

Annex to point 7

Assessment of the EC Work Programme 2016

Foreword

1. This paper provides an outline of comments and recommendations on the European Commission's Work Programme 2016 'No Time for Business as Usual'.
2. The paper is not exhaustive of all issues raised by the Commission's document.
3. The format of the paper follows the same order as the 10 Chapters in the Commission's Work Programme 2016.
4. For each paragraph addressed, the paper goes through a short analysis and ETUC assessment and proposals.

Re Introduction "No time for business as usual" (pages 2-4)

5. Overall, the ETUC is very critical of the low number of proposals brought forward by the Commission in the social field. In addition, the proposals that are made remain very vague on the concrete action to be taken and some, such as in the area of Health and Safety, are missing.
6. The Commission Work Programme 2016 (WP) is firmly embedded in the Better Regulation principles, the annexes take up the Refit initiatives, a list of envisaged repeals, a list of withdrawals or modifications of pending proposals, as well as priority pending proposals. Although there are no new proposals for withdrawals or repeals in the social field the ETUC is concerned about the emphasis on Better Regulation.
7. There are no proposals on the new start for Social Dialogue in the whole document, except a reference to "enhanced dialogue" with social partners in the completion of the EMU. No reference to the participation of social partners to the EU Semester, nor to the need to boost capacity building.
8. Totally missing is the whole area of workers' information, consultation and participation, whereas in 2016 the 'review' of the EWC Directive is expected as well as a 'review' of the framework on company restructuring and the 2nd phase social partners' consultation on the three information and consultation directives. The ETUC would expect to see a strengthening of workers' participation – at company level (information and consultation, European Works Council, etc.) as well as at supervisory board-level in Europe.
9. The WP underlines "We have given priority to the legislative changes which ... can have a direct impact on jobs and growth, on our environment and social well-being..." (page 3). The ETUC demands that Social Partners should be regularly consulted on European Union action with a direct or indirect impact on employment, and in particular prior to the adoption of the EC work programme.

10. In the para “Doing things differently” the Commission underlines that “Applying our common European rules on the ground means working in close partnership with actors at all levels – national, regional and local”. Within the framework of the new Structural Fund Regulations, the “European Code of Conduct concerning Partnership” was needed and has to be precisely implemented. In fact, it clearly defines such a principle instead of merely referring to “current national rules and practices”, while at the same time concretely set the role of each partner at national, regional and local level. It is of particularly important to distinguish between the different roles of the social partners and other stakeholders, for example those representing civil society.

RE: 1. A New Boost for Jobs Growth and Investment (pages 5-6)

11. The Investment plan: The WP simply states that the Investment Plan is up and running and is satisfied with this. It does not intend to evaluate the plan, not even in the light of new developments such as the crisis in emerging markets, nor the excess savings the euro area continues to record, in the form of a major current account surplus now reaching close to €400 billion. The ETUC is calling for an enhanced investment plan, focussing on a bigger volume of investment but also additional and new investment. The role of public investment should be emphasised, as well as the need to focus investment on sound EU industrial policy, on innovation and research, education and training, and on quality job-creation.

12. The Youth Employment Initiative: The Youth Employment Initiative (launched in 2012) mentioned by the Commission is mainly dealing with the financial implementation of the Youth Guarantee schemes. Under the Youth Guarantee, Member States should put in place measures to ensure that young people up to the age of 25 receive a good quality offer of employment, continued education, an apprenticeship or a traineeship within four months of leaving school or becoming unemployed. This was an ETUC demand.

13. The Youth Guarantee is far from being fully implemented in the Members States and the partnership approach, which was at the core of the Council Recommendation, has not been respected in many countries. The Commission is silent on the future of financial support from 2017 onwards. The ETUC will ensure that this measure will not be buried without having benefited the young unemployed people it was supposed to deliver for.

14. Furthermore, the ETUC opposes the Youth Guarantee being a “one shot” measure. We want the Youth Guarantee to be implemented as a long-term structural measure to better guide young people into the labour market.

