on the most mobile factors of production (business profits and income from capital) would strengthen tax revenue. And part of that could be transferred to a more robust European budget, enabling Europe to respect its debt payments and play a more decisive role in exerting from the current crisis.</p>	<p>3rd sentence: replace “Europe could start...” by “The member states could start...”, LO-D.</p> <p>Accept in principle Final sentence : delete “And part of that could be transferred to a more robust European budget, enabling Europe to respect its debt payments and play a more decisive role in exerting from the current crisis”, LO-D.</p> <p>Oppose Line 1, delete: “Europe issuing its own debt implies adequate new sources of finance need to be found. Europe could start taxing financial transactions, extreme wealth, business profits not used for reinvestment or for extending the use of precarious contracts. Alternatively or additionally, a</p>

	<p>European wide coordination of tax policy on the most mobile factors of production (business profits and income from capital) would strengthen tax revenue. And part of that could be transferred to a more robust European budget, enabling Europe to respect its debt payments and play a more decisive role in exiting from the current crisis”, LO-S.</p> <p>Oppose</p>
<p>g. The Euro Area in particular also needs to consider a stronger coordination of collective bargaining strategies in order to control the phenomenon of imbalances.</p>	<p>Delete point “g.”, CGIL, CISL, UIL, TCO, SACO</p> <p>Accept</p> <p>Add: “trade unions in the” Euro Area... and Delete: “in order to control the phenomenon of imbalances”. New sentence is: “The Trade Unions in the Euro Area in particular need to consider a stronger coordination of collective bargaining strategies”, DGB.</p> <p>Accept</p> <p>Delete: “The Euro Area in particular also needs to consider a stronger coordination of collective bargaining strategies in order to control the phenomenon of imbalances” Insert: “The European Union must respect and value collective bargaining, in order to ensure upward social harmonisation, to meet the spirit and the word of the Founder Treaty”, CGTP-IN.</p>

	<p>Accept Delete para 26g and replace by: “The trade unions and the ETUC in the Eurozone must strengthen the coordination of collective bargaining for the main purpose of preventing and putting a stop to a downward spiral of competition among European workers” UGT Accept</p>
27. In particular:	
a. EU authorities should start supporting collective bargaining strategies.	<p>Delete “start supporting” insert after should “ support autonomous...”, CGIL, CISL, UIL Accept Delete: “EU authorities should start supporting collective bargaining strategies”, CGTP-IN. Accept</p>
b. the ETUC cannot assist in pushing economies into the trap of debt deflation with wage cuts and wage freezes imposed at EU level. Pay needs to remain in positive territory to combat austerity and inequality.	<p>2nd Line : “Wages must maintain a positive dynamic in order to...”, FGTB, CSC, CGSLB Accept.</p>
c. the ETUC will defend the principle of autonomy of collective bargaining. The strategy of coordinating collective bargaining strategies is a matter for trade unions only.	
The ETUC Amendments	<p>Delete: “The ETUC Amendments” (from 28 to 28g). Justification: If we consider, quite rightly, that the path indicated for “economic governance is” unacceptable, the practical consequences of these proposals are the weakening of our critical position, namely on the macro-economic imbalances</p>

	procedures, CGTP-IN. Oppose
28. The ETUC has drawn up the following amendments to the current EU proposals:	
a. An accurate definition of the concept of macro-economic imbalances as a disequilibrium between aggregate demand and supply so as to prevent imbalances from being systematically simplified into a problem of competitiveness and wages.	
b. Adding social indicators such as indicators on inequalities, the incidence of low pay and unit profit rates to the scoreboard which the Commission will be using to detect imbalances. This allows to identify high and rising inequalities as the reasons behind excess savings at the top of the income scale and excess indebtedness by incomes at the bottom or at the medium level.	Add: “Furthermore, it should be ensured that the indicators reflect the progress of the member states in terms of meeting the EU 2020 targets”, LO-D. Accept
c. Explicitly stating that the policy recommendations will respect the principle that Europe has no competence over pay as well as the fundamental rights of the Charter.	
d. European social partners and the Parliament will be consulted in the process of formulating policy recommendations to correct for excessive imbalances.	
e. Policy recommendations should be ‘symmetrical’ so that the burden of adjustment is shared across both ‘deficit’ as well as ‘surplus’ countries.	
f. There will be no sanctions related to recommendations concerning pay, collective bargaining structures and/or minimum wages.	
g. Sanctions are to be decided by qualified majority and not by a reversed qualified majority.	
Our commitments	
29. The ETUC is following up this economic governance package with the European authorities and in the European Parliament.	Replace: “authorities” with “institutions”, add “in particular” before” the European Parliament”. New sentence is: “The ETUC is following up this economic governance package with the European institutions and in particular the European Parliament”, DGB.

	<p>Accept At the end of the para insert “...and together with its affiliates exert all needed pressures”, CGIL, CISL, UIL. Accept</p>
<p>30. The ETUC and its affiliates and industry federations therefore urgently need to continue to mobilise. We need to make this issue alive in public opinion, mobilise our members, generate a public discussion and draw the eye of the media and politicians on this so as to influence developments in favour of the amendments and principles we propose.</p>	
<p>31. We are for European economic governance including financial transaction taxes, harmonisation of the corporate tax base, consideration of Eurobonds, and a co-ordinated attack on unemployment especially for young people as part of a European New Deal for workers. But we cannot accept or support the current proposals which are based on pay and collective bargaining as the main adjustment instrument.</p>	<p>Line 1 – “including a financial transaction tax”, FGTB, CSC, CGSLB. Accept Line 1 – add: “... European economic governance which is in accordance with the priorities mentioned in paragraph 26 and which...”, and Line 2 – replace “harmonization of the corporate tax base” by: “tax harmonization”, ELA Oppose Line 2 – After “corporate tax base”, add: “a fair level of company taxation to ensure that the corporate sector makes an appropriate contribution”, FGTB, CSC, CGSLB. Accept Line 2 - After “corporate tax base”, add: “and minimum rates of taxation for companies”, ÖGB. Accept Line 2 - Delete: “consideration of Eurobonds”, SAK.</p>

	<p>Oppose Line 2 – delete “consideration” insert “creation”, CGIL, CISL, UIL</p> <p>Accept Line 2 - replace: “...harmonisation of the corporate tax base” with “tax harmonisation”, CCOO</p> <p>Oppose Line 3 – after for workers insert “all other measures mentioned in para 26”, CGIL, CISL, UIL</p> <p>Accept Line 4 – After “based on pay”, add: “of social protection”, FGTB, CSC, CGSLB.</p> <p>Accept Line 5 – replace “as the main adjustment” by “as an adjustment”, FGTB, CSC, CGSLB.</p> <p>Accept</p>
	<p>Add new para: “31 bis. ETUC will continue to promote a stronger coordination of collective bargaining strategies in order to control the phenomenon of imbalances, starting from the euro area and taking into account the level of inflation and the trend of productivity”, CGIL, CISL, UIL</p> <p>Oppose</p>
<p>32. We need to debate our own ideas for more possible Europeanisation of industrial relations and collective bargaining (see the Discussion Paper to this Action Plan – “Towards a European Labour Market?”).</p>	<p>Line 1 – delete “We need to debate our own ideas for” by “There is a need for more possible (...)”, FGTB, CSC, CGSLB.</p> <p>Accept</p>

	<p>Line 2 : after “collective bargaining”, add: “The ETUC, together with the sectoral federations, will improve coordination of collective bargaining within its membership all the more keenly given the importance of countering the threats entailed by the rules of economic governance currently being drawn up”, FGTB, CSC, CGSLB.</p> <p>Accept Delete text in brackets, LO-N</p> <p>Oppose</p>
	<p>New para: “32 bis. “The development in regulations and agreements in EU countries, converging in their contents and in time, promoting and generalising rights, will be an essential element for developing the Europeanization of labour relations and collective bargaining. For this purpose, we should advance in social dialogue and bargaining with the European employers’ association BusinessEurope, and in the dialogue with the European institutions”, CCOO.</p> <p>Accept in principle</p>

2. Mobilising for a social Europe for Good and Sustainable Jobs	
Introduction	
33. Up through the 2000s, until the crisis hit in 2008, the European Union experienced steady growth in employment. About 19 million jobs were created and the employment rate increased, especially among women and older workers.	
34. However, job creation was fuelled by non-standard employment contracts, with a third of all jobs being part-time, fixed-term or temporary. A high and increasing share of the jobs associated with these often precarious forms of employment are taken by women. One woman in three works part-time and fixed-term contracts are more frequent among female than male workers in most Member States. In parallel with this development, the shift to a knowledge-based society also means that larger numbers of workers are skilled professionals and/or managerial staff.	Line 3 – Replace “often” by “most of the time”, ELA Accept in principle
35. The financial crisis triggered by the excesses of the financial sector wiped out most of this employment growth in just two years. It brought in its wake a deep and painful economic, budgetary and social crisis – to which governments responded with the adoption of austerity programmes in virtually all Member States – as well as a steep rise in unemployment. In 2010, the unemployment rate was almost 10% in the EU as a whole and even higher in the euro area. It is expected that employment in the industrialized countries will not return to its pre-crisis level until 2015. Young people are particularly hard hit. Mass unemployment, in combination with budgetary austerity and low earnings and in a situation exacerbated by an inadequately reformed financial system, could lead to the next crisis.	
36. The increase in non-standard contracts is combined with a rising proportion of temporary agency work and self-employment, principally as a result of the increase in – whether voluntarily or involuntarily – “pseudo-self-employed” workers whose existence reduces contractors’ costs while keeping the workers concerned in a state of job insecurity. Young persons entering the workforce remain for periods of up to several years in traineeships, entailing unclearly defined work status and earnings significantly below the minimum wage. Youth unemployment rates are double the average. For two thirds of young Europeans employment means fixed-term contracts,	Add line 5 : “[...] entailing unclearly defined work status <u>without labour rights</u> and earnings significantly below the minimum wage. Such is the case of the huge number of internships offered by companies to qualified young people standing in the margins of an education agreement. This is

<p>part-time work that is imposed rather than chosen, agency work, seasonal work or undeclared jobs. The development of a shadow economy is often an additional aspect of the picture and, in many countries, a growing share of jobs is found in this part of the economy.</p>	<p>a precarious situation whose solution is utterly necessary when taking into account that such non-hiring relations are considered within the European Strategy EU2020 as possible ways to tackle youth unemployment.”, CCOO Accept</p>
<p>37. This general increase in precariousness particularly affects women, young people, disabled persons, and certain vulnerable groups (especially migrants, domestic workers and low-skilled workers) with the result that, while unemployment is affecting more and more of Europe’s citizens, having a job is no longer a guarantee of a decent living standard. Non-standard employment, pseudo-contracts and below-minimum wages are all factors contributing to the growing share of workers who find themselves in poverty or close to the poverty threshold despite being in gainful employment.</p>	<p>Line 3 delete “Europe’s citizens” and replace by “workers”. UGT Accept Add additional sentence at end of paragraph: “This harsh and unacceptable situation affects 8% of European workers, in other words more than 17 million workers who are living below the poverty threshold.” UGT Accept</p>
	<p>Add 37 bis : “Loss of autonomy (or dependency) is a problem that can affect citizens of different ages. There is a need to take action by adopting principles, rules and instruments that can enable these persons to lead active and normal lives while still working and after retirement. The trade unions must seek to raise governments’ and institutions’ awareness of the importance of access to work, assistance and care for persons suffering dependency or with depleted autonomy”, FERPA. Accept in principle</p>

<p>38. The unequal division of unpaid work also continues to exert a negative effect on gender equality in the labour market. Policies devised to facilitate the combination of work, family and private life are mistakenly conceived as a matter for women rather than for both parents. The inadequate supply of accessible, affordable and good quality child and elderly care facilities primarily damages women’s access to work, their ability to hold down a job, and their career progression. In many countries, a work culture of long hours and various forms of unpaid or low paid family-related leave (i.e. parental, paternity, filial leave) operate to the detriment of effective equality between women and men.</p>	<p>Add: “The ETUC restates the need to retain Sunday as a day of rest for workers in order to preserve family, personal, associative and spiritual life”, CFTC. Accept in principle</p>
<p>39. The challenge for trade unions in the coming years will be to ensure that the measures needed to create jobs are taken and that the jobs created are “quality and sustainable jobs”, reversing the pre-crisis trend of precarious job creation. Another main challenge will be the ageing of the population with its consequences for the financial sustainability of pensions, the development of services and care facilities for old people (“white jobs”, which are also often precarious jobs).</p>	<p>Delete second sentence and replace by a new point 39b as follows: “The increased life expectancy of the population will entail the need to develop more services and care for elderly and dependent persons, a prerequisite for which is adequate pensions. This should be tackled on the basis of the job creation and preservation potential represented by the care required by this category of the population.” UGT Accept in principle Line 4 – Delete: “with its consequences for the financial sustainability of pensions”, ELA Oppose</p>
<p>40. The fragmentation and dualisation of the labour market is a result not only of changes in the production model, technological change, outsourcing and globalization, but very much also of policies deliberately aimed at increasing the flexibility of the workforce at any price. All the above trends make it more challenging for trade unions to recruit, protect and meet the needs of the workers concerned.</p>	
<p>41. At EU level, the main political response to these challenges has been the socially unbalanced EU2020 strategy. Fostering competition among workers in order to increase flexibility and drive</p>	

<p>down wages does not help – but instead harms – preparation for a transition towards an innovation-led society based on the ‘green’ and ‘white’ economy. A medium-term strategy for Europe should be based on innovation, research and development, as well as on the development of ‘green’ and ‘white’ jobs. A prerequisite for such a strategy, however, is a growth-friendly macroeconomic environment. Such an environment should be decided on and implemented in close cooperation with social partners.</p>	
<p>42. Moreover, if the potential for job creation in these fields is to be realised, taking into account technological changes to come, a highly skilled workforce and forms of work organisation that allow them to realise their potential will have to be present, while also providing adequate lifelong learning and social protection as a cushion against adverse labour market developments.</p>	
<p>43. It is time to learn the lessons of the crisis and to ensure that job creation will lead to quality employment for all. The notion of flexicurity has been, in many cases, misinterpreted by employers and governments in order to weaken labour protection. The call of the European Commission, in its Annual Growth Survey, to “reduce over-protection of workers with permanent contracts” is totally unacceptable. The crisis has revealed the damage that can be caused by excessive and unilateral flexibility and weak social protection systems. Internal flexibility (notably through negotiated work sharing measures) proved successful as a means of mitigating the effects of the crisis and preserving employment. The crisis has also confirmed that negotiated solutions deliver the best results for both workers and the economy and that they can create a good environment for investment. These lessons should be incorporated into all future trade union strategies and demands addressed not only to employers but also to governments.</p>	<p>Line 2, delete: “The notion of flexicurity has been, in many cases, misinterpreted by employers and governments in order to weaken labour protection” Insert: “The notion of flexicurity has been used by employers and governments in order to weaken labour protection”, CGTP-IN. Oppose Line 2 – Replace “misinterpreted by” by: “used by”, ELA Accept in principle Line 5 – Replace “the damage that can be caused” by “the damage caused by...”, ELA Accept in principle Line 5, delete: “The crisis has revealed the damage that can be caused by excessive and unilateral flexibility and weak social protection systems. Internal flexibility (notably through negotiated work sharing</p>

	<p>measures) proved successful as a means of mitigating the effects of the crisis and preserving employment. The crisis has also confirmed that negotiated solutions deliver the best results for both workers and the economy and that they can create a good environment for investment. These lessons should be incorporated into all future trade union strategies and demands addressed not only to employers but also to governments”, CGTP-IN.</p> <p>Oppose Add: “It is important to underline that income security through social protection is a vital element of flexicurity and this must be included in order to cover all elements of the flexicurity model”, LO-D.</p> <p>Accept</p>
<p>44. In the future, even more emphasis and resources will need to be devoted to improving workforce skills in accordance with the needs of our time. We know that demographic change and ageing, alongside the climate-change and environmental challenges, will bring about a profound transformation of production methods and of the way society is organized. The principle of a just transition towards quality employment should guide actions for job creation and transformation.</p>	<p>Insert: “Activating older workers and their employment position is influenced by employability, health conditions, relative wage costs and taxes. Active labour market policies for older workers are complex policy issues, therefore the ETUC should pay attention to their employment position especially in the light of the ageing population and globalisation”, FNV.</p> <p>Accept in principle</p>
<p>45. Workers in Europe need trade unions to fight against the current strategy of competitiveness based on price-and-wage competition towards a strategy based on knowledge, innovation, and</p>	<p>Line 4 – Delete: “merely”, ELA</p> <p>Oppose</p>

<p>R&D. Such a strategy requires a well-educated, motivated and innovative workforce, not one that is merely cheap and flexible. This requirement entails a high quality educational system for all, a social protection system that ensures protection and does not foster precariousness, decent wages, collectively agreed or statutory protection for all workers and all jobs and, last but not least, trade unions that are present in all segments of the labour market in order to demand and negotiate fair wages and favourable working conditions.</p>	
<p>Our messages</p>	
<p>46. Globalization and economic growth must first of all contribute to job creation in the public and private sectors. The new jobs must have a high standard and be adapted to the challenges of climate change.</p>	
	<p>New para: “46 bis. The right to collective bargaining and action for all workers irrespective of their employment status must be fully protected and promoted. This includes the right to strike also for civil servants as guaranteed by international and European law and by the judgments of the European Court on Human Rights”, DGB. Accept</p>
<p>47. All workers must be covered by collectively agreed and/or statutory protection. The EU single market must become a truly social market economy where all labour standards, whether statutory or collectively agreed, including those applicable to mobile and migrant workers, must be observed.</p>	
<p>48. Permanent contracts must remain the norm. The use of fixed-term contracts and agency work should be limited to specific circumstances in which such a time limit is objectively justified.</p>	<p>Line 2: after “agency work”, add: “and other forms of precarious work” , UGT-P. Accept Line 3, insert: “and their use outside the time limits and conditions specified by</p>

	<p>legislation or collective agreement must be duly punished”, CGTP-IN.</p> <p>Accept</p> <p>Add: “The fraudulent use of fixed-term contracts is a problem that must be addressed”, ELA</p> <p>Accept</p>
<p>49. All forms of work must be protected by collective agreement and/or legislation. Precarious work and pseudo-self-employment do not offer workers the protection and security they deserve, and are not the solution for the labour market of the future which will need skills and competences. A particular focus on ensuring gender equality is required. Worker participation is a key component of good jobs. Worker involvement rights have, in this regard, also to be guaranteed for all forms of work.</p>	<p>Add, after the first sentence: “The ILO core conventions must be respected”, TCO.</p> <p>Accept</p>
<p>50. The posting of workers directive must respect workers’ rights and should ensure a climate of fair competition. Several questions need to be tackled, including, in particular, the legal base, the definition of posted worker and of transnational service, the possibility for member states to include the protection of workers as a “law and order” provision, respect for wage conditions and of the trade union role in the negotiation and implementation of collective agreements.</p>	<p>Line 4 after “respect for wage conditions, add “and other labour rights and working conditions” UGT</p> <p>Accept</p>
<p>51. The working time and pay gap between men and women must be addressed. Flexible working time arrangements and possibilities to reduce or extend working time (reversible part-time work) must enable an optimum combination of working time and family life for women and also for men.</p>	<p>Last sentence: delete “also for”, TCO.</p> <p>Accept</p>
<p>52. In order for women and men to effectively combine work, private and family life, parents must be able to exercise their right to parental leave without suffering discrimination in terms of pay and career development. Care services for children and other family members requiring care have to be guaranteed to facilitate the combination.</p>	<p>End of the para, replace the words “the combination” by “work-life balance”, WCP.</p> <p>Accept</p>
<p>53. Disabled people continue to face severe barriers to participation and equality across society. The ETUC stresses the importance of access to decent work and equal treatment for disabled people.</p>	<p>Add last sentence: “And also the development, at the appropriate level, of services and, where necessary, reception facilities, enabling persons with disabilities</p>

	<p>and their families to lead decent lives, which also entails the guarantee of an adequate level of income”, UGT-P. Accept</p>
<p>54. Access to quality education and lifelong training for all is a right that must be recognised and implemented everywhere. This requires, in the first instance, support for high-quality educational systems, a smooth transition from education to working life, and adequate and targeted funding and participation in social dialogue. Early childhood and school education, higher education and research as well as training and lifelong learning are essential conditions for a competitive and sustainable European labour market.</p>	<p>Line 2: after “implemented”, insert “to all” , UGT-P. Accept At the end of the para, add: “In this framework : - The ETUC restates the targets agreed at its Seville Congress : each year one in every two workers should be in training and employers should invest 2.5% of the wage bill in training - The ETUC calls for incorporation into the Europe 2020 strategy of the ET2020 strategy’s target of raising participation in training to 15% of the adult population”, FGTB, CSC, CGSLB. Accept Insert after last sentence: “Measures to reduce “drop out” frequency in the educational system must be prioritized”, LO-N Accept</p>
<p>55. Globalization and climate change will entail restructuring of the production model. This restructuring must be anticipated by, among other things, the development of new skills for workers geared to the jobs of the future. Works councils have an essential role to play in this process, as does the European Social Fund.</p>	<p>Line 5: “the Structural Funds and particularly the European Social Fund”, UGT-P. Accept</p>
<p>56. Trade union recruitment, organisation and protection of social rights must include</p>	<p>After “highly educated workers” add “and</p>

<p>traditional trade union groups but also professional and highly educated workers. A target for the recruitment of young workers should be established.</p>	<p>groups which have resorted to other forms of organization, such as domestic workers” UGT Accept</p>
<p>Our commitments</p>	
<p>57. The ETUC will place employment and employment creation at the top of its agenda. This priority will be reflected in the European social dialogue as well as in the evaluation and monitoring of the 2020 strategy and Single Market Act.</p>	<p>Add: “employment creation <u>for good jobs</u> at the top”, DGB. Accept At the end, add: “...and in our proposals for the economic government of Europe”, CCOO If “government”: Oppose If “governance”: Accept Add: “The ETUC will place employment and employment creation, <u>within the frames of a sustainable economy, ...</u>”, Unio Accept</p>
<p>58. The ETUC will act to protect all workers, whatever their form of work, through collective agreement and/or legislation, and is therefore committed to European social dialogue.</p>	<p>Line 2, after “committed to” insert “a strong coordination of collective bargaining strategies and to ...”, CGIL, CISL, UIL Accept</p>
<p>The ETUC will:</p>	
<p>59. work to prevent and eliminate all forms of discrimination against workers employed on the basis of fixed-term, part-time or temporary contracts;</p>	<p>Line 2, insert: “as well as the improper use of these contracts and of pseudo self-employment”, CGTP-IN. Accept</p>
	<p>New para 59 bis: “59 bis. continue to support an upward</p>

	revision of the fixed-term and part-time work Directives”, WCP . Accept
60. closely monitor and ensure the proper implementation of the Temporary Agency Work Directive in the various European countries;	Add at the end: “and take steps to combat the fraudulent use of fixed-term contracts”, ELA Accept
61. support and contribute to joint initiatives with European employers’ organisations on green jobs;	Delete and replace by “include in the European collective bargaining agenda the question of green jobs and contribute to joint social partner initiatives in this respect” CGT Accept
62. make the best possible use of European education and training initiatives and instruments;	
63. demand a stronger legal framework to close the gender pay gap;	Add : “and promote all forms of good practice likely to bring about changes in attitude in the framework of job classification negotiations”, FGTB, CSC, CGSLB . Accept
64. actively work for the right to full-time work, with part-time work remaining an option.	
	New para: “64 bis. monitor the proper implementation of the Treaty on the Functioning of the European Union, ensuring that in defining and implementing its policies and actions, the EU takes into account the demands associated with the promotion of a high level of employment, the guarantee of an adequate level of social protection, the fight

	against social exclusion, as well as a high level of education, training and protection of human health”, UGT-P. Accept
The ETUC will demand:	
65. harmonization of the definition of “worker” in legal texts at the European level;	Add: “on the basis of, among other things, ILO Recommendation 198 which constitutes an excellent working basis”, FGTB, CSC, CGSLB. Accept Add at the end: “And specific measures to combat the problem of pseudo-self-employed workers”, ELA Accept Replace by : “more convergent definitions of ‘worker’ to improve coherence and proper enforcement of EU Directives. This should primarily be promoted by the development of common criteria and guidelines with regard to the definition of worker and self employment, as recommended by the ILO in its 2006 Recommendation;”, TCO. Oppose Delete 65, LO-S, SACO Oppose
66. the implementation of equal rights; relevant collective agreements should apply to sub-contractors whatever their national origin;	
67. a revised posted workers directive in accordance with existing ETUC positions;	
68. a legal framework for anticipating change;	

69. active labour policies that encourage the creation of high quality jobs and safeguard funding of active labour market policies in European countries;	
70. focussed and targeted measures to fight youth unemployment	
71. a youth guarantee that consists in not leaving a young person without training and without a job for longer than a certain period and in the provision of quality guidelines for training posts and work experience in Europe.	Add new paragraph 71 bis: “an evaluation of the results of implementation of the different equal treatment, equal opportunities and non-discrimination in the workplace policies” UGT Accept
The ETUC will:	
	New para: “71 bis. prosecute the fraudulent use of internships for young qualified people to cover up jobs”, CCOO. Accept
72. Promote an exchange on possible ways to protect the self-employed through trade union membership;	
73. Develop, with the European trade union federations, a cross-industry strategy in order to better protect and defend temporary agency workers;	
74. Exchange views on the latest trade union membership developments in Europe and on the way forward;	
75. Continue to demand fair and living wages;	Line 1, insert: “a better income distribution between work and capital and an increase in real wages”, CGTP-IN. Accept Line 1, “Continue its campaign to counter the increasing precarity of employment, in particular among young workers, by demanding fair and living wages, and

	<p>minimum wages to be settled either by collective agreement or legislation”, FGTB, CSC, CGSLB.</p> <p>Accept in principle</p> <p>Replace “living” by “decent”. CGT</p> <p>Accept in principle</p>
76. Actively support national and transnational campaigns to improve trade union recruitment at the sectoral and/or sub-sectoral level, and within multinational companies.	

3. Mobilising for a social Europe for effective financial regulation to prevent casino capitalism	
Introduction	
<p>77. The twenty years that preceded the international financial crisis of 2008 saw a hypertrophic development of the financial sector in relation to the rest of the economy in western countries. The daily volume of financial transactions, now almost ten times what it was twenty years ago, has reached levels totally out of proportion to any social or economic usefulness. The increase in volume of financial trading has outstripped the increase in gross domestic product and is now more than twenty times higher than the level necessary for global trade.</p>	
<p>78. This hypertrophy went hand in hand with a basic tendency on the part of the financial world to focus on quick and short-term profits. Under the influence of hedge funds and private equity schemes, the world witnessed the development of a host of “just-in-time” financial practices that served to thoroughly destabilise the real economy.</p>	
<p>79. In the course of this development, financial products became increasingly opaque and derivatives markets ever more complex, while the financial economy experienced a mushrooming of obscure structures devised to take advantage of tax and regulatory loopholes and havens. This absence of transparency enabled financial actors to develop forms of extremely high-risk behaviour that were carefully concealed from regulatory oversight and supervision. The opaque nature of the systems and the lack of effective regulation ultimately served to foster growing mistrust among the financial actors themselves, thereby contributing to the powerfully contagious force that triggered the financial crisis and impelled its extremely rapid spread.</p>	
<p>80. Last but not least, faced with the risk of devastating contagion leading to a repeat of the Great Depression, western governments found themselves, in most cases, in the position of hostages to financial actors that were “too big and too interconnected to fail”. The result was massive bail-outs that, in turn, imposed tremendous burdens on public budgets and even threatened sovereign defaults. Massive resources have been diverted from the real to the speculative economy, ending in a self-appointment of the financial sector as the political super</p>	

power of the world.	
81. All these factors, taken together, exacerbated the crisis to the point where its costs to the real economy are estimated at thousands of billions of dollars.	
82. However, the financial world did not bring about this crisis entirely on its own. A second contributory cause was the widespread absence of governmental intervention in financial market developments which were based on the firm but nonetheless mistaken belief that markets are efficient and should be left alone. A third and additional basic cause of the crisis has been growing inequality and widening income disparities, with declining incomes for the under- and middle classes – entailing a restriction of private consumption – and exploding incomes for the rich boosting the turnover of the global casino. Fourthly, for nearly thirty years, companies had increasingly concentrated on short-term shareholder value. Managers were under pressure to consider only short-term share prices rather than the long-term sustainability of their businesses and their wider economic and social responsibility. A selfish boardroom culture which actively encouraged excess resulted in a crisis in corporate leadership, corporate governance and corporate social responsibility. The corporate governance culture requires a complete overhaul in order to divert companies away from a focus on short-term share price movements towards long-term sustainability in the interests of employees, society and the environment. This requires not only a reform of financial regulation to encourage financial institutions to invest for the long-term, but also increasing the voice of employees and other stakeholders within the firm, a reshaping of management remuneration to reward sustainable strategies, and placing non-financial (environmental and social) company reporting on the same footing as financial reporting.	
83. Employees’ right to participation is a fundamental right in Europe. The Lisbon Treaty offers a clear legal framework for enhancing employee participation as a part of the European social model in order to establish a European basic standard. In the design and application of EU regulations, close attention must be paid to different national traditions of workers’ involvement.	
84. Workers’ fundamental rights to information and consultation have to be guaranteed regardless of the legal form of the ownership. Information and consultation must cover the situation, structure and probable development of employment and deal with any anticipatory	Line 2 – Add: “Information and consultation must cover <u>corporate strategic decisions</u> , the situation, structure...”, EMF .

measures envisaged, in particular where there is a threat to employment. Information and consultation must also be carried out in relation to decisions likely to lead to substantial changes in work organisation or in contractual relationships.	Accept
Our messages	
85. A change of paradigm is required. Finance must serve the real economy. It should support growth, macro-economic stability, and allocate financial resources to sustainable and socially useful aims.	Line 1, insert: "... stability, full employment, and allocate ...", CGTP-IN. Accept
86. The financial sector must be more strictly regulated. All financial products and markets must become transparent. Financial institutions should not be allowed to become "too big to fail": there should be a forced reduction in the size, complexity and functionality of systemically important financial institutions.	
87. The new financial landscape called for by the ETUC should be smaller in size, slower in speed, simpler in structure, separated functionally, less short-term-oriented and more democratic and transparent.	Line 3, delete: "democratic and", LO-D. Oppose
88. Crisis-prevention mechanisms and policies must be set up in order to avoid new crises. Crisis prevention policies must restore the fundamental role of the financial system of intermediation, allocation and transfer of capital to productive and social use and roll back the transfer of credit risk to society at large. Risky financial products without any social or economic benefit must be banned from European markets, and the newly established European Supervisory Agencies should be enabled to inspect and authorize all financial products.	Line 5, delete "banned from"... insert "limited on", LO-S Oppose
89. There must be a functional separation between investment banking and commercial and retail banking to shield taxpayers, bank employees and the real economy from speculation and excessive risk-taking.	
90. Investment funds following aggressive restructuring strategies such as activist hedge funds and private equity must be regulated more strongly. "Financial engineering" strategies which reward shareholders at the expense of employees and taxpayers must be forcefully opposed.	
91. We reject the biased social conditionality in the measures taken by the IMF, the European Commission and the ECB in their emergency programmes in certain member states of the EU. By intervening in wages and deregulating collective bargaining systems, Europe and IMF are	Delete: "By intervening in wages and deregulating collective bargaining systems, Europe and IMF are becoming a quasi

<p>becoming a quasi colonial power.</p>	<p>colonial power”, LO-D. Accept Delete “are becoming a quasi colonial power” and replace by: “seek to impose a model that disregards national systems”. CFDT-UNSA Accept Line 2 - Delete “in certain member states of the EU” and replace end of the last sentence by : “Europe and IMF are violating the Lisbon Treaty”, TCO, SACO. Accept in principle After “intervening in wages” add “and retirement systems” UGT Accept</p>
<p>92. Public budgets should be protected from the madness of casino capitalism. Social justice and democracy are at risk if workers and their families are to bear the lion’s share of the costs of the crisis while bank shareholders and their managers are allowed to keep their past gains. Macroeconomic imbalances and income inequality will further rise beyond levels of sustainability as workers and their families are paying for the crisis while shareholders and managers continue their business as usual, a situation that will aggravate the economic and social crisis still further.</p>	<p>At the end of the para, add: “To prevent short-term decisions and excessive risk-taking, it is necessary to set limits on the bonuses payable to senior executives, directors and traders, as well as on the criteria for awarding them”, FGTB, CSC, CGSLB. Accept</p>
<p>93. To help tackle the sovereign debt problems in certain member states, the European institutions must show solidarity and immediately discontinue the speculative attacks against the countries concerned. With regard to the crisis in the euro zone, we reject the harsh austerity measures and attacks on wages, collective bargaining and pensions that are primarily geared to rescue the lending banks at the expense of the people. Fiscal competition among member states must be overcome.</p>	<p>Last sentence: “Fiscal competition among member states must be overcome” ought to be left out, LO-D. Oppose</p>
<p>94. There is a need for a global exchange rate system that is capable of fighting the strong</p>	<p>Delete, Unio</p>

fluctuations between the leading currencies.	Oppose
95. It is necessary to ensure sufficient dialogue and consultation between the ECB and the social partners.	
96. The fight against widespread moral hazard, reckless predatory lending, corruption and other criminal behaviour in financial institutions must be high on the agenda of financial regulation, including the protection of whistleblowers in the private and financial sectors.	At the end of the para, add: “It is essential to abolish banking secrecy and to dismantle tax havens, particularly by improving international cooperation among tax authorities (including a tax Interpol) and exchanging at international level the data necessary to impose sanctions on tax fraud”, FGTB, CSC, CGSLB. Accept
97. The rights of information, consultation and participation in restructuring and change of ownership situations must be improved to ensure adequate “voice” for employees and opportunities for trade unions to negotiate fair solutions for workers.	
98. There should be a strengthening of worker voice through stronger rights for information and consultation and, in those Member States where such rights exist, a stronger right of representation for workers on company boards. There should be also more worker and other stakeholder participation and a new paradigm for corporate governance in which primary company responsibilities are extended beyond the interests of shareholders or owners. The European Union should take measures to prevent the registration and location of the seat of companies solely or mainly with the intention of avoiding worker participation requirements.	
99. All the legal forms of company entity at the EU level (SE, SCE, and pending SPE) must be subject to binding regulations on worker participation in company boards and on information and consultation with employee representatives regarding cross-border issues. Companies that have operations in several countries should be covered by the regulations that entail the best available model for worker participation.	
Our commitments	
The ETUC will:	

100. take action at European, national and company level to achieve sufficient regulation of the entire financial sector, an end to tax havens in close cooperation with the ITUC at global level, and transparent reporting on transfer pricing;	
101. continue to work closely with the ITUC and Global Unions to achieve effective regulation of financial markets at global level;	
102. support the campaign for bank levies and the introduction of financial transaction taxes (FTT), at least at EU level, which would raise extra revenue for social and environmental use;	Add: ““In order to encourage investment and establish a distinction between financial support offered to companies and mere speculation, the ETUC would recommend the introduction of progressive taxation based on the length of time for which shares are held”, CFTC. Accept in principle
103. demand an appropriate system of participation, and a new paradigm in corporate governance in which the European Works Councils must play a fundamental role.	
104. The main aim for the near future has to be the development of a progressive horizontal EU framework that guarantees coherency of employee information and consultation rights on transnational matters, regardless of the specific legal instrument.	
The ETUC supports:	
105. more transparent policymaking, including trade union representation also from the sectoral level on advisory bodies of the Commission and European Parliament;	Add at the beginning of the sentence: “a strengthening of the public financial sector,” ELA Accept in principle
106. the creation of a Finance Watch organisation together with the European Parliament and Civil Society Organisations to counter the army of financial lobbyists that try to obstruct significant reform of the financial sector.	
The ETUC demands:	
107. European minimum standards for worker participation in order to strengthen the	

<p>implementation of worker information and consultation rights in the EU and to confirm that the EU respects and promotes different forms of board-level representation in European legal entities like SE, SCE and SPE and in the Member States where such systems exist.</p>	
<p>108. that a legislative general framework instrument be developed to achieve better coherence in the rules on worker participation for SE and SCE companies and also solve some of the legislative problems relating to the adoption of an SPE Statute.</p>	
<p>109. The ETUC and its affiliates will strive to make full use of and to improve the instruments providing rights of information, consultation, and appropriate workers participation.</p>	
<p>110. The ETUC will continue the publication of an Austerity and Bonus (A&B) Watch as a communication tool to support our messages and help achieve our commitments.</p>	
	<p>Insert a new para, 110bis: “The ETUC and its affiliates will pressurize, at national and European levels, for the end of tax havens, and other mechanisms used by the financial sector to evade fiscal contribution”, CGTP-IN. Accept</p>

<p>4. Mobilising for a social Europe to strengthen the European social model</p>	
<p>Introduction</p>	
<p>111. The concept of Social Europe has been central to development of the European Union. Social rights and social inclusion promoted and guaranteed by the public authorities, as well as social dialogue and an important role for social partners conducting autonomous negotiations, have been recognised as key elements of Europe and are among Europe’s core values as defined in the Treaty and agreed by EU Heads of State and Government over the years. It is on this basis that the European integration process is supported by the ETUC. These values and practices are indeed fundamental to preserving trade union and worker support for the European Union, and there can be no denying that this support has recently been slipping in some countries.</p>	<p>Delete the first sentence and replace it by the following: “The European trade union movement has significantly contributed to placing the concept of social Europe at the heart of the European integration project.” CGT Accept Line 6, add after ”Government over the years”. The fundamental rights included in the Charter of Fundamental rights must be applicable without any opt out”, CMKOS. Accept</p>
<p>112. The EU, if it is to retain the support of Europe’s trade unions, must be a positive force enshrining in its work the trade union values of social inclusion, solidarity and equality, welfare states and public services, and worker participation and collective bargaining. The aim must be to secure economic and social cohesion thanks to a genuinely sustainable form of development.</p>	<p>Add at the beginning: “The ETUC is convinced that the defence of jobs, economy and industry, of what has been achieved in different European countries, and of the European Social Model, should be based on the consolidation of Europe as a unity in this globalised world. But this should never mean a blank cheque, and therefore, from our full bet for this European unity, we want to stress that the European Union’s institutions, [if it is to retain the support of Europe’s trade unions, must be...]”, CCOO. Oppose</p>
	<p>New Para:</p>

	<p>“112 bis. “In the face of the attack that some of the European institutions’ initiatives mean for the interests and rights of the European working class, the ETUC and the European trade union organisations are decided to firmly reject the temptation, expressed sometimes, of locking ourselves up in each of our countries, thinking wrongly that the nationalist isolation is the best defense of our very own life and working conditions. The European trade union movement will be able, like before, to overcome all those corporatist, isolationist trends intended to weaken the European and, in a short term, also the national trade union movement”, CCOO. Accept in principle</p>
113. The Treaty provisions relating to social policies, fundamental rights, social protection and public services offer a good definition of what a social market economy should be. A genuine “European social model” based on these provisions should also include:	
a. measures designed to combat unemployment and achieve full employment;	
b. regulation and effective taxation of financial markets;	
	<p>New para: “b bis. full application of the Charter of Fundamental Rights without any opt out”, CMKOS. Accept</p>
c. a Social Progress Protocol to guarantee fundamental rights;	<p>Insert “Progress Protocol <u>in the Treaty...</u>”, EFBWW, ETF Accept</p>
d. harmonisation of corporate taxation;	<p>Replace “taxation” by: “tax base and minimum rates of taxation for companies”, ÖGB.</p>

	Accept
e. a regulation ensuring that workers, whatever their country of origin, are covered by the legislation and/or collective agreements existing in the host country (Monti II regulation, Posted workers directive);	1 st sentence : delete “a regulation” and insert “a revised Posting of Workers Directive” Add after “in the host country”: “and which will make it possible for Member States and trade unions to enforce equal treatment for posted workers.” Delete “(Monti II regulation, Posted workers directive)”, EFBWW, ETF. Accept
	Insert new para e.bis.: “a regulation which guarantees the exercise of fundamental social rights within the context of the economic freedoms of the single market and ensures the rights of trade unions to negotiate and conclude collective agreements, and in cases of conflict of interest, the right to take collective action (Monti II regulation)”, EFBWW, ETF. Accept
f. progressive provisions on working time, on equal pay for work of equal value, on worker involvement in corporate governance, and on better protection against dismissal;	Insert at the end of para “...dismissal, also promoting the ratification of ILO Convention no. 158”, CGIL, CISL, UIL Accept
g. support for fair and progressive taxation;	
h. measures to combat undeclared labour and the black economy, tax evasion and corruption.	
114. The components of the European social model are today under threat. During the last decade European integration has been reduced to a project based on blind trust in market forces, accompanied by a few social correctives, with competition as a core value in all fields. This form of economic integration no longer provides a fair deal for workers, as clearly shown by the European Court of Justice Judgments in the Viking, Laval, Ruffert	

and Luxembourg cases.	
115. The priority given to the market, to the detriment of existing social gains, leads to a calling into question of national social protection systems and of the progress achieved thanks to social dialogue and collective bargaining.	
116. Yet, in order to move in the direction of “social progress and full employment” (as the Treaty states), the European project must offer a framework in which the member states can guarantee the value and implementation of collective agreements, while continuing to supply quality public services and appropriate forms of social protection, including adequate levels of retirement pension and unemployment benefits.	Replace at the end of the sentence, “adequate levels” by “decent levels”, ELA Accept
117. Education, health, water and other public services are important economic sectors. Guaranteed universal access to these services is therefore crucial for an inclusive society and a sustainable economy and such access cannot be achieved through market mechanisms. Furthermore, the privatisation of public services drags down wages levels.	Line 1, delete: “are important economic sectors” Insert: “cannot be hostage to the free play of market forces”, CGTP-IN . Oppose Insert, after final words, the following phrase: “and adversely affects equal access of users to these public services.” CGT Accept Add to last sentence: “and creates inequality”, LO-N . Accept
118. The member states must therefore have a range of institutions and conduct policies that help citizens to cope with adversity, make use of automatic stabilisers, and put an end to tax competition and hence to erosion of the financing of the welfare state.	
119. The EU should provide clear signals in terms of actions that demonstrate its determination to reduce differences in development and living standards. It should do this not by playing countries and workers off against each other as a means of improving firms’ competitiveness but by ensuring upward economic and social convergence, starting out from improvement of the living and working conditions of less developed regions and countries.	
120. Insofar as workers perceive Europeanisation of the labour market not as a process of	