15. New Skills Agenda: The Commission states that it is determined to make the New Skills Agenda a priority for its work programme for 2016. However, the Commission is still vague when defining the exact content of the initiative. Following our first exchanges with DG Employment we were informed that this agenda will deal with ensuring a “life-long investment in people”, especially unemployed and low-skilled. The European Commission plans to deal with numerous issues related to skills in this initiative, including reducing skills gaps and skills mismatches with skill forecasting.

16. The Commission is considering introducing measures to decrease the number of low-skilled people (in particular adults and early school leavers) via a possible “Skills/Qualification Guarantee” that could be implemented as a safety net for people. The ETUC is positive about this approach and will ensure that this measure will be designed as a guarantee for low-skilled people to better access training opportunities and then improve their employability. We will fight any attempt of the Commission

that could be inspired by the employers, to put the entire responsibility of upskilling only on workers' shoulders, and not challenging employers and public authorities.

17. **Work-life balance:** Work-life balance is an important issue not only for working parents but also for working individuals in general. The ETUC puts at the heart of a coherent strategy on WLB:
 - a) Availability, Quality, Affordability, Accessibility of care facilities. This includes a new target on elderly care at EU level.
 - b) An end to the long working-hours culture and enforcement of the WT Directive (including putting an end to the opt-out)
 - c) Policies promoting a balanced share of family leaves including paid parental and paternity leave in order to promote the take-up of leave by fathers. The ETUC is calling for the EU legislative framework in this area to be modernised. The issue of stronger maternity protection should be addressed including in the context of health and safety. The 1992 Maternity Protection Directive should be revised and ensure full payment, 18 weeks of leave and stronger protection for women coming back to work after maternity leave.
18. **Gender equality:** The ETUC is critical about the lack of commitment on gender equality and urges the Commission to adopt a new strategy on gender equality after for the years 2016-2020. (In the public consultation launched in July the most commonly mentioned priority was a call for a new comprehensive and stand-alone policy framework (Strategy) to be adopted by the Commission). The inequality challenge also should include gender equality. Europe is still far from achieving gender equality. Further action is required at EU level to secure equal pay for work of equal value and equal rights and opportunities at work, and specifically to eliminate the glass ceiling and enable women to reach positions of responsibility, to promote a better balance between professional, family and private life, and to combat all forms of violence and discrimination against women. In particular, more progress is needed to implement the right to equal pay for work of equal value, including a revision of the Equal Pay Directive.
19. **Health and Safety** There is a significant gap between what the Commission promises in the field of improving health and safety and the actions that are proposed. The WP promises 'We will conclude the complex preparatory work already under way to protect Europeans from the dangers of endocrine disruptors and follow up on it. Our review of the existing occupational health and safety legislation, including on carcinogens and mutagens, will improve the efficiency and effectiveness of an EU framework for protecting workers.' However, the work programme does not offer a single new proposal on the area of workplace health.
20. In addition, the ETUC takes little comfort when the WP states the Commission will check that existing rules are "workable and will be enforced". Our concern arises from the current political situation in Europe that a review of current regulation will simply be an excuse to deregulate or, in Commission-speak, "simplify". It is also nothing new as the review of health and safety regulation is something that is already on-going and following the assessment undertaken by the EU Advisory Committee on Safety and Health to the European Commission totally unnecessary. (Emergency Motion at ETUC Congress).
21. **What is needed is a plan for a new regulation on carcinogens.** Exposure limits vary from country to country and the current regulations on carcinogens are woefully out of date. The main regulation was agreed in 2004, since it was introduced, several attempts have been made to update it, with governments, unions and employers all agreeing the need for stronger and more comprehensive limit values in both 2004 and 2007. The Work Programme must set out action to be taken to achieve a new planned by the European Commission.