<p>upward harmonisation but as a means of calling into question collective agreements, employment stability and security, and wages, a tendency towards disaffection and a return to protectionism and “each for his own” represent a very real risk.</p>	
<p>121. The financial crisis that began in 2007 showed that a social market economy can operate effectively only when it is incorporated into a sound framework of economic and social governance.</p>	<p>Line 1, delete: “showed that a social market economy can operate effectively only when it is incorporated into a sound framework of economic and social governance”. Insert: “had different effects across member states and stressed the need for different responses according to different situations”, CGTP-IN. Oppose</p>
<p>122. Rather than supporting the economies of the most vulnerable member states while they gradually take measures to put their national houses in order, the proposals recently issued by the Commission’s task force are essentially about cutting wages, cutting benefits and cutting public services. De facto, this leads to the replacement of currency devaluation by social devaluation.</p>	
<p>123. The austerity policies promoted by the European authorities to reassure markets will block growth and job creation. A return to balanced state budgets is necessary but should be envisaged over a longer period.</p>	<p>Line 3, add: “A reflection about ECB’s behaviour before the crisis and currently should also be made, so that the necessary changes are introduced, to ensure an adequate response to the problems and to the economic and social development of the EU member states”, CGTP-IN. Accept in principle Delete the second sentence, and add, after “job creation” : “, particularly as they are effectively being co-ordinated across Europe and so will have a reinforced negative impact on demand. The European Commission needs to take a more flexible approach to the Stability and Growth Pact and not require countries to meet the debt and</p>

	<p>deficit targets within such short periods. It is not co-ordinated austerity that we need but a co-ordination of policies focusing on the kinds of spending and investment that will boost national economies with positive repercussions across Europe”, EPSU.</p> <p>Accept</p>
<p>124. The countries in difficulty should be supported by investment that will assist a return to growth. In this respect, the Commission’s proposal, in its industrial policy communication, concerning European growth bonds is welcome.</p>	<p>Lines 2 and 3 - Delete: “In this respect, the Commission’s proposal, in its industrial policy communication, concerning European growth bonds is welcome”, SAK.</p> <p>Oppose</p>
<p>125. Poor economic governance and increased competition within the single market have exacerbated the imbalances that are reflected in the member states’ balance of payments. A key factor here has been that wages, in some countries, have not kept pace with productivity. Business is using the threat to move investment elsewhere in Europe to extort concessions from workers and trade unions. As a result, wage increases have struggled to keep up with productivity over the past two decades. A substantial part of the benefits of growth has gone to profits.</p>	
<p>126. We must return to a vision of Europe as an instrument of social progress, growth and competitiveness.</p>	<p>Insert after growth: “innovation,” LO-N.</p> <p>Accept</p>
<p>127. The Commission’s “European Semester”-based approach, which is currently focused on budget austerity and labour market reforms, should be used instead to create a sustainable perspective for jobs and growth.</p>	
	<p>New para: “127 bis. From the outset, it should be recalled that the Lisbon Treaty has set a new legally binding framework by explicitly recognizing values of the Union, in particular ‘solidarity’, by introducing important social objectives, such as</p>

	<p>“highly competitive social market economy, aiming at full employment and social progress, and a high level of protection and improvement of the quality of the environment”, by obliging social impact assessments and promoting the role of Social Partners. Moreover, The EU Charter having become legally binding contains important fundamental social rights such as the right to strike. This framework is strengthened by the Council of Europe’s human rights instruments namely the European Convention on Human Rights to which the EU will have to accede and the (Revised) European Social Charter”, DGB.</p> <p>Accept</p>
<p>Our messages</p>	
<p>128. Wages and working conditions must not become a key instrument of adjustment. In this respect, the new economic governance and, in particular, the “European Semester” must not be used as an instrument for limiting wage bargaining (especially considering that the share of wages in the GDP is already decreasing).</p>	
<p>129. The ETUC is opposed to neoliberalism insofar as it is an ideology that regards competition as a core element of individual and social life and favours an unregulated market.</p>	
<p>130. The gradual emergence of a European labour market requires the implementation of European labour standards that must guarantee a floor of fundamental social rights applicable to all and must, in particular, be the same for all workers whether local, mobile or migrants. The Commission must propose an ambitious Social Agenda, and initiate new legislative proposals, in order to improve existing minimum standards concerning working conditions and worker’s rights as well as creating new ones.</p>	
<p>131. Europe will never become a socially just political entity in the absence of determined</p>	

<p>action by the European, national and regional decision-makers. The internal market is not an end in itself but an instrument requiring regulation by strong and effective policies in order to avoid competition at the expense of workers. In the absence of social regulations, it runs a considerable risk of being rejected as an instrument designed to erode national social models.</p>	
<p>132. Information and consultation rights have to be guaranteed in a horizontal and consistent manner.</p>	
<p>133. The ETUC considers that the “Better Regulation” campaign, now relabelled “Smart Regulation”, challenges the basic idea underlying European integration and which is based on a progressive harmonisation of national legislations such that the EU represents a true added value. Employment conditions cannot be put at risk by initiatives such as Smart Regulation or the Single Act.</p>	
<p>134. Public services and services of general interest are among the basic components of a social market economy. The EU must support member states to develop and improve their public services, in line with the provisions of the Lisbon Treaty and the SGI Protocol, and not encourage them to promote competition for its own sake. The EU must ensure universal access to quality public services.</p>	<p>Line 2, delete: “The EU must support member states to develop and improve their public services, in line with the provisions of the Lisbon Treaty and the SGI Protocol, and not encourage them to promote competition for its own sake”. Insert: “Steps must be taken to ensure that they operate efficiently and are granted exemption from competition rules”, CGTP-IN Oppose Add at the end of the para: “However, the policies promoted in the EU framework are aimed at lowering social protection (retirement pensions, health, unemployment benefits, etc.) and the national governments implement these policies”, ELA Oppose</p>
<p>135. Social criteria must be taken into account in public procurement procedures.</p>	
<p>136. The Barcelona targets for childcare facilities have not been met. The EU should take</p>	

measures to reaffirm and achieve these targets and to provide readily available, affordable and good quality care and elderly facilities in all member states, including in the context of the EU 2020 strategy for growth and jobs.	
137. There is a need for economic governance based on more solidarity and not punishment. Economic governance that turns Europe into penalty teams that worsen the situation of those member states that are weak and vulnerable constitutes a danger for European integration. The unbalanced condition of development of regions and countries should be addressed through a reallocation of resources and opportunities.	
138. In order to improve economic governance – and at the same time the coordination of a common expansion of demand to foster growth and employment simultaneously – we demand:	
a. a European organised stimulus policy in the form of investment transfers to member states, helping countries to grow out of debt instead of forcing them into a blind austerity scenario;	
b. a harmonisation of the corporate taxation base as a means of combating tax dumping;	Add after “base”: “and minimum rates of taxation for companies”, ÖGB. Accept
c. investment in education, in vocational training, in research and infrastructure to support the green and white economy.	
139. Solidarity among European countries is an economic necessity in a globalised world. The ETUC renews its firm opposition to protectionist economic trends.	
Our commitments	
The ETUC will strive:	
140. to obtain a Social Progress Protocol reaffirming the primary status of fundamental rights and the need for them to be observed in the single market;	
141. for a regulation ensuring respect of fundamental rights, including the right to strike at national as well as European level, in accordance with the model described in the Monti clause contained in Regulation 2679/98;	
142. for stricter sanctions in case of infringement of existing regulations concerning	

information/consultation etc.	
143. in order to exploit all the possibilities offered by the Lisbon Treaty, in particular the horizontal clause and the protection of public services.	Insert after “the Lisbon Treaty”: “to strengthen the European Social Model”, EFBWW, ETF. Accept
The ETUC will fight for:	
	New para: “143 bis. increase social protection and fight reductions in social expenditure”, ELA Accept in principle
144. equal pay for work of equal value;	Amend the phrase as follows: “equal pay for work of equal value within each national framework of the member countries.” CGT Accept
145. a balanced economic governance and a coordinated action to stimulate demand;	
146. the creation of European bonds;	Delete: “the creation of European bonds”, SAK. Oppose
147. an EU 2020 agenda process at EU and national level that promotes workers interests;	Line 1, delete: “an EU 2020 agenda process at EU and national level that promotes workers interests;” Insert: “a reorientation of the EU 2020 agenda process at EU and national level that promotes workers interests;”, CGTP-IN Oppose Delete “that promotes” and replace by “that will serve to promote” CGT Accept
148. the creation of a tax regime that allows the member states to continue financing public services and the welfare state;	Insert, after “and the welfare state”: “, exempted from the competition rules”, EFBWW, ETF Oppose

	<p>Add: “<u>combat tax fraud and the creation of a progressive tax regime...</u>”, ELA</p> <p>Accept in principle</p>
<p>149. a harmonisation of the corporate tax base and a minimum rates of taxation for companies, capital and environmental taxes so as to prevent tax competition within the internal market;</p>	<p>Line 2 : after “capital” add: “, intellectual rights”, FGTB, CSC, CGSLB.</p> <p>Accept</p> <p>Line 3, after “internal market”, add : “In the effort to achieve a better distribution of the tax burden, it is necessary to halt the structural decline of corporate tax rates by the introduction of a minimum rate of company taxation that will lead to a fair contribution by the corporate sector. The current average rate of 25% in Europe may serve as a reference in this respect. There is also a need to strengthen cooperation among tax authorities of the Member States”, FGTB, CSC, CGSLB.</p> <p>Accept</p>
<p>150. a European financial transaction tax.</p>	
<p>151. increased awareness of the effects of undeclared work, corruption and tax evasion on our welfare system(s) and for the individual;</p>	
<p>The ETUC will:</p>	
<p>152. mobilise workers against the European Union’s attacks on free collective bargaining and the autonomy of the social partners;</p>	
<p>153. improve wage coordination to reduce the risk of competition in relation to wages and working conditions;</p>	
<p>154. monitor and negotiate the implementation of Europe 2020 at the European, national and regional/local levels.</p>	
	<p>Add a new para 154bis: “With a view to the effective implementation of the Strategy and</p>

	<p>Action Plan 2011-2014, ETUC decides at its 2011 Congress in Athens to conduct a campaign under the working title "For a Europe without Wage and Social Dumping - Fundamental Social Rights before Internal Market Freedoms". The key element in this campaign is the launch in spring 2012 of a European Citizens' Initiative (ECI) in accordance with the provisions of the Lisbon Treaty. This ECI will instruct the EU authorities to make arrangements to ensure that</p> <ul style="list-style-type: none"> - the primacy of fundamental social rights over the internal market freedoms, and - the principle of "equal pay for work of equal value" (in accordance with the principle of the place of employment; i.e., the country of destination) are in future universally applied in the EU", USS, Travail.Suisse. <p>Oppose</p>

5. Mobilising for a social Europe for fair and sustainable production and development models	
Introduction	
155. “The average temperature of the earth's surface has risen by 0.74 degrees centigrade since the late 1800s. It is expected to increase by another 1.8° - 4° C by the year 2100 – a rapid and profound change – should the necessary action not be taken. Even if the minimum predicted increase takes place, it will be larger than any century-long trend in the last 10,000 years”, states the United Nations (1).	
156. One of the principal causes of climate change “is a century and a half of industrialization”. Additional causes are an ongoing deterioration of our environment, ever scarcer energy resources and raw materials, and a partially irreplaceable loss of biodiversity. As well as being socially unfair, therefore, our current model of economic growth – at European and especially world-wide level – is quite simply unsustainable in the long term.	Line 1, after the word “industrialization” insert: “even if only a very limited number of countries benefited from it”, NSZZ Solidarnosc . Accept in principle
157. What is at stake is the “greening” of the economy as a whole. We must move on from a society that guzzles energy and raw materials and, moreover, undervalues labour, to a thrifty society based on increased energy efficiency, renewable energy, product sustainability, systematic recycling of materials and new manufacturing processes and procedures.	
158. It is essential to devise, to this end, a European scenario for a fair transition to a sustainable low-carbon society in a manner that will enable social inequality to be avoided. This move will entail:	Replace “fair” with “just”, TUC Accept Insert the following text after “avoided.” “For the ETUC, the 5 pillars of Just Transition to a low carbon Europe are: • Consultation between Government and key stakeholders, including representatives from business, trade unions, local

¹ http://unfccc.int/essential_background/feeling_the_heat/items/2917.php

	<p>government and regional bodies and voluntary organisations.</p> <ul style="list-style-type: none"> • Green and decent jobs through investments in (new) low carbon technologies, in R&D and innovation. • Green skills: Government-led, active education/training and skills strategies for a low carbon, resource efficient economy. • Respect for labour rights and human rights: democratic decision making and respect for human and labour rights are essential in order to ensure the fair representation of workers' and communities' interests at the national level. • Strong and efficient social protection systems", TUC <p>Accept At end of first sentence after "to be avoided" add "and jobs to be created", Travail.Suisse. Accept in principle</p>
a. public policies for sustainable development	
b. intense investment in research, applied research and innovation,	
c. the introduction of coordinated, regulated horizontal and sectoral industrial policies with medium- and long-term programs,	<p>Line 2 – Add at the end :,"promoting a strong and diverse manufacturing base in Europe supported by related-services", EMF. Accept</p>
d. enhanced European, national and sectoral social dialogue, transcending intra-European divisions and the perverse effects of demand for short-term returns on	

<p>industrial investments,</p>	
<p>e. concerted and ambitious education and lifelong learning policies.</p>	
<p>159. The different scenarios for transforming our economic model are closely connected with energy policy and industrial policy.</p>	<p>Line 2, insert after the first sentence: “However, the costs of implementation of these plans should be distributed in such a way as to ensure a stable and equitable development of all countries. It is unacceptable if as a result of these changes the rate of civilization growth is halted or reduced”, NSZZ Solidarnosc. Accept in principle</p>
<p>160. The debate about future energy policy affords an opportunity to embark on a socially sustainable economy in which energy resources are preserved, renewable energy forms are increased, and greenhouse gas emissions are kept low.</p>	<p>Line 3, insert after the first sentence: “This debate should be held on the basis of unambiguous and verified by independent research centers scientific hypotheses. And the costs and burdens of steps taken should be divided commensurately with possibilities and contribution of individual countries. The countries which have reduced their emissions considerably exceeding the reduction targets ensuing from Kyoto protocol cannot be forced to incur additional costs resulting from other countries’ failure to observe their obligations. Emissions reduction attained within the framework of world climate agreement should be taken into consideration when setting national emission targets”, NSZZ Solidarnosc.. Accept in principle</p>

<p>161. The strategy for liberalising the energy sector must be re-examined as it has not delivered the hoped for results in terms of price, investments and employment. Liberalization also leads to pressures which contradict other goals such as security of supply, solidarity, and limitation of global warming. Due to the public service nature of energy provision, prices for domestic households should be regulated and subject to strict control. While the need for a fair return on investments is quite reasonable, it is inappropriate that energy provision should be a source of excessive profit. Democratic regulation must ensure that the price of energy is fair, affordable and socially just.</p>	<p>Second sentence: replace “Liberalization also leads to pressures (...)” by “The re-examination must also focus on ways of avoiding that liberalization leads to pressures (...)”, LO-D Accept Line 3, delete: “Due to the public service nature of energy provision, prices for domestic households should be regulated and subject to strict control”, LO-S. Oppose</p>
<p>162. A European industrial policy is vital. Indeed, the crisis is evidence of a compelling need to focus on an ambitious, sustainable, industrial and services policy at the European level. European industry has to face competition from China, Brazil, India and other ‘emerging countries’, including in respect of high added-value products. What is more, global competition around energy and raw materials is growing steadily.</p>	<p>Line 2 – Add: after: “...at European level”. Cooperation is the decisive element: only concerted industrial strategies, broken down in sectoral and territorial terms, can provide a solid framework. Close reciprocal relationships between high and low-tech sectors, and between new emerging and traditional industries, must be promoted through a broad-based innovation policy agenda”, EMF. Accept</p>
	<p>New para: “162 bis. Many of the skilled staff employed in critical jobs in European industry will be stopping work in the coming 10 years. Unless we want to resign ourselves to the planned extinction of many European industries, critical for a new production model, addressing skills gaps and ensuring</p>

	the transfer of skills and knowledge, both individual and collective, between generations of workers are essential”, EMF . Accept
163. This twofold economic and environmental challenge must push Europe to make a genuine u-turn in its industrial policy, and this must take place in the context of the greening of the economy. This policy must promote energy and resource efficiency and low greenhouse-gas emissions.	Add: “This <u>threefold social</u> , economic and environmental...”, EMF . Accept Replace “and resource efficiency” by “and sparing and controlled use of resources” CGT Oppose
164. The goal of maintaining and developing European industry and keeping it internationally competitive cannot be predicated on low wage costs, flexible labour, under-developed social systems and vocational training centred on employee adaptability alone.	
165. The processes required to transform the current economy into a sustainable economy may conflict with workers’ short-term interests, since this process could threaten jobs. In the absence of international coordination of climate policies, energy-intensive industries in Europe may face increasing energy costs that damage competitiveness, triggering job losses due to carbon leakage. This phenomenon must be seriously addressed with a view to preventing its occurrence.	Add after first sentence: “In the long run, however, the transformation will also create new jobs in the field of renewable energies and energy efficient products”, DGB . Accept 4 th line, insert “and investment” between “job losses”, TUC Accept Add at the end: “The ETUC should urge the EU to do more to address the challenges facing energy intensive industries, involving unions and employers in a structured dialogue to develop a transition strategy for these sectors, including a review of energy and raw material costs and new, low carbon technology investment. It is vital to secure a

	<p>place for these industries in a low carbon Europe, to prevent carbon leakage and to encourage investments that help enhance environmental protection and safeguard quality jobs, so protecting employment and investment while controlling climate change. In particular, there is a need to address the transition challenges facing higher carbon, more polluting industries in the more recent accession States”, TUC Accept in principle (see 160) Add at end “and recourse to relocation” CGT Accept Add at the end: “and particularly in terms of vocational training and retraining”, UGT-P. Accept in principle</p>
<p>166. The restructuring triggered by any such transition must be anticipated. The workers and sectors affected must receive social and financial support.</p>	
<p>167. It will be crucial to have the necessary funding available for such a transition, as well as sound public investment policies. The governance of funds (structural funds, EIB, ERDB, general EU budget, etc.) will need to be reformed, making respect of social principles and conventions (ILO fundamental rights, human rights, etc.) as well as of environmental principles and conventions a prerequisite for the receipt of funding for projects.</p>	<p>Amend current formulation as follows: “The governance of funds (structural funds, EIB, ERDF, general EU budget) will need to be reformed so as to make respect of social principles and conventions (ILO fundamental rights, human rights, etc.) and of environmental principles and conventions into <u>the founding principle that determines their intervention</u> and a prerequisite for the receipt of funding for projects.” CGT</p>

	Accept
168. The public authorities have many significant levers available to them for greening the economy, such as:	
a. inclusion of social and environmental criteria in public procurement, launch of industrial transformation schemes;	
b. renovation of the housing stock;	
c. development of sustainable, affordable, high-quality integrated public transport systems, with the development of public transport being given priority over individual transport and its infrastructure;	
d. measures ensuring access to a minimum energy service;	Line 1, delete: “measures ensuring access to a minimum energy service;” Insert: “measures ensuring a universal access to essential energy services through the provision of social tariffs and through public services;”, CGTP-IN Accept
e. establishment of focused education and training strategies;	
f. promotion of research, applied research and development;	
g. investment in clean technologies;	Add: “and energy networks”, DGB. Accept
h. technology transfers to developing countries, etc.	
169. The economy will not be greened by decree or by sidelining national “good practice”. Greening must receive unwavering political support from the community and full backing from workers. It can succeed only if accompanied by better European governance and a strengthening of social rights.	
	New para: “169 bis. A sustainable economy requires massive investment in cleantech. In the wake of the extremely serious nuclear accident at Fukushima in Japan, Europe’s

	energy supply must be increasingly based on the development of renewable energies and the creation of a modernized and much more interconnected European electricity network”, Travail.Suisse. Accept in principle
	New para: “169 ter. A European energy supply that gives ever greater priority to renewable energy sources and becomes correspondingly less dependent on fossil energies will enable the creation of a large number of safe and sustainable new jobs”, Travail.Suisse. Accept in principle
Our messages	
170. A fair transition to a sustainable economy entails:	
	Add: <ul style="list-style-type: none"> - “Give priority to distribution over and above growth - Change the production and consumption model - Change the energy model by promoting renewable energies over and above fossil and nuclear energies”, ELA Oppose
a. a stimulation of research, applied research and innovation,	Delete innovation Add: “a broad-based innovation policy (including non-technological innovation)”, EMF.

	Accept
b. development of horizontal and sectoral industrial policies that are coordinated and regulated in the medium and long term,	
c. anticipation of changes in jobs, trades and training,	
d. establishment of ambitious education and lifelong learning policies, enabling workers to acquire the qualifications they need,	
e. promotion of transition strategies for highly energy-intensive sectors,	Add: “..., focused on improving process technologies and energy efficiency, whilst avoiding carbon leakage”, EMF . Accept
	New Para: “e bis. Measures to address impacts from carbon leakage on employment and jobs”, LO-N . Accept
f. provision of social dialogue at all levels.	
171. New rights and methodologies, as well as impact studies, should be made available to trade unions, enabling them to anticipate and manage change.	
172. The role of public authorities and public services should be reinforced.	Add: “... While, public procurement should be better used as a lever for the development of new sustainable products and services, fully respecting social and environmental criteria”, EMF . Accept
173. The EU should set up:	
a. a European agency tasked with setting climate change and sustainable development levels to be achieved (benchmarks based on the best available technologies and the carbon traceability of products),	
b. a European fund to socially manage economic transitions to a sustainable model of development,	Add : “For the ETUC, the European Union must give the right economic signals, in

	particular a price signal that could take the form of a CO ₂ tax”, CCOO. Accept in principle
c. a European energy agency to be entrusted with the development of a regulated social economy in the energy market so as to ensure that the most vulnerable energy consumers are protected. Energy-related services should be regarded as services of general interest.	Delete 173.c), LO-D Oppose
174. Energy saving and energy and resource efficiency must be stepped up in all sectors of the economy, including industry, construction and transport.	Add at the end: “With workplaces responsible for one-fifth of CO ₂ emissions, the ETUC believes that the Commission should consider ways to help develop, support and fund national green workplace programmes and networks, including an EU coordination and dissemination programme, to ensure that best practice is shared and evaluated”, TUC Accept Add reference to a “sparing and controlled use of resources” and add, at the end of the paragraph, “agriculture and agro-food”. CGT Accept
175. A European energy solidarity pact should be developed. This pact would reinforce European cooperation beyond coordinated but fragmented national markets, and would endow the public authorities and public services with a high-profile role. It would encompass:	
a. financial transfers between countries,	Delete subpoints a., SAK. Oppose
b. collective exploitation by European regions of renewable potential,	Delete subpoints b., SAK. Oppose
c. establishment of infrastructure links between countries so as to guarantee security of	Add:end line 2 , and the creation of a

energy supply,	European energy smart grid”, EMF. Accept
d. increased energy savings and energy efficiency in the industry, building and transport sectors and the need to achieve a reduction of overall primary energy consumption of at least 20% in the coming decade through a binding energy saving target for each Member State.	New paragraph : “175bis. Increased energy savings and energy efficiency in all industry, building and transport sectors must be promoted through binding EU energy efficiency regulations while and the need to achieve a reduction of overall primary energy consumption of at least 20% must be achieved in the coming decade through a binding energy saving target for each Member State. Product standardisation should be strengthened to apply the Top Runner model and market bans on products with inadequate energy efficiency levels”, EMF. Accept
176. The energy legislation must ensure, in particular, that energy bills reflect fair prices (socially equitable, affordable prices based on a fair return on investment and not on excessive profit). The energy legislation must also establish high standards of health and safety in the energy sector and make public funding dependent on compliance with social and environmental criteria.	Line 1, delete: “The energy legislation must ensure, in particular, that energy bills reflect fair prices (socially equitable, affordable prices based on a fair return on investment and not on excessive profit)”, LO-S. Oppose
177. The gradual implementation of high environmental standards, in particular the European EMAS standard, should be backed, as should social standards, including observance of human, labour and democratic rights, throughout supply chains, by companies in all economic sectors as well as by the public authorities. Such backing will ensure that these standards are fully and effectively implemented and promoted.	

<p>178. Universal goods such as water, air and the principal sources of energy, along with the infrastructure crucial to the continuity of life in society and the safeguarding of the planet, should be exempted from commodification</p>	<p>line 3, insert: “(...) should be public and exempted from commodification”, CGTP-IN. Oppose</p>
<p>179. The EU should play a stronger role in global talks on climate change, and should actively back the implementation of Innovative Financing for Development in order, in particular, to help developing countries to adapt to climate change.</p>	<p>Delete the latter part of the sentence as from “in particular”, CGT Oppose</p>
<p>Our commitments</p>	
<p>The ETUC will:</p>	
<p>180. act with determination in moving towards a green, sustainable economy;</p>	
	<p>New para: “180 bis: develop new industrial strategies and visions for key cross-sectoral societal needs based on full employment and decent work (e.g. mobility, ageing society, etc), building ETUC competence in these areas”, EMF. Accept</p>
<p>181. demand new and broader rights at all levels (European, national, regional, sectoral, company, etc.) for trade union representatives in the field of health and environmental protection. This includes trade union representation in the discussion of carbon emission reduction and its social implications (employment, training, etc.). Trade union representatives should receive training in health and environmental protection.</p>	<p>Add at the end: “The ETUC is convinced that the effectiveness of green workplace programmes would be greatly strengthened if the EU would encourage contributions from all sectors, and to the shaping of a development strategy by giving new rights to trade union representatives to address environmental issues at work matters; and making relevant training and skills acquisitions available to trade union representatives and workers”, TUC</p>

	Accept
The ETUC supports:	
182. the creation of a European framework bringing together the Commission, member states and social partners aimed at encouraging discussion and the definition of needs, as well as measures authorising a fair transition to a low-carbon economy. Such social dialogue will make it possible to identify and tackle more dispassionately the changes ahead in terms of jobs and skills;	
183. action to develop research and innovation to promote the transition to a sustainable economy, the introduction of sustainable sectoral European policies, mastery of energy demand and the improvement of energy efficiency in all sectors of the economy.	
The ETUC undertakes to:	
184. actively participate, in the framework of broader alliances, in the struggle to protect vulnerable consumers and combat social inequality throughout supply chains.	
185. systematically contribute to raising awareness of the environmental, social and sustainable development issues among its affiliates, including training activities.	Add end line 2 , “and common initiatives on developing sustainable industrial policies together with the European trade union federations”, EMF. Accept
186. promote trade union synergy and coherence on social and sustainable development, by the reinforcement of the social dialogue at all levels on this topic.	
187. fully incorporate into its action plan the connection between health and environment, with specific reference to workplaces, including through closer links with the ITUC Action Plan vis-à-vis the Sustainable Development Committee (SDC) of the World Health Organization (WHO), the U.N. Environment Programme UNEP) and the U.N. Framework Convention on Climate Change (UNFCCC).	

6. Mobilising for a social Europe for greater equality and social cohesion	
Introduction	
<p>188. Equality is an essential goal of trade union action. It is a principle enshrined in the Treaty and in various Directives which address equality between men and women and the fight against all forms of discrimination on grounds of belief, race, age, disability or sexual orientation. Inequality in our societies and on the labour market is far from having been eliminated.</p>	<p>Line 3, delete: “race” insert: “ethnicity”, LO-N Oppose After “sexual orientation” insert “gender, nationality, economic status, ill health, or any other”, UGT Accept</p>
<p>189. Problems of inequality and social cohesion arise at different levels. We see inequality between men and women, between the rich and the poor, between young workers and those who have already gained professional experience, between those who have a job and those who do not. Problems of social cohesion are encountered between poor and rich countries, between regions and territories, and between mobile workers and those who remain employed close to home.</p>	<p>At end of first sentence after “who do not” add , “between nationals and migrants” UGT Accept</p>
<p>190. The question of inequality arises also in relation to earnings and, in particular, to the redistribution of income by means of social security and tax systems. In recent decades, income and wage inequality has been generally on the rise in the EU member states. The gap between the earned income of the 20% richest and the 20% poorest is steadily widening.</p>	
<p>191. The gender wage gap, meanwhile, is still very much present, with women’s average hourly earnings 18% below those of men, despite women’s higher rates of educational attainment. Women’s work is in fact often undervalued and female workers continue to be over-represented in precarious jobs, low-paid occupations, part-time and fixed-term work. Part-time work should be a free choice and not an obligation.</p>	
<p>192. The wages paid and the quality of jobs offered to young workers entering the labour market are in many cases indecently low and there is mounting pressure to allow young</p>	

workers to be offered rates below the minimum or collectively agreed wage.	
193. Older workers, meanwhile, are prematurely excluded from the labour market. The growing labour insecurity and poverty suffered by these workers affect their standard of living and their assets at the point of retirement. Nor, unfortunately, are the gender wage inequalities suffered by women corrected at the point of retirement.	
194. A diverse workforce offers a number of advantages for companies and organisations. Nevertheless, strong barriers still exist for the most vulnerable workers in terms of their access to employment, training and career progression.	
195. A number of obstacles – not only logistical – prevent disabled persons from entering employment, which explains why their rate of unemployment is so high throughout Europe.	
196. LGBT workers ⁽²⁾ are often ‘invisible’ in the workplace; they fear ‘coming out’ because of the threat of refusal of employment, harassment or dismissal. And in some cases they are still subject to forms of discrimination under national legislation.	
197. In Europe, the period of pre-crisis growth failed to generate any substantial reduction in the various forms of inequality. The global trend of rising inequality is often depicted as a ‘normal’ consequence arising from globalisation, or from competition between countries which, it is said, requires labour market deregulation and a drop in wage costs in the interests of greater competitiveness. Yet these forms of inequality are greatly exacerbated by policy choices in the spheres of both taxation and social protection (reducing the available level of resources) and by attacks on public services.	
198. The constant deregulation of the labour market has resulted in the proliferation of new and often precarious forms of employment status, making the principle of equal pay for work of equal value more difficult to implement. This has also made it even harder to negotiate collective agreements. It has become difficult to ensure that all workers in the same workplace are subject to the same terms of employment. Trade unions also have to deal with tensions among workers employed subject to different and competing types of <i>employment</i> status. Pay restraint, meanwhile, which is sometimes accepted in order to	

² Lesbian, Gay, Bisexual and Transgendered people.

avoid relocation or as a means of boosting competitiveness, has exacerbated inequality.	
199. Social protection can and must represent an important means of reducing inequality. It receives explicit mention in Article 9 of the Treaty on the Functioning of the European Union and constitutes one of the major underpinnings of the European social model. At a time of crisis, what is more, and as recent experience has shown, it plays a role of automatic stabiliser, enabling the worst forms of hardship to be attenuated.	
200. Many European countries have undertaken to reduce their budget deficits at any price in order to reassure the financial markets. To this end, they have cut social security budgets rather than introducing tax reforms that would improve fairness by making the rich pay more taxes, or fighting tax evasion and avoidance, or seeking new sources of financing (harmonisation of the corporate tax base and minimum tax rates, a tax on financial transactions, etc.). They have thus deprived social security, which is based on solidarity, of the resources that enable it to play its role. Consequently, right in the middle of an economic crisis, the social security systems have suffered a weakening of their capacity to mitigate inequality and to strengthen social cohesion, and this development took place in 2010, a year designated “European Year against poverty”.	
201. These austerity measures and cuts in public spending have had a disproportionate impact on women who make up a large part of the public sector workforce and who are themselves heavily reliant on public services.	
	New 201 bis: “In light of the ageing population attention must be given to the different needs of older people with regard to the sustainability and accessibility of high quality public services”, FNV. Accept
202. Strong public services, clear strategies of inclusion, high quality education systems and lifelong learning are needed to enhance social cohesion and generate equal opportunities, rather than the processes of rampant privatisation	Line 1, insert: “(...) clear strategies of inclusion, strong and universal public social protection systems, high quality education systems”, CGTP-IN. Accept
203. Finally, tax competition is reinforcing all of the above trends by constantly	

<p>decreasing taxation on capital and high income. The tax base has been shifting from mobile (companies, capital, highly skilled workers) to immobile elements (workers, consumers). This situation has been made worse by the recent development of a system of flat-rate taxes in a substantial number of countries.</p>	
<p>204. Instead of seeking to achieve an effective reduction of differences in living and working standards, particularly between countries of the East and those of the West, the EU gives the impression – as shown by judgments recently issued by the Court of Justice – of wishing to use these differences as a means of improving firms’ competitiveness through the reduction of labour costs. As a result, workers increasingly perceive European integration as a means of calling into question collective agreements, job security, and wage levels.</p>	
<p>205. The rising inequality generates a sense of social injustice that undermines social cohesion and offers fertile soil to extremist ideologies and violence. In the face of these dangerous trends, it is more necessary than ever that the ETUC and its affiliates should mobilise in the fight against poverty and social exclusion, putting forward sound and valid proposals, particularly in terms of guaranteed decent income but also of universal access to goods and services (health, education, housing, transport, etc.).</p>	<p>Line 5, delete: “particularly in terms of guaranteed decent income but also”, LO-S Oppose</p>
<p>Our messages</p>	
<p>206. The European Union requires, for its harmonious and sustainable development, strong social cohesion and social justice. Inequality jeopardises social cohesion and fosters intolerance and violence in our societies.</p>	<p>Line 3, insert: “xenophobia” after “intolerance”, LO-N. Accept</p>
<p>207. Increasing inequality in our societies is a matter of great concern to the ETUC. There is a need for a comprehensive approach in order both to achieve greater equality within employment and in society at large and to fight poverty and exclusion.</p>	
<p>208. Trade unions have to strengthen their commitment to the fight against inequality and wage gaps. They call for an end to the wage gap between men and women, for wage increases, for minimum starting wages and/or collective agreed rates of pay for all workers, including young workers, for inclusive social security systems and fair taxation for all.</p>	<p>After “young workers” add “and migrants regardless of their nationality” UGT Accept in principle</p>

209. As for wages, social protection cannot be a key instrument of adjustment.	
210. All workers in Europe should be protected by minimum and/or collectively agreed wages.	At the end, add: “Action is needed to ensure that minimum wage reaches, in each country, at least 60% of the average wage”, CCOO . Oppose
211. Workers, whatever their gender, age, origin, belief or sexual orientation, must enjoy the same terms of employment (through law and/or collective agreement) when performing the same work or work of equal value.	Replace “Workers, whatever their gender, age, origin, belief or sexual orientation...” with “Workers, regardless of gender, age, origin, disability, belief, sexual orientation or gender assignment...”, TUC Accept Add behind “equal value”: “particular attention must be given to work performed in a special relation to public authority such as public officials and uniformed personnel”, FNV . Oppose
212. It is important for trade union action to continue to combat all existing forms of inequality that specifically affect women in the workplace and in relation to their terms of employment.	
213. Economic dependence and sexist stereotypes contribute to inequality and violence. The ETUC supports the creation of new legal instruments to combat violence against women.	
214. Discrimination in all its forms is unacceptable, whether in the workplace or in society at large. LGBT rights are human rights and they are central to trade union action.	
215. Further effort is called for with a view to enforcement of European legislation covering equality and non-discrimination.	
216. Wage differences between men and women must be addressed in both legal and practical terms. It is up to all governments, and up to both men and women in trade unions, to achieve gender equality and reduce the wage gap.	
217. As a means of increasing social cohesion and curbing violence, public social	Delete, LO-D

<p>protection systems should be developed and strengthened. Attempts to privatise health care and pensions should be opposed. Supplementary systems should not be introduced and developed to the detriment of the public systems.</p>	<p>Oppose Line 2 – replace “Attempts to privatize” by “Attempts to dismantle”, TCO. Oppose Line 2 – delete “Attempts to privatise health care and pensions should be opposed”, SACO Oppose</p>
<p>218. European countries and the EU must revise their policies and redirect their priorities, setting social concerns once again at the centre of their actions and their strategies, thus ceasing to consider the social sphere merely as a form of expenditure rather than as a form of productive investment.</p>	<p>Line 2: after “social” add: “and persons”, UGT-P. Accept</p>
<p>219. Governments are not businesses and should therefore not compete with one another, in particular as regards corporate tax bases and rates.</p>	
<p>220. There is a need to develop an ambitious social OMC (Open Method of Coordination), one that more effectively involves the social partners, in particular the trade unions, in its development and its implementation and that introduces new indicators to enable better measurement of the real situation of the people living in the European Union.</p>	
<p>221. The European Structural Funds should be refocused to enable them to make a genuine contribution to the reduction of inequalities.</p>	
<p>Our commitments (see also ETUC resolution)</p>	
<p>222. The ETUC will combat the dismantling and/or privatisation of public social protection services.</p>	<p>Add : “and will aim to achieve upwards convergence of the national social protection systems”, FGTB, CSC, CGSLB. Accept Add at end: “and initial training systems” CGT Accept Add at the end: “and against a raising of the retirement age and reduction of pensions”, ELA</p>

	<p>Accept in principle Replace by : “The ETUC will combat the dismantling of public social protection services”, TCO. Oppose Delete: “and/or privatization”, SACO Oppose</p>
223. The ETUC supports the introduction of a European minimum income on the basis of common principles.	<p>Delete “European” before “minimum income”, insert after income “in every member state” add after common “European”, DGB. Accept in principle Delete, or use an alternative wording: “fair and living wages”, LO-D Oppose Content must be clarified, LO-N. Delete 223, LO-S, SACO Oppose</p>
224. The ETUC will call for specific (European and national) targets and timetables for closing the gender wage gap to be introduced into the Employment Guidelines and monitored in national reporting systems.	<p>After “wage gap” add “, including between men and women,” UGT Accept</p>
The ETUC will support its members’ initiatives:	
225. for the development of quality jobs and wages, as well as for fairer forms of taxation to foster better redistribution and guarantee lasting financing of social security systems;	
226. for a statutory national minimum wage. Where such minimum wages do not exist, the ETUC will encourage its members’ efforts to improve the effective coverage of all workers through negotiated collective agreements;	<p>Delete the para and insert : “ETUC will encourage its members to improve the effective coverage of all workers through negotiated collective agreements and, where it is needed, through a statutory national minimum wage” CGIL, CISL, UIL.</p>

	<p>See ETUC resolution 1st sentence, change: “for a statutory national minimum wage or improvement of the effective coverage of all workers through negotiated collective agreements”, LO-D; SAK See ETUC resolution</p>
227. The ETUC and its affiliates will:	
a. continue to mobilise in favour of fair public pension systems based on solidarity and which guarantee a decent income to pensioners; supplementary schemes should be included, with the emphasis on those based on collective agreements between social partners;	Line 4, insert: “provided they are not intended to replace the public systems”, CGTP-IN. Accept
b. develop appropriate initiatives to continue to combat poverty;	
c. support a more effective social OMC, in particular as regards the devising and introduction of quantitative and qualitative targets, and become actively involved in its implementation;	
d. promote a European legal framework to combat all forms of violence.	
	<p>New sub-para: “227 e. support its members’ initiatives to tackle the structural problems of pay inequality and the tendency for pay (for both men and women) to be lower in sectors dominated by women than in sectors dominated by men. Many occupations that are mainly carried out by women need to be revalued and the ETUC will assist affiliates in exchanging information on achieving this through collective bargaining and/or through using legislation”, EPSU. Accept</p>
228. The ETUC will reaffirm its commitment to:	

<p>a. fight for effective equal rights for all and against all forms of sexism, racism, xenophobia, discrimination on the basis of religion, age, disability and sexual orientation;</p>	<p>Insert “gender assignment” after “disability”, TUC. Accept Line 2, delete: “discrimination on the basis of”; insert: “and discrimination namely on the basis of gender”, CGTP-IN. Accept in principle Add: “on the basis of <u>gender</u>, religion”, TCO, SACO. Accept</p>
<p>b. exert pressure to ensure the adoption by the European Council of the proposed directive protecting against discrimination in all areas of life;</p>	
<p>c. promote the exchange of good experience, while exploring the possibilities for developing guidelines or codes of conduct with employer organisations at EU level;</p>	
<p>229. The ETUC and its affiliates will act for a more equal society, strong social protection, good and efficient public services, and labour markets and education and lifelong learning systems that promote equality.</p>	<p>Add additional sentence as follows at the end: “Similarly, the ETUC regards equality and non-discrimination as a principle to be mainstreamed throughout the whole of its own and its affiliates’ political and trade union action” UGT Accept</p>
<p>230. The ETUC will place the gender dimension high on its agenda. It means to pursue the objectives set in the Gender Mainstreaming Charter adopted at the Congress in Seville by adopting adequate measures to tackle remaining gender inequalities in the labour market and in trade unions.</p>	
<p>231. The ETUC secretariat will ensure that gender mainstreaming is incorporated and made effective in all its resolutions, policies, actions and activities. A member of the ETUC secretariat will be responsible for gender equality.</p>	
<p>232. The ETUC will continue to run the 8th March survey which shows the gender distribution in the decision-making structures of the ETUC and its affiliated organisations. The latter will inform the Secretariat of measures taken to achieve gender</p>	<p>Line 4 - After “gender balance at all levels.”, add: “The survey will be presented to and discussed in the Executive Committee. A study to improve</p>

<p>balance at all levels. A study to improve gender equality in trade unions will be produced for the ETUC mid-term conference in 2013.</p>	<p>(...)", WCP. Accept Add : "Even if it is believed that supplementary pensions will in the future come to play an increasing role, FERPA has long maintained that a revision of the indexation mechanisms applicable to public pension systems has become urgent because, in a majority of European countries, pensioners' purchasing power has fallen significantly in recent years. FERPA endorses the principle contained in the Green Paper on pensions recently published by the European Commission, arguing for the need to put in place monitoring systems to ensure protection of social partner investments in pension funds. Insofar as pension systems provide for investment of workers' savings, choice of the best forms of investment must involve workers and retired workers in the decision-making processes to this end", FERPA. Oppose</p>
<p>233. The ETUC will propose to the mid-term conference in 2013 to begin to work, in view of the 2015 Congress, to guarantee a balanced composition between men and women on the Executive Committee, introducing quantifiable targets such as, for example, an anti-discrimination provision, stating that on the ETUC statutory bodies each gender should be represented to the tune of between 40% and 60%.</p>	<p>Change: "The ETUC will propose that the mid-term conference in 2013 begins to work, in the years preceding the 2015 Congress, towards a more balanced composition between men and women in the ETUC's working groups and committees", LO-D Oppose</p>