22. It is not just workplace carcinogens where there are problems that must be addressed. Across Europe there are massive levels of stress related illnesses and musculoskeletal disorders. For years the Commission have been promising new regulations on musculoskeletal disorders but they dropped the proposal last year. On stress, a recent evaluation of directives commented that that there was a need for further action by the Commission. The WP must set out steps to bring action on these three areas, Cancer, Stress and MSDs forward.
23. **A Just Transition:** Despite international commitments to promote a just transition for the workforce, the Commission is not proposing something concrete to operationalise that ambition internally. Circular economy package and climate policies should be flanked with an ambitious and comprehensive Just transition roadmap made of specific proposals. (see also Priority 3)

Re 2. A Connected Digital Single Market (pages 6)

24. The Commission adopts the traditional narrow internal market approach. Its aim is to ensure a proper functioning of the single market, to look for obstacles and burdens to be eliminated: in particular, geo-blocking, insufficient cross-border e-commerce, high cost of parcel delivery, adaptation of telecom rules and launching of a European Cloud initiative. The Commission approach is focussing mainly on the experience of a consumer at a time when the digital transformation is generating major changes in industries and services.
25. The Commission fails to assess investment needs. The huge investment gap is at odds with the target of increasing industry's share of European GDP to 20%. Past industrial revolutions have been sustained by massive public investments and a complex range of institutions, which have adopted appropriate policies to check free market excesses.
26. Digitalization is not just a technological issue or a question of the market, it is also about just transition of traditional jobs to digital jobs in the industrial and the service sector, it is a question of future society and its cohesion. Digitalization is a megatrend for the world of work, one trade unions must be involved in shaping. The ETUC demands that digitalization be based on quality work and the transition to be anticipated and managed in close cooperation with workers and their trade unions, including EWCs. The ETUC demands that the Commission strengthen workers' participation in this respect.
27. The Commission fails to deliver a clear analysis of the strengths and weaknesses of the digitizing industries and service providers in Europe and its impact on jobs, of the risks of abuse of dominant position, and on the compatibility of the digitalisation with the "social market economy" set as one of the EU objectives. If crowdworking is not regulated, a return to 19th century working conditions with day labourers might well happen. Increasingly, this growing part of the workforce finds itself falling outside protection for employment and fundamental social rights under national and labour law. The platformisation of work has as consequence that a new industry exits into a legal no-man's land. The ETUC demands that the Commission come up with proposals for regulation of these platforms.

Re 3. A Resilient Energy Union with a Forward-Looking Climate Change Policy (pages 6-7)

28. A new approach to ensuring economic growth and social and environmental sustainability should be based on the strengthening of regulatory instruments and not on their dismantling. Renewable energy and energy efficiency Directives should be enhanced and not weakened in order to maximise their benefits notably on the environment, on energy security and on job-creation. (See also Priority 1 on the circular economy).

29. On the circular economy, elements linked to quality job-creation and skills should be considered, while ensuring full participation of social partners in implementation of the EC initiatives.

30. Re 4. A Deeper and Fairer Internal Market (pages 7-8)

31. The ETUC is concerned about the rather superficial analysis and the deregulatory approach proposed by the Commission for the future of the Internal Market Strategy. Regulation is perceived as the main obstacle for businesses without any real consideration as to how new opportunities can be linked to investment and credible industrial policy strategy. The proposal for SUP is typical of this deregulatory ideology. The ETUC will also be particularly vigilant about any possible resurgence of a country of origin approach, such as in the proposed “services passport” and the dangerous proposal to undermine health and safety structures inherent in the proposals on the construction sector. Furthermore, the new Strategy continues to ignore the social dimension of the internal market, such as the employment aspects of collaborative economy. A different approach is necessary, based on a sustainable vision for governance and fair competition in the internal market.