7. Mobilising for a social Europe for fair and equitable mobility	
Introduction	
<p>234. The principle of the free movement of labour is enshrined in Article 45 of the Treaty on the Functioning of the European Union. The full corpus of existing European legislation in this field (the <i>acquis</i>) entitles European citizens to move freely within the EU for purposes of employment and protects the social rights of workers and their family members. Not only is the free movement of workers a key component of the internal market but it also entails an important social dimension insofar as it stimulates the economic, social and cultural cohesion of the European Union. This requires, however, that labour mobility be organized in such a way that it does not serve as a tool to undermine local standards.</p>	<p>Line 5 - Add, before “Not only...” the new sentence: “The mobility of students is an integral part of the regional and international mobility of labour. Students moving across borders in search of education and knowledge should also be protected against xenophobia, discrimination and illicit exploitation”, TCO, SACO. Accept</p>
<p>235. Increasing mobility in its different forms is one of the major challenges of the coming years. On the one hand, migration of third-country nationals can be expected to continue and to increase in intensity on account of both demographic developments and new challenges such as climate-change-induced migration (forecasts of 150 million refugees by 2050). On the other hand, the extent of mobility within the European Union and the European Economic Area (EEA) is also continuing to increase.</p>	
	<p>Add new para 235 bis : “ The arrivals from the Mediterranean area which have significantly increased also as a result of the democratic rebellions of peoples in the region, ever more urge Europe to set rules and programmes for a joint migration policy. A European joint policy and a solidarity – based ability to manage also emergency situations require consistent European rules for the protection of migrants’ rights and the rejection of closure and exclusion unilateral actions” , CGIL, CISL, UIL</p>

	Accept
236. The ETUC is in favour of a proactive and coherent European immigration policy. It recognizes labour mobility within the EU and the EEA as one of the fundamental freedoms. Moreover, mobility has to take place under fair conditions to ensure that immigration and mobility become accepted as opportunities and not threats. All mobility and labour migration policies must, for this reason, incorporate application of the principles of equality and non-discrimination. This is vitally important for the guarantee of social cohesion, in other words, peaceful cohabitation on the labour market and in society.	Delete, penultimate line, “in other words, peaceful cohabitation” UGT Accept
237. The European trade union movement waged an important battle against the goal of the services – so-called “Bolkestein” – directive in order to guarantee posted workers application of the working conditions and terms of employment of the country in which they are actually working – whenever these are more favourable.	
238. Unfortunately, the European Court of Justice, in its recent judgments (Laval, Rüffert and Luxembourg cases), interpreted the posting of workers directive in a highly restrictive manner, limiting the coverage of collective agreements and the freedom of member states and trade unions to take measures against social dumping and to call for better protection and equality of treatment between local workers and posted workers in the host country.	
239. Similarly, in the current context of labour market fragmentation (atypical employment contracts, pseudo-self-employment, etc.), European migration policy is currently heading in the wrong direction.	
240. There is a proliferation of different forms of mobility: long-term residents, seasonal workers, cross-border commuters, posted workers, highly skilled workers, temporarily transferred workers in multinationals, etc.	
241. This proliferation of differing forms of legal status gives rise to fears that labour mobility is increasingly being used not for the overall purpose of improving human development in a spirit of equal treatment and non-discrimination but in order to avoid conforming with national social security and industrial relations systems by means of increased labour market fragmentation and a downward spiral of labour competition.	

<p>242. This development is taking place, what is more, within a specific context, namely, economic crisis and the rise of populism and xenophobic political parties in an increasing number of EU countries where the scapegoats are migrants from both within and outside the EU.</p>	
<p>243. In relation to the integration and defence of migrant and mobile workers, the national trade unions in each country are faced with different situations and practices. But there do exist venues for the exchange of information, experience and networking practices: cross-border cooperation, coordination of collective bargaining, approximation of social security conditions, regulation of the employment market, strengthening of labour law.</p>	
<p>244. The Interregional Trade Union Councils (IRTUCs) have an important role to play here. Thanks to their specific and in-depth knowledge of cross-border labour markets, these are the most appropriate bodies to report to the ETUC the existence of obstacles to mobility for a particularly vulnerable group of workers, namely cross-border workers.</p>	
<p>245. The EU member state governments should ensure proper implementation of Directive 2003/109/EC on third-country nationals who are long-term residents. It is essential to remove all forms of discrimination against third-country workers which affect their access to the labour market and social services, even in cases where such discrimination is the result of legislative barriers or member state practices.</p>	<p>After “long-term residents” start new paragraph. 245b. Retain current wording and add, at the end, as well as discrimination in relation to integration in the host society, even where such discrimination is the result of Member States’ legislation or customary practices” UGT Oppose</p>
<p>246. The phenomenon of third-country workers residing illegally in EU member states – their numbers are estimated at more than 5 million, some of whom have become irregular workers as a result of the economic crisis – is liable to acquire tragic accents, <i>in</i> particular in some countries, given the vast potential for violation of human rights in the forms of exploitation, trafficking, enslavement, but also forced repatriation of these people to their countries of origin, all of which are unacceptable for the trade union movement.</p>	
<p>247. There is a steep increase in the numbers of lonely migrant women. According to the International Organization for Migration (IOM), 49% of the 214 millions of worldwide</p>	

migrants are women, a fact which gives rise to new and specific issues.	
Our messages	
248. Fair labour mobility is essential; the increased opening of the European labour market calls for a set of strict and fair rules based on the principle of equality among workers.	Last sentence, insert: “as Article 15 (3) of the EU Charter of Fundamental Rights requires”, SAK Accept.
249. A social progress protocol must be incorporated into the Treaties. This should fit into the broader concept of social progress and upwards harmonisation of working conditions and social systems for all.	
250. The posting of workers directive must be revised in accordance with the ETUC position.	
251. Collective bargaining at all levels must be recognised as an important instrument for the implementation of labour standards that are applicable wherever the work is being performed. This means that the fundamental right of trade unions to negotiate with local and foreign firms should not be undermined by economic freedoms.	Change beginning of the first sentence : “The internationally agreed (ILO) right to Collective bargaining...”, TCO. Accept
252. The proposal for a horizontal directive on the single permit must define a set of rights for all workers without exception, guided by the principles of equal treatment and non-discrimination and respect of the law of the host country.	
253. Directives covering specific groups of workers (for example seasonal workers, highly skilled workers, inter-corporate transferees, etc.) must guarantee all principles of non-discrimination and the application of all rules of the host country, including the application of any collective agreement relevant at the working place, regardless of whether such agreements are local or national, generally binding or not. Cross-border mobility based on European regulations has to be complemented by Europe-wide recognised legal provisions to guarantee effective transnational sanction, remedy or redress in cases of violations of workers’ rights.	Line 2, delete: “all principles of non-discrimination” Insert: “the principles of equal treatment and non-discrimination”, CGTP-IN Accept
254. The ETUC rejects the current proposal for a directive on inter-corporate transferees. The foreseen regulations would have the consequence of further dividing workers (first/second class workers). Instead of this approach, there is a need for regulations that facilitate the transfer of workers within a single company.	Line 4, insert: “duly protecting these workers rights according to the principle of equal treatment”, CGTP-IN.

	Accept
255. The ETUC is critical of the EU approach to circular migration because it reduces people's status to that of labour factor and excludes any possibility of long-term residence.	
256. The EU Commission and European governments should closely monitor the implementation of some directives, such as the 2009/52/EC Directive regarding the employers' exploitation of illegal workers and the so-called "Return Directive" (2008/115/EC) on repatriation. The ETUC also calls for implementation of protection measures for irregular migrant workers, including forms of individual regularization.	<p>Line 3, delete: "workers and the so-called "Return Directive"</p> <p>Insert: "workers, and should alter the so-called "Return Directive" in order to guarantee it does not violate human rights and the principle of non discrimination", CGTP-IN.</p> <p>Accept</p> <p>Insert: "The ETUC proposes the setting up of a supervisory authority under the European Commission which is to monitor the enforcement of the EU's labour law directives. We therefore propose that the social partners shall have access to filing complaints before such a supervisory authority in cases of failure to comply with the labour law directives in member states. According to this proposal, member states shall be under the obligation to report annually to the Commission on the implementation of the labour law directives and the Commission shall, on its part, annually report on the progress in terms of fighting social dumping in the member states", LO-D</p> <p>Accept</p>
257. The EU has to offer solutions to the needs of mobile workers. All outstanding questions relating to the cross-border recognition of qualifications and	

<p>portability/transferability of supplementary pension rights must be settled in concertation with social partners.</p>	
<p>258. Mobile workers need support and advice, especially on national social and labour standards, in order not to be exploited. The EU has to provide funding for the establishment of contact points for mobile workers throughout the member states and not in the border regions alone.</p>	
<p>259. Fair mobility and the integration of labour markets should be implemented in border regions as a fundamental objective incorporated into EURES and the cohesion policy 2014 - 2020.</p>	
<p>260. All EU countries and the Commission should ratify and respect the UN Convention on migrant workers and their families. Progress is urgently required in the gradual harmonisation of social, civil and political rights.</p>	
<p>261. The European institutions should monitor and ensure the full implementation, by all member states, of the right of asylum and the principle of non-refusal of entry, frequently put to the test by national agreements with countries which do not abide by the Geneva Convention.</p>	
	<p>Add new para 261 bis: “ With a view to supporting a process of European social and intercultural integration of long-residing immigrants, based on equality and non-discrimination, the ETUC supports the principle of “citizenship of residence”, to be included in the EU Treaties, together with the principle of nationality”, CGIL, CISL, UIL Accept in principle</p>
<p>262. The ETUC solemnly reiterates its adherence to the values enshrined in the Charter of Fundamental Rights. The ETUC is deeply concerned by – and opposed to – the ideology promoted by populist political parties which advocate, whether openly or indirectly, nationalistic, racist or xenophobic policies, actions or behaviour. Their ideology is utterly opposed to the values which the ETUC actively and constantly strives to realise.</p>	

Our commitments	
263. The ETUC rejects the ideology promoted by the racist or xenophobic parties and will actively combat this ideology, in whatever form it may be expressed.	
264. The ETUC and its affiliates will continue:	
a. To organise and recruit mobile/migrant workers by offering them trade union membership in the host country and/or recognising their membership of the trade unions of their home country.	Add: ""The costs in connection with a lawsuit should be incurred by the union of which the migrant worker is a member", LO-D. Oppose
b. To step up cooperation among trade unions to ensure the individual defence of the rights of migrant and mobile workers.	Delete "trade unions" and replace by "affiliates and trade unions in the country of origin" UGT Accept
c. To work to devise a strategy for the achievement of a sound and viable concept of mutual recognition of membership within the ETUC.	At the end, add: "..., in the next four years, and in pursuit of which the Executive Committee will adopt the necessary measures, in co-operation with the member organisations", CCOO Accept
d. To supply mobile/migrant workers with information, advice and assistance in their country (before they leave it) and/or in the host country.	
e. To promote integration by the following means: changing attitudes towards migrant workers, solidarity among workers and with their trade unions; social (housing and education), economic, cultural integration; diversity management by means of collective agreements; fight against xenophobia, etc.	
f. To organise and support actions designed to show the positive contribution made by migrants to European societies and economies, thereby contributing to solidarity and mutual understanding.	
265. The ETUC and its affiliates will actively combat all forms of trafficking of human beings.	
	Add new para: "265bis. The ETUC and its affiliates will promote

	that mobile/migrant workers enjoy equal treatment with other workers in the host country, rejecting entering into agreements which stipulate differently”, EFBWW, ETF Accept

8. Mobilising for a social Europe for health and safety at the workplace	
Introduction	
<p>266. Each year, according to the International Labour Organisation, some 160,000 workers in the European Union lose their lives as a result of workplace accident or occupational disease. While the number of fatal accidents has been reduced in the last twenty years, the number of deaths from cancer or cardiovascular problems caused by working conditions remains far too high and could be reduced by a better organisation of prevention.</p>	<p>Line 4: after “cardiovascular” add: “musculo-skeletal disorders”, UGT-P. Accept</p>
<p>267. The least privileged socio-professional categories are the worst hit by the health impacts of dangerous or detrimental working conditions. Those inequalities are caused both by material agents like carcinogens or dangerous equipment and by the work organisation. For example, extremely long working hours, schedules subject to frequent change, or problems relating to the demand to combine work, family and private life can take a heavy toll on health, leading in some extreme cases to suicide. The psycho-social factors associated with a more intensive organisation of labour, with certain forms of management, and with job insecurity, are taking an increasing toll on health. Social inequalities in health caused by the working conditions have a cumulative effect during the whole working life. They result in an important gap in life expectancy and life expectancy without handicap between occupational groups when they reach the retirement age.</p>	<p>Add, at the end of the text: “In this context, special attention should be paid to the following categories of workers: those with disabilities, migrants, young workers and older workers”, UGT-P. Accept</p>
<p>268. Gender segregation plays an important role in health and safety. It tends to hide the real workload by stereotypes on men and women. A gender sensitive approach is needed in order to improve the prevention and to guarantee a full compensation of all work related diseases. It is essential to foster an approach that combines occupational health and equality policies.</p>	
<p>269. It is not possible, in matters of occupational health, simply to rely on the play of market forces or the progress of scientific research because these factors generally fail to take account of the long-term impacts of work on health.</p>	<p>Add a paragraph 269b as follows: “Temping agencies, pseudo self-employment, temporary contracts, outsourcing and its influence on wages, working hours and pressure by the principal company on the contracts of sub-contracted workers exacerbate the difficulties of</p>

	communication among workers. All these factors have a direct and highly negative effect, generating deep ill-being in the workplace” UGT Accept in principle
270. In the field of occupational health and safety workers place high hopes in the trade unions. The existence of safety representatives is frequently the factor that makes a difference between a bureaucratic and formal application of the legislation and serious implementation such as to promote genuine improvements in working conditions.	
271. In this respect, the ETUC seeks to increase the influence of the trade unions and to strengthen cooperation among their organisations. It is important to develop a strategic and all-encompassing – rather than a piecemeal – approach, while seeking to strengthen preventative such as the labour inspectorate and other forms of prevention service. The current position and role of occupational medicine is alarming in most of the European countries. There is a shortage of doctors, a scarcity of resources and training, pressures against the independence of those doctors from employers and a commodification of the sector. Workers need a good quality occupational medicine which could serve their health at work.	
272. This naturally entails the need to devise a common trade union strategy on the main issues arising in the occupational health and safety field; but also to mainstream health/safety issues into all ETUC positions on European policies, including, for example, sustainable development, gender equality, immigration, labour market, training, research, industrial innovation policies.	
273. In order to strengthen trade union demands on these matters, it is essential to achieve broader alliances in relation to our priorities, and a better coordinated transmission of trade union messages through channels that include demonstrations, institutional representation, social dialogue, scientific expertise, European works councils, social networks. It is also important to improve and increase support and coordination among trade union actors at European level, in particular among the activities of the ETUI, those of the European industry federations, of the Luxembourg-based Advisory Committee for Safety and Health at Work, the European Chemicals Agency in Helsinki, the Bilbao Agency, the Dublin Foundation and the European Committee for Standardisation. An evaluation of the ETUC mandates and of ways of	

increasing our real influence on the content of decision-making will be undertaken in the context of the preparation of a new Community strategy on health and safety for the period 2013-2020.	
274. The ETUC could not accept to treat health and safety as an administrative burden for employers. It considers that the objective of the European Union should be an harmonization on the basis of a continuing improvement of working conditions.	Delete “harmonization” LO-D Oppose
Our messages	
275. Workplace democracy is essential. It entails both worker representation systems for occupational health and safety matters and real opportunities for collective workplace discussion by workers themselves of their working conditions. The European Union legislation should guarantee the possibility for the workers of all companies to have their safety representatives.	
276. Working conditions and terms of employment are an essential cause of the growing health inequality observable in Europe. An adequate health surveillance should be prolonged for retired workers.	
277. Measures must be taken to combat at source the intensification of labour and forms of management that entail excessive stress levels for workers and improving the working conditions for all staff including professional and managerial staff.	
	New 277 bis : “In accordance with the ILO health and safety standards, there is a need to ensure a sufficient number of labour inspectors endowed with the requisite powers and capable of inspecting each workplace at least once a year”, FGTB, CSC, CGSLB. Accept
278. Systems must be implemented to reduce the incidence of psychosocial factors that endanger the mental health of workers.	Add: “In the context of socio-psychic risks, special attention must be paid to the prevention of stress at work, and to

	harassment and bullying in the workplace, for these are problems that entail dire effects on workers' health" , UGT-P. Accept
279. Measures should be taken to reduce industrial accidents and work related diseases combining the improvement of the legal framework, its enforcement by an efficient labour inspection and the development of independent preventive occupational health services. Risk assessment should be fully implemented in all the workplaces with the participation of the workers and their representatives. The ETUC will seek to strengthen the role of trade unions in the new European strategy on health and safety at work (2013-2020). It will promote the mainstreaming of occupational health and safety in other fields including the technical standardization.	After "health services" (line 3) add "as well as to make progress towards the introduction of a single European system that would allow the epidemiological study of work-related disease." As from the sentence beginning "Risk assessment", begin new paragraph 279b UGT Accept
280. It is absolutely necessary to search for alternatives to dangerous chemical substances such as carcinogens, mutagens or those shown to be toxic for reproduction. The arrears of the slow European standard-setting process on occupational exposure limit values must be recovered by extending the best national standards and covering a wide range of dangerous substances.	
281. At workplace level the reproductive health of both men and women should be safeguarded. EU institutions should take reproductive hazards seriously into account in their policy-making, especially regarding the prevention of chemical and other hazards that could hinder fertility or be harmful for the development of children.	Change the first sentence by : "Reproductive health of men and women especially at the workplace should be safeguarded", TCO. Accept
282. In several fields, such as nanotechnologies or environmental challenges, there is a need for scientific expertise to be linked not only to evaluation but also to a genuine social debate on the development of technologies. Adequate regulations should protect the workers health and public health.	Add, at the end: "Equally important is the analysis of and debate concerning the possible health and safety risks associated with the new technologies used in green jobs, in order to prevent all risks and adequately prepare for transition" , UGT-P. Accept
Our commitments	

283. The ETUC will:	
a. seek to ensure implementation and monitoring of the European agreements on stress, violence and harassment in the workplace;	
b. continue its action for a form of working time regulation that takes account of the impact of working hours on health and facilitates the combination of work and private life. It will fight for the end of the “opt out” clause and for maintaining the recognition of on call periods as part of the working time;	
c. continue to support the revision of the Maternity Protection Directive and calls for a period of leave of at least 18 weeks in all Member States (in line with ILO Convention 183 and Recommendation 191), the maintenance of full income, and protection against dismissal during maternity leave, as well as stronger rights after returning to work;	After point c) add a new point d) as follows: “to harmonise the standard criteria on the list of occupational diseases in the EU countries, including, among other things, ILO Recommendation 194 on the list of occupational diseases 2010 (Revision of the Recommendation on the list of occupational diseases, 2002) and subsequent revisions”. UGT Oppose
d. give priority to the fight against musculoskeletal disorders which are the occupational health complaint most frequently voiced by workers;	
e. demand more consistent protection of workers’ personal data throughout the EU, including a European framework of common rules to strengthen legal clarity and certainty, as currently there is not only much variation in the way the European countries provide protection of workers’ personal data, but also in the degree of protection. This topic should be included in the proposed 2011 revision of the general EU Data protection directives. Among the basic elements of the EU legislation there should be a ban for collecting genetic information in the framework of employment relations and a prohibition for employers to get access to individual medical data;	
	New 283 e. bis : “The EU legislation should also transpose ILO recommendation 200 on HIV-AIDS at work in order to protect

	workers against discrimination based on perception of HIV status”, FGTB, CSC, CGSLB. Accept
f. continue its action for a full implementation of REACH taking into account the need of a better protection of workers health.	
284. The ETUC, as well as the European Trade Union Institute and the ETUC-affiliated organisations, will seek to step up training on health and safety issues and to incorporate this aspect into trade union education in other areas.	
285. The ETUC member organisations will devote a day to the activity of health and safety representatives during the European Week for Safety and Health at Work, along the lines of existing practice in a number of countries.	Delete: “along the lines of existing practice in a number of countries”. Insert: “during which different activities aimed at raising the status of union safety representatives would be carried out by member organisations”, LO-S. Accept
286. The ETUC will promote common actions each year on April 28 for the improvement of working conditions.	