32. **Insolvency:** The ETUC notes that the Commission proposes to ‘table an initiative on preventative restructuring procedures and to give a chance to entrepreneurs after bankruptcy’. The ETUC urges the Commission to put the protection of employees at the centre of this consideration. We call on the Commission to ensure that the initiative builds on and reinforces existing protection. The recent crisis has thrown a spotlight on significant deficiencies in the protection for workers in bankruptcy situations involving ‘informal’ insolvencies and ‘tactical’ insolvencies.

33. **Labour Mobility:** The European Commission, in the framework of the European Social Dialogue, initiated an informal consultation of social partners for a Mobility Package, likely to be issued on 7 December 2015. In a first meeting held on 10 June 2015 the European Commission provided social partners with a document that the ETUC delegation did not accept as a suitable basis for a true consultation. The ETUC welcomed the fact that we were involved ahead of the drafting process, gave initial reactions, but underlined that a proper consultation had to take place.

34. During this meeting the ETUC delegation was informed that the Mobility Package would include a revision of Regulation 883/2004 on the coordination of social security systems. This revision would touch on unemployment benefits, family benefits and long-term health care. We were also informed that the Mobility Package would include a review of the Posting of Workers Directive (PWD). This review might deal with a definition of minimum wages in the Member States, the impact of different wage setting mechanisms and the link between posting and rules on social security.

35. The Commission proposal for the package is still unclear. The Commission announced that the package would be issued at the beginning of December, but now the initiative has been postponed to January/February, and no concrete EC proposals are available yet. Concerns still exist, in particular in the framework of the negotiations with the UK, about possible undermining of the right to free movement and equal treatment that could lie behind the package, and be put in place with the excuse of tackling abuses.

36. **Targeted revision (?) of the posting of workers Directive:** The ETUC has long expressed strong concerns that the posting of workers Directive, once perceived as a key instrument to prevent unfair competition, it is increasingly misused to undermine workers’ rights and to lower the amount of social security contributions. Over the summer 2015, the ETUC has expressed its view on a possible review of the Directive, in the framework of the Mobility Package. The central element of this exercise must be the ability of the Directive to adequately protect workers and

guarantee fair competition in the single market. Equal treatment, respect for national industrial relations systems and collective agreements and enforcement are vital issues in this regard.

37. The ETUC notes a change in terminology. The Commission had previously announced a targeted “review” of the Directive, which may or may not lead to a revision. The Commission annual work programme is now taking one step further by announcing a “targeted revision”. Revision in our opinion should tackle first a proper definition of equal treatment, which should cover not posting only, but more in general all pieces of EU legislation linked to it. The ETUC will remind the Commission of the obligation to properly consult with social partners in line with Article 154 TFEU.
38. **EURES Regulation:** In January 2014 the Commission presented a proposal for a new EURES Regulation (to be adopted in December 2015). During the process of negotiations, the ETUC called again on the Commission not to reduce EURES to a simple advisory, information and placement tool, but to strengthen its role as a forum for cross-border social dialogue. To this end, the ETUC asked the Commission to improve EURES Cross-Border Partnerships’ role and funding.
39. The main ETUC priorities are: the participation of social partners not only at European and regional level but also at national level (in the National Coordination Office); and the clear definition of EURES Cross-Border Partnerships. The European Parliament supported this approach through targeted amendments to the Regulation, and now the ETUC welcomes the agreement reached in the Trilogue on such amendments.
40. **Disability:** The Commission has not provided any information on the “disability act”, no draft has been discussed, shared nor circulated by the Commission with the ETUC (or concerned NGOs).
41. **Taxation:** The ETUC welcomes the Commission's intentions to fight tax avoidance and relaunch the proposal for a common consolidated corporate tax base and in particular to make the tax base mandatory. However, for the proposal to be effective, the EU should also agree a minimum tax rate of at least 25 per cent.