<p>9. Mobilizing for a social Europe for a stronger Europe working for a fair globalization</p>	
<p>Introduction</p>	
<p>287. The increase in international trade in goods and services has been accompanied over the last few decades by a major increase in investment flows – attributable to, among other things, the liberalization of capital movements that gave rise to casino capitalism in the financial markets – and by an internationalization of production networks. The development of new technologies has enabled improvements in transport systems and in the circulation of information and capital, etc. However, as can be observed, the process of globalization is neither homogeneous nor linear and developments differ radically from one aspect to another.</p>	
<p>288. The international division of labour is such that each country or region of the world seeks to exploit its own comparative advantages. However within the international globalized economy growth is very imbalanced. Inequality between and within countries is increasing. Too frequently workers’ terms and conditions of employment and improvements in their own and their families’ welfare are neglected. Most workers in the world lack the protection of even basic social security. Growing inequality and unemployment, particularly among young people, was a central driver of the revolt leading to the hopes of the Arab Spring that needs nurturing.</p>	
	<p>New para: “288 bis. The international race for the cheapest labour cost especially harms the weakest in society, the children. Child labour not only violates human dignity, but also the right to education, and therefore perpetuates poverty and dependency. Although nearly all countries have formally agreed to protect children against exploitation, the reality often is different.</p>

	For customers it is often difficult to detect the products which rely on child labour”, DGB. Accept
289. According to the International Labour Organisation (ILO), only one in five persons of working age in the world have access to social protection. What is more, the globalization that is taking place under the control and guidance of major international organizations (WTO, G20, etc.) lacks incisive and coordinated governance in numerous respects of critical importance, for example, as regards financial regulation, the fight against climate change, the efforts to eradicate tax havens, respect of workers’ social rights, the struggle to reduce poverty, etc.	
290. The European Union, given its economic weight and enhanced population following a number of enlargements, should be a key player on the world stage. Member states should extend to it the authority to speak on their behalf in international institutions and to give a lead in promoting good governance in our multi-polar world. EU economic policies as advocated by the ETUC aim at building the European economy and enabling it to face the challenges exacerbated by the current crisis, reinforcing its influence on the world scene. As the labour market becomes increasingly international, we need to ensure that Europe’s social market economy is not driven into a downwards spiral by competition based on unfair labour market practices. We must work to avoid nationalist and protectionist reactions and cooperate internationally to help improve working and living standards worldwide.	
291. The Lisbon Treaty stipulates that the Union should seek to advance its values in the wider world, including democracy, the rule of law, the universality and indivisibility of human rights and fundamental freedoms, respect for human dignity, the principles of equality and solidarity, and respect for the principles of the United Nations Charter and international law. The Treaty has reinforced Community competences and the European Parliament’s powers over external trade. The ETUC on behalf of trade unions in the EU expects and supports the development of a united EU foreign policy based on those principles and the use of the European External Action Service (EEAS) to promote them. Trade policy should advance them.	Line 7: after “based on those principles”, insert: “fully implementing the new instruments for cooperation, democracy and Human rights (the DCI and EIDHR), and using...”, delete “the use of”, CGIL, CISL, UIL. Accept Line 8: after “should”, insert “also”, CGIL, CISL, UIL. Accept

	<p>Line 2 after “democracy” add “and peace” UGT Accept</p>
<p>292. The ETUC has consistently pressed for the inclusion of social clauses based on ILO and other international standards in agreements in the World Trade Organization. With the Doha multilateral trade negotiations still deadlocked, the EU has chosen to engage in a number of negotiations at regional or bilateral level. The ETUC promotes coherence between trade and investment policy and foreign policy and development and political cooperation in order to enhance development and Decent Work objectives. Trade agreements should respect social and environmental concerns and not encourage the liberalization and/or the privatization of public services.</p>	<p>Line 2 – after “...in agreements in the World Trade Organization. Add: “We propose that the WTO should demand the full respect of fundamental labour rights in the production of all goods for world trade and monitor the fulfilment of this requirement”, CCOO Accept in principle Line 7, delete: “respect social and environmental concerns” and add : “include provisions on workers’ rights and environmental provisions so as to support minimum rights at world level”, FGTB, CSC, CGSLB. Accept Add at the end: “We refuse the standpoint of the European Union according to which it is superfluous to include a social clause in a trade agreement where there exists a Partnership Agreement in which a clause of this type is already to be found. The ETUC considers also that there is a need for stronger monitoring of the agreements on social matters”, UGT-P. Accept</p>
<p>293. A key ETUC objective is to defend and promote the European Social Model through all our international work, including the building of strong and independent unions and the</p>	

<p>encouragement of social dialogue. The ETUC supports, and is involved in, the development of cooperation agreements between the EU and third countries and regions. It supports the construction of a strong partnership with our neighbours in the Southern and Eastern Mediterranean, as well as the Eastern Partnership, and with Russia, including a strong social dimension. We are actively involved in inter-regional activities, as part of the Euromed Trade Union Forum; through the Pan-European Regional Council of the ITUC; with African trade unions, mainly through the EU-ACP processes; in the ASEM social dialogue process; and in the Americas at regional and sub-regional level (the Andean Community, Central America and Mercosur) and bilaterally.</p>	
<p>294. The ETUC has followed closely, and welcomed, fast-moving developments in Southern and Eastern Mediterranean countries, expressing deep hopes for moves towards democracy, particularly in Tunisia and Egypt, at the same time as extreme concerns at the use of state violence against the people, particularly in Libya. It has stressed the need for the EU as a whole to take a lead in finding solutions based on our commitment to freedom, democracy and the rule of law enshrined in the Treaties. Massive unemployment among young people in the region is a central issue that Europe must help resolve, responding to the needs expressed by the peoples concerned. The EU has recognized the pivotal role that trade unions have played and can further take in assisting the transition process and the ETUC has pledged its support for initiatives being taken notably in the area of social dialogue.</p>	
<p>295. European companies should contribute to fair globalization wherever they operate and the EU should ensure that they do so, in particular through integrating in its policies international instruments such as the OECD guidelines for Multinational Enterprises and the ILO tripartite declaration on MNEs and social policy. Employers' duties to Corporate Social Responsibility should also be included.</p>	<p>Line 4, after "social policy", add: "and the principles enshrined in the eight fundamental ILO conventions", FGTB, CSC, CGSLB. Accept</p>
	<p>New para: "295 bis. "The ETUC strongly believes that the defence of the European social model demands the defence of labour rights all over the world. Accordingly, we encourage the most active solidarity with the people's</p>

	<p>struggle, starting with the working class, against all abuse of human rights in general and labour rights in particular. Solidarity with trade union fights in emerging countries does not only concern their working class, it also affects workers in Europe in order to avoid their isolation and the defeats derived from it.</p> <p>One of the main ways to tackle this should be the trade union action along the whole value chain in the multinational enterprises of the world, reaching to the last of their suppliers, contractors and subcontractors, encompassing even their subsidiaries. It means a particular responsibility for the trade union in the headquarters and in the main subsidiaries. Effective tools for this objective should be International Framework Agreements which establish these demands in the whole production and distribution chain, together with the Corporate Social Responsibility compromises, the checking and correction of the denounced infringements, with an active trade union participation in the value chain, including the regional and international Trade Union Federations.</p> <p>The mobilisations in South East Asia in 2010 bring to the forefront the demand of a minimum living wage in these countries.</p>
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	<p>The implementation of the developments attained in some of the countries will have an important impact on the trade union action in the whole area, and it should meet the active solidarity of the European trade union movement”, CCOO. Accept in principle</p>
<i>EU Enlargement</i>	
<p>296. The process of EU enlargement continues and the ETUC supports this as a means of strengthening the EU and promoting democracy and good governance in the applicant countries, while insisting that it should not undermine EU standards and cohesion.</p>	<p>Add after “applicant country”: “as within the EU”, while..., DGB Accept</p>
	<p>New para “296 bis. Congress recognizes that a viable and lasting solution to the Cyprus problem will re-enhance peace and stability in the South-East Mediterranean region, underpinning relations among neighbouring countries, Cyprus, Greece and Turkey. Accordingly, congress welcomes the UN General Secretary’s good auspices and supports the negotiations for a comprehensive settlement of the long lasting issue. IT recognizes the good will and encourages the two Cypriot leaders’ continuing efforts and determination to reach a comprehensive, viable and fair solution based upon all UNI relevant resolutions and according to the principles and values governing the establishment of</p>

	the EU”, SEK, DEOK, Tourk-SEN Accept
Our messages	
297. The EU must assert itself on the world stage to promote its values and its social model, multilateral governance, and respect for the UN Charter and Human Rights Conventions. EU policies should promote economic and social development worldwide.	Add behind “Human Rights Conventions”: “The EU will protect those who defend human and trade union rights”, FNV . New para: “ETUC should strive for the EU to link its development cooperation efforts to the Decent Work Country Programmes and include trade unions (or social partners) in the development and implementation of its development projects and programmes”, FNV . Accept
298. All G20, and in particular European, states should respect international conventions and agreements and should, in particular, ratify and implement fully all up-to-date ILO Conventions. The EU should give full support to the establishment of a universal social protection floor, while rejecting levelling down, in line with ILO Convention 102.	
299. The EU must take a lead in conflict resolution, particularly in the Mediterranean region, on the basis of United Nations Security Council Resolutions. The EU should not enhance political and economic relations bilaterally with Israel, in particular while settlements continue, but should draw up a coherent policy for the region including corresponding advances with Arab states and the Palestinian Authority, accompanied by economic assistance to assist the transition towards democracy.	Add in 2 nd sentence after bilaterally “only” and add “also” before draw. New sentence is: “The EU should not enhance political and economic relations bilaterally <u>only</u> with Israel, in particular while settlements continue, but should <u>also</u> draw up a coherent policy for the region including corresponding advances with Arab states and the Palestinian Authority, accompanied by economic assistance to assist the transition towards democracy”, DGB .

	<p>Oppose Line 2 delete from “should not enhance...” to “but”, CGIL, CISL, UIL Oppose</p>
<p>300. All European states should ratify the UN convention on the rights of migrant workers and their families. In the context of developments in North Africa, the EU should maximize humanitarian aid and assistance in resettling fleeing migrant workers in their home countries. Responsibility for policy and activities to deal with migration and refugees from our Southern neighbourhood, as indeed other regions worldwide, should be undertaken jointly and proportionately by all members of the Union in a spirit of fairness and solidarity.</p>	<p>Line 2 – Add: “[...] <i>developments in North Africa</i> “<u>and from the full and effective support to the democratic revolutions which are now taking place in the Arab countries, the EU...</u>”, CCOO. Accept</p>
<p>301. EU exclusive competence on international trade provides a powerful tool to advance wider policies and must not lead to a watering down of the EU Social Model. We welcome the European Parliament’s new powers to exercise a democratic check on trade negotiations, that have to be really transparent and allow a real trade union involvement.</p>	<p>Add: “The ETUC defends the principle according to which the non-implementation of a social clause, particularly in relation to human rights and decent work, should be subject to a penalty that may go as far as suspension of the agreement” , UGT-P. Accept</p>
<p>302. All EU and EFTA trade, investment and aid and development agreements should promote regional integration and sustainable development, and include as essential elements Decent Work and the implementation of ILO labour standards, including that on labour clauses in public contracts, and the environmental safeguard clauses. Dispute settlement procedures should also apply to the Sustainable Development Chapter that should be included in every agreement, in line with our view that social rights such as those promoted by the ILO should be treated equally as economic rights such as those upheld by the WTO. Monitoring mechanisms, including trade unions, should be incorporated in the agreements and the social partners should be enabled to lodge complaints, to be adjudicated by independent experts, and receive substantive answers from the parties concerned. We shall take the opportunity of the introduction of a new EU investment regime and the forthcoming review of the EU Generalised Preferences Scheme (GSP) to advance our objectives.</p>	<p>Line 4 – delete: “Dispute settlement procedures” replace by: “Dispute resolution mechanisms that do not impinge upon the usual powers of the existing courts should be implemented but only if these latter seem to lack the requisite independence. It”, FGTB, CSC, CGSLB. Accept</p>

<p>303. EU values should also be advanced at the diplomatic level by the European External Action Service which should in particular promote meaningful social dialogue based on strong and independent unions. The EEAS should include social and employment attaches to work towards those objectives, and the ETUC has called for the establishment of such posts in Tunis and Cairo to be given priority.</p>	
<p>EU enlargement</p> <p>304. Further EU enlargement presupposes both that candidate countries fully meet the Community <i>acquis</i> and implement ILO standards, and that EU decision-making mechanisms can work efficiently and democratically, notably by involving the European Parliament.</p>	<p>Hak-Is recommends a change in the wording, to make it more in line with ETUC policy on enlargement of the EU to Turkey. However, Hak-is proposes no wording. Hak-is Accept in principle</p>
<p>Our Commitments</p> <p>305. The ETUC will assist in the EU enlargement process, working with our affiliates in Turkey. It will develop the work of the regional trade union integration commission for the Western Balkans and support the trade union reform process.</p>	
<p>306. The ETUC will continue to press for a fair globalization, notably in insisting that sustainable development should be at the core of international trade policy, contributing to global decent work and growth. GSP and GSP+ labour provisions should be strengthened and implemented fully by beneficiary countries.</p>	<p>Add: “The ETUC will especially press to fight against child labour as the most brutal form of exploitation and for the right to education all over the world”, DGB Accept Add: “The ETUC is in favour of social traceability of products as a means of exerting pressure for justice in the context of globalization, in particular by stressing the point that sustainable development and human rights (via ILO standards) must be at the heart of international trade policy”,</p>

	CFTC. Accept
307. We will continue to support the development of EU cooperation agreements worldwide, while opposing EU bilateral trade agreements, notably the one with Colombia where murders of trade unionists continue apparently with impunity, that do not meet our essential conditions.	
308. The ETUC will defend and promote the European Social Model through its international work, directed at EU institutions, through social dialogue at European level, and in direct contacts with partner trade union organizations.	
309. The ETUC will campaign together with the ITUC for trade union rights globally and in particular for the ratification and full implementation of the ILO fundamental Conventions, starting with all European and G20 countries. It will support the highest international standards set in conventions and charters of the ILO, UN and other international institutions. Adequate resources will be provided to carry out this work.	
310. The ETUC will strengthen relations with trade unions throughout the European continent and promote the European Social Model by actively supporting the PERC and sub-regional activities, such as those in the SEE Trade Union Forum and BASTUN.	
311. The ETUC will promote and assist independent trade unionism and social dialogue in the Euromed region, in particular in actively participating in social dialogue initiatives currently being installed by the EU which should provide adequate resources. It will promote constructive work and cooperation in the Euromed Trade Union Coordination ETUC-ITUC.	
312. The ETUC will also maintain and develop relations with trade union organisations in Africa, in particular through EU-ACP work; the Americas at regional and sub-regional level (Andean Community, Central America, Mercosur) as well as the US through the Transatlantic Dialogue and Canada; and Asia, notably in seeking to develop the work of the ASEM Social Dialogue Forum.	After “EU-ACP work;”, add “the CSA/CSI in” UGT Accept
313. In its international activities, the ETUC will continue to cooperate with the ITUC notably in development work, including through the Trade Union Development Cooperation Network, and with TUAC in particular in relation to the OECD Guidelines for MNEs and G20 initiatives such as on the Financial Transactions Tax. The ETUC will continue to support the annual ITUC World Day for Decent Work on 7 October. It will cooperate with civil society organisations in	

initiatives that will advance ETUC policies.	

10. Mobilising for a social Europe for a genuine social dialogue at all levels	
Introduction	
<p>314. In the last twenty years the European Social Dialogue has undergone deep change. Since 1991 (with the Maastricht Social Protocol), the European social partners have been in a position to negotiate, directly among themselves, framework agreements that are subsequently converted into directives by the EU Council (as was the case with the framework agreement on parental leave in 1995, the agreement on part-time jobs in 1997, and that on fixed-term jobs in 1999). They can also negotiate autonomous agreements which have to be implemented at national level according to the traditional procedures and practices of each member state and of the national social partners (as happened with the agreements on telework in 2002, work-related stress in 2004, harassment and violence at work in 2007, and inclusive labour markets in 2010).</p>	
<p>315. During the second half of the 1990s, the European social dialogue, both cross-industry and sectoral, developed considerably. At this time, starting in 1998, several sectors set up “Sectoral social dialogue committees” (SSDC), adopted large numbers of joint texts, and developed their activities accordingly.</p>	
<p>316. This possibility opened up by the Treaties to see the European Social Dialogue become the driving force of a social Europe gave rise to great hopes. But for this possibility to become a reality requires the involvement and mobilisation of all actors: institutional actors (European Commission, Council, and Parliament), European social partners (cross-industry and sectoral), national governments and national social actors (trade unions, employer federations, etc.).</p>	
<p>317. The cross-industry dialogue has undoubtedly entered a new phase and is currently experiencing a very difficult period. The employers, during the last ten years, have gradually refused the idea of binding framework agreements.</p>	<p>Add at the end: “This difficult situation in which the social dialogue finds itself exists also in numerous member states as a result of the policy directions taken by the European Commission and governments in Europe (whatever the political party in power) which respond to market needs</p>

	<p>alone and are dismantling the welfare state. The role played by governments and the European institutions is no longer to seek a balance between opposing interests. Employers have no need to seek agreement. The balance which should form the foundation of social dialogue is broken”,</p> <p>ELA</p> <p>Accept in principle</p>
<p>318. The Commission, meanwhile, obsessed in particular with its programme for “better regulation” (now relabelled “smart” regulation which frequently means “less regulation”), has provided ever less input for the social dialogue.</p>	<p>Delete “meanwhile”, ELA</p> <p>Oppose</p>
<p>319. Furthermore, the general political context is not currently favourable to the development of European social legislation geared to progress or even, in some countries, to the development of a national social dialogue at the cross-industry or the sectoral level, and this represents a major problem for the implementation of certain European commitments (in particular, autonomous agreements). Even the European Commission, in the context of the budgetary crisis in some member states, has launched messages intended to water down the role of the social dialogue at national level!</p>	
<p>320. As revealed by a recent survey conducted by the ETUC, a majority of affiliates consider that the quality of the content of the texts adopted in the framework of the cross-industry social dialogue has diminished in terms of its legal and practical effectiveness. And a very broad majority considers that the implementation of these joint texts at national level is patchy and inadequate (this applies also to the agreements subject to article 155§2 of the Lisbon Treaty).</p>	
<p>321. While dissatisfaction is deep, there is still a strong determination to improve the cross-industry social dialogue.</p>	
<p>322. This is why the ETUC must mobilise all its energy to relaunch the cross-industry social dialogue in the spirit of the Maastricht Social Agreement. This requires the building of a common trade union vision and strategy, the definition of clear goals and demands for the social dialogue, an ongoing effort to persuade and put pressure on employers, appeals to the European</p>	<p>Line 1 – Add: “all its energy to <u>improve the balance of power that would enable the conditions required for a genuine cross-sectoral social dialogue to be restored</u> in the</p>

<p>Commission to play its role in the social dialogue (in particular the cross-industry dialogue), a search for support from Euro-MPs and member states, etc. All of this is necessary in order to improve working conditions for all workers in Europe, in particular in the context of the current crisis.</p>	<p>spirit...”, ELA Oppose</p>
<p>Our messages</p>	
<p>323. It is important to issue a firm reminder that the European social dialogue, both cross-industry and sectoral, is a tool of solidarity whose primary function is to achieve genuine improvements in working conditions for all workers in Europe. Accordingly, the European social dialogue should complement, and be used to strengthen, existing mechanisms of collective bargaining and worker participation, at different levels, for the expression of worker interests and the improvement of working conditions, as well as improving the quality of employment. This process should take place, what is more, in a context of upward harmonisation and in accordance with the letter and the spirit of the European Communities’ founding Treaty.</p>	<p>Line 6 insert after employment “and should be used to enhance the networking with the European Federations in light of the importance of sectoral social dialogue”, CGIL, CISL, UIL Accept Line 2 – Replace “is a tool” by “should be a tool” and replace “primary function is” by “function was”, ELA Oppose Line 3-4 – Add “Accordingly, <u>there is a need to restore the conditions for a genuine European social dialogue able to complement and to strengthen, existing...</u>”, ELA Oppose</p>
<p>324. The EWCs have a potentially important role to play in the development of social dialogue since they constitute the grassroots source of information about industrial and sectoral trends: their role should thus be improved and better recognised.</p>	
<p>325. This improvement of working conditions requires instruments, whether collectively agreed or statutory, that must be properly implemented at national level, and in the absence of which the social dialogue would be mere window-dressing.</p>	
<p>326. The IRTUC are developing relevant experiences and negotiating capacities at “euro-region level”, and these should be integrated into the practice of social dialogue as a means of</p>	

enhancing its effectiveness.	
327. The Commission must be urged to adopt a more proactive approach to the cross-industry and sectoral social dialogue. Its task is to provide input in the form of proposals for the development of a set of social regulations in keeping with the economic integration of Europe.	
328. The European-level social partners should be consulted and allowed to play, if they so wish, their role of co-legislators, in relation to all matters of immediate or less direct relevance to workers, according to the spirit and the letter of the Treaty (Article 152 of the TFEU).	
329. Furthermore, the Commission has also to recognize the importance of the role of social dialogue at the national level, rather than attack it in the name of so-called economic governance. Economic governance which attacks the European social model and collective agreements is totally unacceptable. The ETUC expresses grave concern in relation to instances of intervention by the Commission in the national social dialogue autonomy of certain member states.	Line 4, delete: “The ETUC expresses grave concern in relation to instances of intervention by the Commission in the national social dialogue autonomy of certain member states” Insert: “The ETUC rejects the Commission’s intervention in the national social dialogue autonomy of certain member states”, CGTP-IN. Accept
330. It is necessary to convince employers at all levels that development of the European social model (whether statutory or collectively agreed) is not a “competitive handicap” but, on the contrary, the core of the “social market economy” now enshrined in the Treaty and a guarantee of social peace, worker motivation and productivity.	Delete: “It is necessary to convince employers at all levels that”, ELA Accept in principle
331. This is also why it is important to develop social dialogue at all levels (national, European, transnational companies, regional, world). A strengthening of worker rights of information, consultation and participation is key to the improvement of social dialogue at these levels.	Add: “it is important to develop <u>a genuine</u> social dialogue...”, ELA Accept
Our commitments	
332. The ETUC is committed to ensuring that the European social dialogue will contribute to the upward harmonisation of social rights in a manner that will enable all workers in the EU to benefit from the same social rights. In European social dialogue negotiations, the ETUC will pursue two priority goals, namely, improvement of the working conditions of all European	Penultimate line delete “European” UGT Accept in principle

workers and the fight against social dumping.	
333. This strengthening of the ambition of the content of the joint texts must be accompanied by a strengthening of the implementation and monitoring of the texts adopted in the framework of the European social dialogue by means of the creation of a permanent European secretariat of the social dialogue with its own budget and staff. Steps must be taken to ensure that these texts have a real impact on workers.	
334. The ETUC will make effective use of the new EWC legislation to establish new EWCs and to foster the quality of worker participation as a key element of good corporate governance.	
335. The right to strike and to organise sympathy action on transnational issues is especially important in enabling unions to act on an equal footing with companies which are in a position to operate freely around the world. Rights to strike are based at present on national constitutions and international conventions, and these are sometimes narrowly interpreted in order to prevent unions from supporting each other in solidarity across borders. The ETUC will commit itself to developing a strategy for the achievement of this objective.	
336. The ETUC will campaign for the right for organised labour to take action at the transnational level, specifically for a transnational right to strike.	ETUC should consider developing proposal on single strike legislation on the level of the European Union in the period of 2011-2014, LIGA Oppose
337. The ETUC will push further its claim (under now more favourable Treaty provision) for a specific labour chamber in the ECJ.	
	Add new para: “337 bis. The ETUC will continue to work to amend Council Regulation 44/2001 (Brussels I Regulation) on jurisdiction and the recognition and enforcement of judgments, by introducing an exclusive forum for labour law disputes concerning industrial actions. This is to curb the abusive practice of international forum

	shopping in the field of industrial disputes”, EFBWW, ETF. Accept
338. The ETUC will step up the work inside the ETUC litigation network, taking the next step by deciding upon a litigation strategy for the European trade unions and by starting to actively bring suitable cases to court, via all possible channels, national, European, and international, in order to create a body of case law that is favourable to the interests of workers in the EU.	
339. The ETUC needs:	
a. to build an ambitious joint trade union vision in relation to all EU policies: industrial policy, competition, internal market, sustainable development, taxation, education, lifelong learning and research, etc.	
b. to develop joint strategies among the cross-industry, sectoral, European and national levels, as well as within European works councils, in order to ensure that the trade union agenda is given coherent expression in all relevant forums at European level.	
c. to strengthen the rights of information, consultation and participation for workers in order to improve the effectiveness of social dialogue at all levels.	
	Insert new item: “d. to develop and to coordinate joint trade union actions, including demonstrations and strikes, in order to achieve our goals by building another European “balance of power””, CGTP-IN. Accept in principle

11. Mobilising for a social Europe	
Acting on our commitments	
340. The preceding Chapters set down a raft of commitments taken by the ETUC and affiliates in our mobilisation for a social Europe. Here we identify the main means for action at our disposal.	
Campaigns	
341. The ETUC has conducted a number of campaigns since 2007 with demonstrations being held in a wide range of European cities in the present crisis, and that campaigning focus must be continued to keep up the pressure for the interests of working people and their families to be respected.	
	New 341 bis : “An important aspect of campaigning is organizing. Organizing is not only about recruiting or retaining members. It is all the more a strategy to empower workers, to mobilize them, to campaign in order to regain trade union power vis-a-vis institutions and employers. ETUC will support organizing initiatives of affiliates, disseminate information about trade union strategies and support its affiliates”, FNV. Accept
342 The Strategy and Action plan calls for enhanced campaigning activities on a number of issues, directed mainly at the European institutions as well as at public opinion as a means of influencing the political deciders.	Add, after “European institutions” “and employers” CGT Accept
343. Given their key role, ETUC campaigning activities will remain under the control and coordination of the Executive Committee and Steering Committee, through there is a proposal	Replace in the first sentence “will remain” by “are”, DGB, CFDT, CFTC, CGT, FO,

(included as Supplementary Report) from the French and German affiliates for consideration of specific longer-lasting initiatives notably to strengthen the campaign for “equal pay and equal rights” linked to current campaigning activities that will continue to be pursued in relation to the Social Progress Protocol and the revision of the Posted Workers Directive (see Chapter 7). Developing this campaign is crucial and the Executive Committee will shortly examine how best to do this, including considering a new working group as suggested by the French/German affiliates to carry the work forward and ensure more commitment from member organisations to start initiatives also on a national level to support European issues. The Executive Committee will also look again at the possible use of the new Citizens’ Initiative provisions of the Lisbon Treaty (ie a petition). This may require specific and additional resource allocation to campaigning work.

UNSA, FNV, ÖGB.

Accept

First sentence: delete second part starting with “through there is.....”, add instead two complete new sentences: “In the context of its activities for equal rights the ETUC considers proposals for activities from its affiliates. According to this the ETUC welcomes the proposal from the French, German and supported too by the FNV and ÖGB affiliates (included as Supplementary Report) for initiating an ETUC campaign for “equal pay and equal rights” linked to current activities that will continue to be pursued in relation to the Social Progress Protocol and the revision of the Posted Workers Directive (see chapter 7)”, **DGB, CFDT, CFTC, CGT, FO, UNSA, FNV, ÖGB.**

Accept

7th line: Replace the sentence starting with “Developing this...” by a new sentence: “For this purpose, the Executive Committee will shortly set up a working group to define the modalities of this campaign and will ensure, through commitments by its affiliates, a strong linkage between European and national level activities”, **DGB, CFDT, CFTC, CGT, FO, UNSA, FNV, ÖGB.**

Accept

Line 2 insert after Steering Committee “on

	<p>the basis of the Congress deliberations and discussion papers which will be submitted to the EC, which would decide on specific and additional resource allocation to campaigning work”, CGIL, CISL, UIL</p> <p>Accept Delete the rest of the para from line 3 to line 15, CGIL, CISL, UIL</p> <p>Oppose Insert: “With a view to the effective implementation of the Strategy and Action Plan 2011-2014, ETUC decides at its 2011 Congress in Athens to conduct a campaign under the working title "For a Europe without Wage and Social Dumping - Fundamental Social Rights before Internal Market Freedoms”. The key element in this campaign is the launch in spring 2012 of a European Citizens' Initiative (ECI) in accordance with the provisions of the Lisbon Treaty. This ECI will instruct the EU authorities to make arrangements to ensure that:</p> <ul style="list-style-type: none">- the primacy of fundamental social rights over the internal market freedoms, and- the principle of “equal pay for work of equal value “ (in accordance with the principle of the place of employment; i.e., the country of destination) <p>are in future universally applied in the EU”,</p>
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	<p>USS, Travail.Suisse Oppose 10th line, replace “The Executive Committee will also look again at the possible use of the new Citizens’ Initiative provisions of the Lisbon Treaty (ie a petition)” by: “The Executive Committee will examine seriously the launch of a European Citizen’s Initiative, in accordance with the provisions of the Lisbon Treaty, as a mobilising instrument for the campaign”, EFBWW, ETF Oppose Delete: “(included as Supplementary Report)”, LO-D. Oppose</p>
	<p>Add new Paragraph 343bis: “Communications media can play a major part in campaigning – including traditional print and broadcast outlets, but increasingly new media such as the web, social networking and so on. The ETUC and its affiliates need to increase their ability to use these media for campaigning purposes, including collective bargaining”, TUC. Accept</p>
<p>Commitments:</p>	
<p>344. Campaigns will continue to be a priority for the ETUC and strengthening our hand by initiating campaigns at national level on European issues in support of ETUC priorities will be</p>	

examined;	
345. An initial report will be presented to the October Executive Committee following-up the Franco-German proposals.	<p>Line 1 after Executive Committee delete “following up the Franco–German” and insert “on campaigning” , CGIL, CISL, UIL</p> <p>Accept</p> <p>Line 1 : replace “report” by “roadmap”, add “following-up <u>in particular</u>”, FGTB, CSC, CGSLB.</p> <p>Accept</p> <p>Add : “This roadmap should indicate the campaign schedule and the planning strategy, thereby enabling each national affiliate to incorporate these campaigns when planning their national action strategy”, FGTB, CSC, CGSLB.</p> <p>Accept</p>
Institutional tools	
346. In pursuit of its constitutional objectives the ETUC directs its activities towards:	
a. EU Institutions which include the European Council, separate Council formations, the European Parliament, the European Commission, the European Court of Justice, and the EESC as an EU advisory body - as well as the European Central Bank, that maintains its independence from the EU institutional complex. In addition there are a number of European Agencies on whose governing bodies the social partners are represented (CEDEFOP in Thessaloniki, EUROFOUND in Dublin, EU-OHSA in Bilbao) or whose work is of direct interest to us (FRA in Vienna, European Institute for Gender Equality, EIGE, in Lithuania, ETF...)	
b. European Employers with a view to establishing an industrial relations system through the social dialogue and bilateral negotiations;	

c. EFTA, the Council of Europe and other Europe-wide institutions;	
d. International Official bodies when they deal with matters affecting Europe (UN family including the ILO; International Financial Institutions; G20; OECD) in cooperation with ITUC.	
347. The ETUC cooperates with the ITUC, its Pan European Regional Council and ITUC regional organisations, TUAC, as well as other trade union organisations; and some European Civil Society Organisations and think-tanks on an ad hoc basis.	Add at the end: “The ETUC will put a higher priority on working with other civil society organizations to secure a broader base of support for our policies”, TUC Accept in principle
348. All these channels provide means for furthering our commitments, while approaches may need to be reviewed in changing circumstances, and the Executive Committee will examine available opportunities.	
349. Following the entry into force of the Lisbon Treaty the balance of power between the EU Institutions has shifted towards the Council (ie Member States) and the European Parliament (at least on certain issues).	
350. The pattern however has not yet settled and there are ambiguities about the competences of the various components of the institutional constellation notably in the Commission/Council presidential duo (ie currently President Barroso and President van Rompuy).	
351. The crisis has led to further realignments, including at constitutional level with Treaty amendment in relation to economic governance. What this might in time mean for the ETUC is explored in the Discussion Paper.	Delete: last sentence, LO-N . Delete last sentence, TCO, SACO . Accept and replace by: “A discussion document is proposed to Congress for further consideration”.
Council	
352. Our activities directed towards the Council should reflect these changes and expanded. It has always been the most difficult to establish links with from among the institutions: it has a small secretariat in Brussels and depends on individual Member States.	
353. The President of the European Council presents a new focus of attention. Although meetings with the ETUC are relatively frequent, they tend to be reactive to events and the	

outcomes do not currently fit into an established pattern. As well as formalising those bilateral meetings, we could envisage linking relations with the President to a procedure involving the Tripartite Social Summit and the Social Dialogue process (see below).	
354. The ETUC has traditionally met with the Council rotating presidencies, but they have less influence since the Lisbon Treaty. Nevertheless they have some value particularly for certain of our affiliates who gain publicity at meetings with their Government leaders holding the EU Presidency.	
355. Enhanced contacts with presidents of certain Council formations could be of more substantive interest. Various committees that prepare Council conclusions could be given greater attention from our part, notably the Employment Committee and the Social Protection Committee, that have expressed an interest in enhancing relations with the Social Partners. The apparent current subordination of social affairs to the main economic dossiers needs to be taken into account, as well as rebalanced.	
356. The Council's work in Brussels is led by the Committee of Permanent Representatives (COREPER) and there is a group of social attaches within it with which the ETUC works on an ad hoc basis usually depending on the nationality of the rotating presidency.	Line 2 - Delete: "is a group of social attaches within it which" Insert: " a social affairs committee", LO-N. Oppose
357. In its relations with the Council, the ETUC depends to a large extent on the activities of our affiliates towards their governments. This should be better coordinated. Affiliated organisations should upgrade their commitment to take up our action requests and to report back systematically. This could be facilitated by the ETUC providing letter templates more consistently and reporting systematically to the Steering and Executive Committees on actions taken and governmental responses.	
358. Affiliates should also commit to inform and involve the ETUC more systematically when taking region-specific, troika or bilateral initiatives.	
359. The role of national parliaments in European affairs was also enhanced under the Lisbon Treaty, and this presents opportunities for future lobbying at national level.	
Commitments	
360. The ETUC will seek to formalise meetings with the President of the European Council; the	

Presidents of relevant Council formations; and with Council preparatory bodies;	
361. The ETUC will make more systematic and user-friendly requests to affiliates to approach their governments;	
362. Affiliates commit to acting on such requests;	
363. Affiliates will inform and involve the ETUC in relation to specific initiatives.	
European Parliament	
364. The ETUC has well-established structures and approaches towards the EP, including through the Trade Union Intergroup (in existence since the first direct elections in 1979) that covers a wide range of political parties (the Socialists and Democrats, S&D; the European People’s Party, PPE; the Greens; the Liberals and Democrats, ALDE/ADLE; and the European United Left, GUE/NGL) reflecting a diversity among our own members, and allowing a relationship not tied to any political allegiance. On the whole, irrespective of changes in the political complexion of the EP, we find an understanding of our concerns about social Europe not always reflected in other institutions. We have successfully piloted amendments on key issues mainly in the social field, but including wider subjects such as REACH, the Services Directive, Economic Governance, Financial regulation, and international trade.	
365. However, the volume and range of EP work has increased under the Lisbon arrangements and the ETUC will need to allocate commensurately more resources to maintain links with rapporteurs, produce and follow-up amendments etc. All trade union forces present and active in Brussels, including the ETUFs and Brussels-based representations, should be involved and work coordinated with the ETUC to improve efficiency.	At the end of the paragraph, add a new paragraph as follows: “Greater coordination with the Workers’ Group of the European Economic and Social Committee could help to achieve this purpose.” UGT Accept
366. Securing the election of candidates with a commitment to Social Europe needs to be a priority in the next mandate.	
367. Specific proposals are made in the Action Programme in relation to our work in the EP on economic governance and on financial regulation including trade union representation on advisory bodies of the EP and the creation of Finance Watch together with EP and Civil Society Organisations.	After “EP” add “and the EESC” UGT Accept

Commitments	
368. Affiliates undertake to coordinate with the ETUC initiatives with the EP	
369. To prepare a campaign for the election of candidates with a commitment to Social Europe in the next European elections.	Delete this paragraph and replace it by: “To prepare in the run-up to the next European elections a campaign aimed at ascertaining and spreading information about candidates’ level of commitment to a Social Europe.” CFDT-UNSA Accept Replace by “Prepare a campaign in the run-up to the next European elections to elicit candidates’ responses to the ETUC proposals for a Social Europe” CGT Accept
Commission	
370. Traditionally, the Commission has been the ETUC’s first interlocutor among the institutions and will remain so, as it has the monopoly of legislative initiative. The social partners have privileged relations with DG Employment and it still is the key player for us, notably in providing infrastructure (though currently little impulse) for the social dialogue processes. Nevertheless, social policy has been increasingly subordinated to market, economic and financial objectives with negative consequences, including the apparent loss by the social partners of their primary rights to consultation on certain social policy issues. For example minimum wages, collective bargaining autonomy, the provision of services (in the context of the ECJ cases like Laval) and migration issues (single permit, seasonal workers, Intra-Corporate Transfers) have been at least partially removed from their central labour market locus.	
371. There is therefore a need to increase ETUC contacts with other parts of the Commission, for example DG ECFIN, MARKT etc... (and their lead Commissioners), as well as seek to strengthen the role of DG EMPL particularly vis-à-vis the General Secretariat.	

<p>372. The President of the Commission is the ultimate authority. Meetings, both formal and informal, are held with him relatively frequently but, like with the President of the Council, a formalisation of the process is needed in particular so that any understandings reached are transmitted throughout the Commission services. The ETUC has consistently pressed for more coherence among Commission approaches, though the ideology prevailing currently does not help plead for this.</p>	
<p>Commitments</p>	
<p>373. The ETUC will seek to help enhance DG EMPL's influence in the Commission;</p>	
<p>374. The ETUC will seek to broaden and widen its inputs into the Commission generally;</p>	
<p>375. The ETUC will strengthen its links with the President of the Commission.</p>	
<p>Social Dialogue</p>	
<p>376. A central raison d'être of the ETUC is to encourage the social dialogue processes at European level and by extension at national level as part of our promotion of the European Social Model, particularly in European countries where Social Dialogue is weak or misused by the authorities.</p>	<p>Move para 376 to 385 (Social dialogue and Tripartite Social Summit) after para 345, CGIL, CISL, UIL Accept</p>
<p>377. This approach is supported by the European institutions, at least formally in their statements. In reality, however, as Chapter 10 describes, this has not been easy when employers have seen little reason to negotiate when the institutions have on the whole met their wishes directly. Nevertheless, valuable joint work has been conducted in relation to its promotion in the newer EU member states.</p>	
<p>378. There is, however, common ground with the employers' organisations about the need to review and improve how social dialogue is conducted. The new proposals on economic governance envisage a social partner input. In particular this will necessitate that the follow-up and monitoring of the implementation of Social Dialogue outcomes, at European as well as national level, should be improved.</p>	<p>(or 380) Add "There is a need for common guidelines for negotiations to establish a European system of industrial relations between the social partners", LO-N. Accept</p>
<p>Commitments</p>	

379. The ETUC will continue to operate under the framework of joint work programmes drawn up autonomously by the European Social Partners;	
380. The ETUC will propose to the employers' organisations to conduct a review of Social Dialogue processes;	After "Dialogue process", add: "in particular by promoting Article 7 of the Lisbon Treaty to enable consultation and concertation of the social partners by means of the horizontal social clause", FGTB, CSC, CGSLB. Accept
381. We will step up work inside the ETUC litigation network leading to a comprehensive litigation strategy;	
382. The ETUC will continue to work for the creation of a permanent secretariat of the social dialogue;	
383. We will continue to work for a specific labour chamber in the ECJ	
Tripartite Social Summit	
384. The Tripartite Social Summit appears like a stand-alone feature, rather than as part of a process in EU decision-making. Yet its significance is specially magnified in the new Pact for the Euro. As part of the review of social dialogue processes that we will propose to the Employers' organisations, we will seek to enhance its profile and ensure that outcomes reflect proper dialogue.	Line 1, Add: (TSS) "after the Summit", LO-N. Accept
385. Its work should be prepared in the Social Dialogue Committee, and any conclusions be agreed or at least prepared in advance of TSS meetings.	Delete "be agreed or at least", Add after meetings "and decided upon in the Executive Committee", DGB Accept in principle
Commitments	
386. The ETUC will seek, in dialogue with the employers' organisations, to ensure that the TSS is part of the Social Dialogue process and that TSS conclusions can be agreed with the social partners.	Replace sentence with the following new one: "The ETUC will seek, in dialogue with the employers' organisations to improve

	the preparation of the TSS and ensure that possible TSS conclusions of the social partners are prepared in advance within the social dialogue process”, DGB Accept in principle
	New para: “386 bis. The ETUC will work on a proposal how to improve format, membership and preparation of the TSS – which so far is laid down in the COUNCIL DECISION of 6 March 2003 establishing a Tripartite Social Summit for Growth and Employment (2003/174/EC) - to strengthen its role in the context of Economic Governance. Also the Macroeconomic Dialogue should have a stronger role in the context of Economic Governance”, DGB Accept in principle
Foreign Policy	
387. The hybrid status of the EU High Representative/Commission Vice President, at present Catherine Ashton, is currently bedding down, with the European External Action Service just coming into effect. We seek to improve our access to the new structures. We keep pressing for the institution of labour and social attaches in EU posts that would help our international work, among other duties.	After the existing text, add additional paragraph as follows: “We believe also that it is important to express the ETUC’s opinions on the external dimension of the Europe 2020 strategy.” UGT Accept
Commitments	
388. The ETUC will continue to press for the EEAS to cover employment and social affairs issues,	

including through the establishment of specific dedicated posts.	
	<p>New para: “389. In 2010, a large number of important actions have been held in many European countries. Strikes, both at general and sectorial level, as well as important demonstrations, have gathered millions of workers. These actions reflect an important response capacity of the workers towards the attacks they are facing. We should welcome this effort and analyse it so that the experiences can be useful for the European trade union movement as well as for the ETUC.</p> <p>The Euro-demonstrations with European trade union targets, as well as the European days of action, whose aims have also inspired national activities with objectives of their own, have moreover provided us with some items for reflection. What has been done is important, although in most cases we have not reached the demanded targets.</p> <p>The scope of the European trade union mobilisation, with its transnational character, has not been able to substantially modify European policies which are having an unparalleled impact on the labour and social relations of the EU’s member states”, UGT, CCOO.</p>

	Accept
	<p>New para: “390. The ETUC needs to strengthen its capacity for transnational trade union action in order to face the challenges posed by the EU’s economic governance, which today has a strong conservative approach, and a very negative impact on labour, social and trade union issues. This can only be done with the active co-operation of the affiliated organisations. The European trade union agenda should be integrated into the national trade union’s agendas. We have to carry on our lobbying actions with the European institutions, especially with the European Parliament, and enhance the bipartite and tripartite social dialogue. The Executive Committee will call for a reflection on how to articulate the objectives and mobilization ways posed at European level with those at national level. In order to create a positive balance of power we should promote ways of action starting at the working place, and include in our debate the concept of ‘European general strike’, its feasibility and possible forms. We fight for the inclusion of the ‘transnational strike’ into the European law. Meanwhile we have to consider the possibility of the development of European general</p>

	mobilisations, including strikes and other forms of general action such as demonstrations, which should coincide in time and on purposes, always respecting the legislation and trade union traditions of each country”, UGT, CCOO. Accept



Solidarity in the Crisis

Resolution submitted by the ETUC Executive Committee to Congress

The ETUC has been following up the terms of the Paris Declaration (28 May 2009) and campaigning for a Europe which stands for employment, solidarity and a strong social dimension, and which confronts the policies of the narrow nationalists, racists and xenophobes.