Re 5. A Deeper and Fairer Economic and Monetary Union (pages 8-9)

42. It is not clear what the WP reference to a “fair balance in the relationship between employers and workers” means. Such balance can certainly not be reached by the Commission's proposal on Competitiveness Boards where independent experts can be interfering with wage policy and this under the banner of ensuring 'competitiveness'. On the contrary, this is a proposal that is anything but 'fair' as it is biased against wages (which need to be 'competitive' at all times) and in favour of profits (which are free to do as they please). The Executive Committee of the ETUC in its meeting of October 2015 has rejected the Commission's recommendation to install national competitiveness boards in each and every euro area member state. The ETUC rejects any measure that infringes on the autonomy of social partners and the freedom to bargain collectively or set minimum wages and conditions of employment.
43. The ETUC certainly agrees on the need to address the gaps in social legislation. An overall, holistic policy intervention – having equality and equal treatment and the right to collective bargaining at its core - is what needed to strengthen the European pillar of social rights (point 31 ff. Paris Manifesto) and contrast growing poverty.
44. While identifying **social benchmarks** can be useful depending on the way and the basis on which these references are built, the ETUC needs to be vigilant as old concepts such as 'flexicurity', flexible labour contracts and two tier labour markets are once again put forward by the Commission. Benchmarks such as these should

not be allowed to boil down to the usual 'trickle down' strategy of thinking that a labour market that is 'efficient' will ensure social convergence by delivering a high level of employment irrespective of the quality of that employment.

45. The ETUC recalls the position it took on the issue of 'flexicurity' in its Lisbon Executive Committee in Autumn 2007 where it rejected the idea that workers would need to trade in their job protection for forms of lifelong training and argued instead that workers have a right to a stable contract protecting against easy firing and a right to robust unemployment benefits and lifelong learning.
46. With specific regards to **social protection**, the reference to best practices and upwards convergence is encouraging and welcome, as social standards must be ambitious. We will however have to see what the Commission will exactly be proposing. In this context, an urgent step concerns the conception of a European framework directive on an adequate minimum income that establishes common principles, definitions and methods for minimum income schemes in the Member States, combining income support with active inclusion in regular jobs with decent work and wage conditions and access to quality services.
47. Finally, more in general on the announced 'social pillar' of EMU and EU, the ETUC underlines that no clear framework of proposals is yet available for proper discussion between the EC and social partners. Some initiatives have been launched, but they are fragmented and unclear regarding their possible implementation.

Re 6. A Reasonable and Balanced Free Trade Agreement with the US (pages 9-10)

48. The ETUC analysis is that trade can create jobs and we oppose protectionism. We also reject a free trade ideology that takes no account of our collective preferences, summed up in the European Social Model. Regarding TTIP, the ETUC insists that the European Commission negotiates a trade agreement for all that sets high standards to be followed globally. The ETUC strongly opposes Investor State Dispute Settlement (ISDS) mechanisms – which privilege foreign investors above all others and amount to the privatisation of justice. A reformed ISDS as proposed by the Commission, now under the name of International Court System (ICS), goes some way to address some of our major objections to the traditional ISDS system, but does not resolve the fundamental problem that the law should not give special privileges to foreign investors.
49. The ETUC opposes the inclusion of public services in trade agreements. We reject any lowering of European standards and insist that policy space must be maintained and that the right to regulate should not be limited by the threat of companies launching a suit for compensation or undemocratic bodies such as regulatory cooperation boards. In particular, fundamental labour rights such as the right to organise, collective bargaining and collective action must not be capable of being subject to consideration as a (NTB-Non Tariff Barrier) barrier to trade. Nor should companies be permitted to launch suits for compensation for direct or indirect expropriation when workers make advances in the field of social, employment and collective bargaining rights.
50. The ETUC insists that all EU trade agreements must include enforceable labour protections. Such protections exist in US and Canadian agreements that should be improved upon to cover a wide range of ILO Conventions and included in EU agreements to ensure binding, effective provisions that are dissuasive to breaches. In this regard, we insist that EU international trade and investment agreements should include a strong social dimension, promoting decent work, fair wages, sustainable development and environmental protection, safeguarding democratic governance and public services, guaranteeing a high level of financial regulation and the implementation and enforcement by all parties of ILO labour standards. All such agreements should be accompanied by a monitoring, complaint and sanction

mechanism involving the social partners. Technical cooperation should be provided with the support of the ILO.