In this regard, the ETUC expresses its deep alarm at the negative consequences so far of the bailouts organised by the EU and the international Monetary Fund of economies in distress. The austerity measures imposed, for example in Greece and Ireland, have made the situation worse, and the countries concerned face a long period of continued recession, rising debt burdens and unemployment. There is a real risk of countries and their populations becoming even more strongly indebted, with huge dangers for Europe and its Member States.

The ETUC therefore urgently demands an important change in the EU's approach and for it to provide greater help to countries in difficulty including:

- a major European investment plan, funded among others by the current non use of European structural funds,
- the issue of bonds by the EU, backed by the ECB, to ease the strains on the distressed economies,
- the provision of cheap liquidity as necessary by the ECB to Member States as is provided currently to the banking sector,
- the development of a low-carbon industrial policy supported by fiscal reform including a tax on financial transactions.

The Euro Plus pact (concerning the 17 Euro zone Member States and six others) has far reaching implications particularly on pay since it includes recommendations to member states on:

- comparisons of unit labour costs,
- hostility to wage indexation and more generally to centralised bargaining,
- linking pay to productivity, not including inflation or comparability,
- downward pressure on public sector pay and, in some cases, on minimum wages,
- downward pressure on pension entitlements,
- the promotion of strict constitutional controls on public debt (i.e. the so-called 'debt brake').

The ETUC asserts that this approach is totally unacceptable to the trade unions of Europe and insists that the following principles must be upheld:

- wages are not the enemy of the economy but a key motor, prompting growth and jobs,
- the autonomy of social partners in collective bargaining and wage negotiations,
- improvement of the purchasing power of workers' wages and salaries, with increases being in line with inflation and productivity, with the overall goal of a fair distribution of wealth,
- the process towards income inequality should be reversed,
- the fight against wage and fiscal dumping must be intensified and the principle of equal pay, equal work applied (see Supplementary Report),
- pensions should be protected and ensure decent living conditions, and
- rules on public debt should reflect external realities and exceptional circumstances and not provoke recession through austerity measures. The state should be able to maintain its stabilising role and to lead in encouraging the creation of quality jobs.

Congress considers that early in the next mandate there will be an urgent need to examine the full implications of the Euro Plus Pact and its provisions on pay, which are likely to introduce a strong element of wage competition. This will also take account of the various propositions on minimum wages which have been submitted during the Congress preparatory phase, and of the fact that collective bargaining and its co-ordination is a matter for trade unions only.

The new Executive Committee is charged urgently with conducting this examination as soon as possible with a view to maximising unity and coherence and finding joint answers in the face of some of the most difficult circumstances ever faced by the ETUC, and to launch the necessary action including initiatives and campaigns to prevent social dumping and to promote co-ordination of collective bargaining policies in order to set up an autonomous and successful strategy about wages and trade unions in Europe.

Discussion Paper

Towards a European Labour Market?

Introduction

The ETUC has been discussing again the question of minimum wages in Europe. This discussion exposed the varying views of affiliates of the ETUC about the pros and cons of aiming to introduce minimum wages in Europe.

Colleagues from France and Belgium led those who believe that a minimum wage in the EU is necessary – or at least to start with, a coordinated mechanism or a common formula for minimum wages at national level is necessary - to prevent social dumping. Against that, Nordic and Italian colleagues had no objection to the idea that each country should set minimum wages whether by collective bargaining or by law but that the processes and level of such wages should be set sectorally or nationally, not at European level. This has been the formula agreed at the Seville Congress.

The debate has been given extra urgency by the proposals for European economic governance emerging now from the Council of Ministers and the Commission after the March Summit. These are signaling that the EU will have a view on unit labour costs in each eurozone country and, perhaps, the other EU countries too. The EU is on track to compare on unit labour costs, raise retirement ages, control minimum wages, reduce employment protection laws and weaken collective bargaining machinery. These are the emerging standards of a European labour market!

So although the debate “Towards a European labour market” started as a consequence of ETUC internal pressures, other forces are now at work and are giving fresh impetus to the debate.

This debate, which continues, has led to another one – a wider consideration of Europe’s role in collective bargaining as mobile capital takes advantage of differences between countries and the varying trade union and collective bargaining systems. Europe’s unions are very aware of the way the four freedoms of the European single market – people, good, services and capital – can be exploited to undermine collective bargaining systems.

The recent decisions of the European Court of Justice on the Laval, Viking, and Rueffert cases have illustrated vividly the risks that we run with the single market and how it currently prioritises free movement over fundamental rights. A degree of greater Europeanisation could be less a matter of choice than of necessity.

This discussion paper therefore starts the debate without the intention of prompting decisions at the 2011 Congress but, instead, to acclimatize European trade unions with the various pressures and issues which need to be fully understood and considered at national and sectoral levels. During the next

mandate and after due reflexion, the Executive Committee will be called upon to decide on the way ahead.

A European Labour Market?

The debate about minimum wages and European standards needs to be set against the historical developments of Social Europe which has evolved through successive treaties over the past 50 years or so. The main landmarks are as follows:

The Treaty of Rome (1957), the founding treaty of the EU, included a provision for equal pay between men and women. Any social policy initiatives needed to be adopted by unanimity.

The Single Market Act (1987) included for the first time a provision for qualified majority voting on social policy, relating to health and safety. This also provided the detailed legal basis for free movement of labour among EU member states, along with the other freedoms of movement of capital, goods and services.

The Maastricht Treaty (1992) went further and included the Social Chapter whereby the social partners could negotiate European wide collective agreements and that social provisions in some areas could be adopted by qualified majority voting.

The Lisbon Treaty (2009) incorporated the Charter of Fundamental Rights into the EU treaties, including provisions on the right to collective bargaining and to strike.

The combined effect of these measures is that around 60 directives have been produced on social and labour market issues. These can be grouped as follows:

health and safety, including working time; these account for over 40 directives.
equality on gender, race, religion, and sexual orientation; specific provisions on equal treatment for part-time workers, fixed term workers and agency workers (to be implemented by 2011). There is also protection for women experiencing maternity and the right to parental leave.

A general framework on information and consultation, as well as on mass redundancies, transfer of undertakings and European works councils.

miscellaneous laws – in particular the Posted Workers Directive which aims to extend entitlements to workers brought by their employer from one country to another to at least the minimum conditions in the host country.

This is an impressive list but it is, of course, the case that many of the core issues of industrial relations are dealt with at national level, and this includes collective bargaining on pay, strikes, job security and employment protection, restructuring, pensions, sick pay, social security and dismissals and discipline.

Collective Bargaining and Europe

Collective bargaining is the core business of trade unions. And the core principle of collective bargaining is workers joining up in unions to avoid mutual competition so that they can improve their bargaining position towards business. Historically,

this principle has guided the construction of many bargaining systems and institutions in many European member states.

However, European economic integration has been, to an increasing extent, working to erode nationally based wage formation and collective bargaining systems. The internal market freedoms of movement of goods, services and capital (backed up by the ECJ cases) provide business with ample opportunities to bypass national restrictions and to have workers compete against each other across borders. This raises the question whether trade unions are able to lift the principle of 'standing together' towards the European level in order to ease the competitive pressures coming from the internal market.

This issue is not entirely new. Since the 1999 Helsinki congress, the ETUC has undertaken efforts to implement a strategy to coordinate collective bargaining around Europe. At the time, the main reason to do so had to do with the basic concern of preventing workers undercutting each other (avoiding competitive wage devaluations replacing currency devaluations inside the single currency area, working to ensure that wages in the new member states would match their fair share of productivity increases).

To this was added another reason to organize ETUC activity on collective bargaining: This was to help deliver a 'jobs friendly macroeconomic policy mix', the idea being that 'responsible' wage bargaining strategies would help the European Central Bank in providing low enough interest rates to stimulate investment and stronger growth.

The evaluation of more than ten years of ETUC experience with the coordination of collective bargaining strategies shows that affiliates insist on their national autonomy, as do employers and, of course, there are significant and formidable variations in national politics, cultures, collective bargaining systems and labour laws.

Europe v National?

There has always been a tension within the ETUC about those who believe that Europe should have a stronger social dimension to control the development of the Single Market (and increasingly now the problem of the single currency); and those who want to ensure that the core elements of their national system are not interfered with and, perhaps, watered down by the development of European standards. Unions who took the latter view have been prepared to accept the development of European standards but have guarded carefully the national dimension on collective bargaining in particular.

Yet there are two recent pressures emerging which require a re-think on behalf of all members of the ETUC. One is the scope for conflict between the free movement provisions of the EU treaties and the national systems of industrial relations and labour law. The increasing impact of the European single market as it extends into services, and the enlargement of the EU in 2004 with the entry of eight former communist countries with relatively low levels of GDP, have made the EU's single

market a much greater reality than it was before. In particular there has been a (mainly east-west) surge in migrant workers.

The ETUC has long favoured the free movement of labour but on the basis that the rules are that the standards applied are those of the host country, not of origin.

But recent decisions of the European Court of Justice – Laval, Viking, Rueffert, Luxembourg, Germany – have illustrated that the ECJ takes the view that the insistence on applying advanced labour standards is a barrier to free movement. The ECJ's view is in effect that it is acceptable that only minimum conditions need apply to posted and perhaps to other categories of migrant workers (eg seasonal workers and intra corporate transfers).

These judgments are having the effect of undercutting the terms of collective agreements, and producing an increase of anti-European, protectionist feeling among some trade unionists.

The ETUC is attempting to address these problems by calling for a Social Progress Protocol in EU treaties, for a revised Posted Workers Directive based on equal, not minimum pay, and a “Monti” regulation in the proposed new Single Market Act which would emphasise that the single market does not overrule fundamental rights, like the right to strike.

These ETUC proposals would protect workers against being undercut by some categories of migrant workers while providing that migrants are not regarded as second class, subordinate workers to be treated in an inferior way. But they do not provide an answer to growing inequality in Europe, nor to social dumping, nor to the need to build a robust trade union Movement across all member states of the EU, more capable than currently of formulating common demands and actions.

The absence of a universally strong trade union Movement in the EU is being revealed starkly in the current economic crisis – and this leads to the other pressure on Europe's unions to begin to revisit the ‘Europe v National’ debate. The new proposals, and proposed Treaty, on economic governance will exert tough, anti-social controls on all eurozone countries and perhaps on remaining members of the EU. Almost the full burden of the cost of national recovery programmes is falling on workers' pay, jobs and public services. The extent varies from country to country but the pressures are the same almost everywhere in the EU. Social Europe is shrinking as labour laws and employment protection are weakened, pay is cut or frozen, welfare benefits and pension entitlements are being cut, and more public services are privatized. The member states with the strongest, most representative trade union Movement, which are capable of combining determination to resist with a measure of genuine flexicurity are the benchmarks for the rest to match (the short-time working subsidies in a number of countries were a good example of genuine flexicurity). Can we unite to fight for a better deal for Europe's workers?

ETUC Ambitions for a European Labour Market

Is there scope for a more ambitious approach for debate starting with asking some hard questions. How realistic is it for the ETUC to try to insulate national systems

against pressures from the EU's single market. Would a Social Progress Protocol, Monti regulation and a revised Posted Workers Directive be enough? Can we, at least, consider that these measures are complemented by a more European wide approach to establishing a wider range of common and minimum standards drawing on ILO standards and the standards of the most advanced EU states.

If we were to follow that route, first among our concerns should be a universal right to negotiate and to collective bargaining within a member state and at European level. A framework directive might require member states to build collective bargaining systems which

establish minimum rates of pay in all sectors of the economy;
ensure that productivity gains are fairly distributed;
regulate hours of work;
ensure equality on a gender basis, for all categories of migrants, and on a pro rata basis for all "precariously" employed workers;
provide for information and consultation before all decisions affecting employment security and the pressure of work with a view to reaching agreement on change.

Next, among our key concerns might be a framework for democracy at work on other matters. It is proposed, in particular, that we might consider establishing union/worker influence at the level of the board of directors, or at the equivalent top level of private companies and private equity held companies. The aim would be that there is a regular dialogue about creating growth and sharing its proceeds; about reducing carbon emissions and any implications for employment; and about skills and training.

A third element might be that each member state establishes social dialogue machinery to ensure the full implementation of the steps set out in paras 29 and 30 in a manner appropriate to that member state, but which reports annually to a European Conference on labour standards in which the social partners play a prominent part. This way, economic governance could be matched by increased social governance.

Political Realities

For the moment, achieving these ambitions seems a remote prospect. Europe's leaders are focused on trying to save the euro by imposing restrictive measures. Centre left political parties are currently ill equipped to capitalise on the crisis of financial capitalism. Indeed the crisis is benefitting those who believe that Europe must become more free market and cheaper to compete with emerging economies like China. They – and the eurosceptics and the nationalists - are the ones who are seizing the initiative, and trade unions are their main opponent.

It is clear in these circumstances that Europe's trade unions will have to rely on our internal strengths and support each other to:

expose the 1930s like direction of key European economic policies
run campaigns and selective actions

regard ourselves as 'guardian' of the Treaty as regards the autonomy of collective bargaining

upgrade our existing strategy of co-ordination of collective bargaining, including the industry federations, by aiming to formulate common demands and perhaps organize common actions.

Yet we should debate our possible ambitions as set out in paras 28-31 above so that we are well prepared when the prevailing climate becomes more receptive.

Conclusion

In these ways – and perhaps there are other ways too – the ETUC could adopt – or at least debate – an ambitious programme which is pro collective bargaining and pro worker in a way which fuses national and European levels better than exists currently.

The views of the affiliates and delegates are requested on these ideas.

Supplementary Report

Proposal for an ETUC campaign against wage and social dumping in Europe **“Equal pay, Equal rights” (working title)** (Place-of-work principle)

Preliminary details

On the initiative of the Confederation of German Trade Unions (DGB), a joint document has been drafted by DGB, CFDT, CFTC, CGT, FO and UNSA as a basis for discussion and, in due course, a campaign by ETUC. Such a campaign would dovetail with ongoing action by ETUC and would seek to prompt tangible progress.

Situation

For many years, the process of European integration has been out of kilter. Although the single market is developing all the time and the barriers which have caused problems in the past are gradually being removed, this development is taking place against the backdrop of deregulation and as such the social dimension is falling by the wayside. Social considerations are no longer deemed a key component of the single market strategy as they once were by the market's founding father, Jacques Delors, but as an obstacle to the functioning of a free market. Furthermore, due to enlargement of the EU to 27 Member States and increasing globalisation, today's issues are very different to those prevalent during the Delors era. Economic and social development in Europe no longer go hand in hand and economic growth has ceased to be an automatic passport to social progress. Workers' rights are coming under increasing pressure and several rulings handed down by the European Court of Justice³ have further exacerbated the situation in sending the clear message that economic freedoms take precedence over fundamental social rights. This situation is naturally opening the floodgates to wage and social dumping. The crisis currently being experienced by the Euro is also serving as a pretext for infringing and even invalidating national collective agreements, in so doing undermining the autonomy of collective bargaining. In the wake of the financial, economic and social crisis and the associated reforms contained in the Stability and Growth Pact, national social security systems are increasingly coming under fire and in some countries have been scaled back massively.

It is clear from its Communication entitled *Towards a Single Market Act* that as far as social and economic integration is concerned, the European Commission has fallen some way short compared with the report on the subject compiled by Mario Monti. Indeed Commissioner Monti's report itself did not go as far as the European trade union movement had hoped, the crucial goal in the latter's view being to ensure that the single market develops within a regulated framework.

³ *Laval, Viking, Rüffert, Commission v Luxembourg*

The Commission has rejected the calls of trade unions, most notably that for a Social Progress Protocol in EU treaties. Among other things, this attitude is weakening confidence in the European project among citizens and workers alike.

Campaign proposal

ETUC and its member organisations will continue both to oppose the ill-advised direction the process appears to be taking and to bring pressure to bear to ensure that workers' rights and the social dimension are placed at the top of the European agenda. To achieve this, the ETUC Congress is to launch a campaign entitled *Equal pay, Equal rights* (working title) seeking to make absolutely clear to EU and national politicians alike that we will not allow subjective pursuit of the single market to destroy national social and labour standards, in so doing forcing more and more people into precariousness and poverty and thus exacerbating social fragmentation. It is not only the fundamental interests of workers in Europe but also those of society as whole which are at stake and as such the campaign should be designed to open up a broad debate within business, trade unions and civil society alike in order to exert pressure at all policy levels. Experience has taught us to question the strategies pursued to date and which have failed to bring about sufficient progress in this area.

Timeframe

Long-term framework, consultation on the concept until late 2011 (to be completed at the latest by the time of the Executive Committee meeting in December 2011). Project to commence in 2012 and peak at the time of the European elections in 2014; project to be continued and/or a new concept devised thereafter as appropriate.

Elements of the campaign

1) Defining and fleshing out our demands to the EU institutions to prevent wage and social dumping

The Social Progress Protocol is our priority: such a protocol requires changes to primary law. Looking beyond the protocol, work on addressing on a case-by-case basis the wide range of situations presenting themselves is also important. As such, we need to determine what other measures will be required at both national and EU level to prevent wage and social dumping, see that the place-of-work principle is applied and ensure fair mobility. Such measures include:

- enshrining the place-of-work principle in secondary law, specifically having wages and place-of-work rights apply to workers in all forms of cross-border employment, i.e. stipulated in all directives and regulations (e.g. concerning public contracts, posting of workers, hiring of third-country nationals);
- establishing outlets offering advice and support to mobile workers;
- actively applying the transversal social clause introduced by the Lisbon Treaty and ensuring that it is observed;
- safeguarding trade union rights and collective-bargaining autonomy.

It is important that we make clear in no uncertain terms that we require more effective rules which are both tangible and precise. However, such action should not obscure the underlying principle, namely that social rights in Europe must be made a priority and to achieve this, the Social Progress Protocol is crucial.

2) Establishing greater interaction and coordination between national and EU action in order to achieve these demands

The campaign will only succeed if it has the support of if not all, then at least the vast majority of ETUC member organisations. To achieve this, concrete agreements and self-imposed commitments are required within ETUC.

Any lobbying strategy should effectively combine activities at European level (e.g. vis-à-vis the European Commission and the European Parliament) with measures at national level (e.g. vis-à-vis Member States, within the Council and in national parliaments). In particular, efforts should be made to include trade unions in Central and Eastern Europe to enable us to demonstrate clearly to the Commission that there is no East-West divide, as it were, as is often claimed, and that the goal is in no way to reestablish any form of protectionism.

There should be close dialogue between countries of origin and destination countries throughout the campaign.

The campaign should include trade unions at EU and national level as well as players from the world of business, particularly those operating within multinationals and on EWCs.

3) Enhancing cooperation within ETUC to enable us to challenge wage and social dumping more effectively

There must be discussion within ETUC as to what organisational measures are required within the European trade union movement to tackle the challenges posed by increasing mobility.

At this stage, the primary goal is that of support for and mutual recognition of membership. Working in partnership with member organisations and industry federations, we must ascertain what other avenues of cooperation could be explored with a view to combating wage and social dumping together.

4) Establishing and maintaining a relationship of trust with business players and seeking out corporate allies, both in Europe as a whole and in individual Member States

To illustrate their repercussions on society as a whole, the ramifications of the country-of-origin principle and of the emphasis placed on free enterprise must be spelled out clearly and the cause-and-effect relationship between them highlighted to prompt appropriate action. Experience has shown that this ill-advised European 'strategy', which is simply designed to liberalise the single market, has huge repercussions on companies – and these repercussions will only become more damaging in the future. Social and labour standards, codetermination and the principle of equal pay are all

being undermined in many different ways depending on the company, sector or region concerned. The core aim of the initiative should be to identify and highlight the consequences, in close cooperation with affiliated trade unions, European industry federations and business players. Possible tools to achieve this might include an early-warning system for companies and a 'black book' entitled *Wage and social dumping: the future for Europe?* (or similar) detailing examples from different EU countries.

To establish an alliance, we could approach, in each Member State, various groups and individuals interested in social progress and justice and, where appropriate, involve them in lobbying, joint demonstrations and action campaigns.

Proposal as to how to implement the campaign

ETUC should set up a project group as from June 2011 tasked with fleshing out our demands and devising a strategy for implementing the campaign. In implementing it, we should ensure that 12 representatives of national trade union confederations, including at least two from CEECs, and at least three representatives of European industry federations are involved alongside representatives of the ETUC Secretariat.

The following might be considered as campaign tools: an early-warning system of repercussions on businesses, a European citizens' initiative (where appropriate) via which to voice specific demands (to be used from 2012 onwards but not suitable for changes to primary law), a postcard campaign, a campaign website, a petition, a 'black book' on wage and social dumping (with significant contributions from members and business players) and efforts to seek out alliances with civil-society stakeholders at both European and national level. Regular progress checks should be made throughout, as well as regular discussions held and reports compiled to ensure transparency.

Proposal to be put to the ETUC Executive Committee by the project group or the General Secretary in autumn 2011 with a view to a vote by the time of the Executive Committee meeting in December at the latest .