51. Concerning consequences of trade agreements to workers we need adequate adjustment instruments. However, the European Globalisation Fund is not adequate. It needs considerable re-engineering and resourcing.
52. The ETUC opposes the CETA agreement, which does not fulfil our conditions notably in including ISDS, and we will continue forcefully to oppose any further steps towards its ratification as long as the ISDS remains in place. (See also Priority 8)
53. The ETUC opposes the granting of Market Economy Status to China as long as China does not live up to the EU technical criteria for defining a market economy. Such a step could have devastating effects on a large number of European industrial sectors.

Re 7. An Area of Justice and Fundamental Rights Based on Mutual Trust (page 10)

54. **Trade Union Rights:** The WP proposes that the Commission will 'pursue the work towards the accession of the EU to the European Convention on Human Rights taking full account the Opinion of the European Court of Justice' . The ETUC is gravely concerned that this commitment may mean that the Commission is proposing to comply with the Opinion of Court of Justice in December 2014.
55. Throughout Europe, workers and their trade unions are facing increasing challenges to the exercise of their fundamental rights to Freedom of Association, the Right to Organise, Collective Bargaining and to take Collective Action including strike action. Many of these attacks have their origin in EU Commission guidance and policies while others are a result of interpretations from the Court of Justice of the European Union. The EU's accession to the European Convention on Human Rights (ECHR) was expected to address these issues, creating a single, comprehensive and coherent legal framework for protecting human rights across the continent. In the field of employment law, it should herald a new procedure for workers and trade unions to challenge EU law, recommendations, guidance, policy and practice and Court of Justice interpretations against the background of the European Convention on Human Rights.
56. ETUC recalls that the Lisbon Treaty created a Treaty obligation (Article 6 'shall accede') without exemption or limitation and certainly without veto from any EU institution. The accession process cannot undermine the very rationale behind EU accession, i.e. that ECHR principles take precedence over EU activities. The ETUC will prepare a specific response and actions in response to this threat this will also include our actions on the social progress clause.
57. **Data Protection:** the WP recalls that the new Regulation on Data Protection will be concluded by the end of this year (2016). The ETUC is concerned that the proposals do not adequately protect workers, as on national level, the lawmakers and/or social partners can no longer ensure higher protection of workers concerning the processing of their data. For example, insufficient protection and remedies have been provided for workers who are subject to blacklisting in its many forms. In addition, relying on consent is problematic in the employment relationship but doubly so in the recruitment context where workers are increasingly subject to overly invasive background checks where data on health, financial history, criminal background etc. must be provided often to intermediaries regardless of the relevance of this information to the position. The ETUC is also concerned that the impact of the proposed Regulation may make union records vulnerable to requests from employers. Furthermore, trade unions wish to be able to maintain their national practices.

Re 8. Towards a New Policy on Migration (page 11)

58. **Refugee Crisis:** The work programme predominantly focuses on security aspects. It insists on financial resources mobilized for neighbourhood countries hosting refugees. The external action is completed by a more targeted cooperation with third-countries to secure borders and help return of greater numbers of asylum-seekers that have been found to have crossed the EU borders irregularly.
59. However, no mention is made to the need to reinforce the reception structures for ensuring a dignified life of asylum-seekers on the EU territory. To restore a normal course of the asylum procedures. The work programme neglects to mention the urgent need to give asylum-seekers access to public services (such as housing and health systems). It simply disregards their integration and inclusion in the labour market.
60. The work programme ignores the issue of irregular stay of asylum-seekers. This is an issue that has to be addressed with pragmatism now. A temporary protection scheme should be agreed in order to provide legal channels for asylum-seekers and govern the emergency, offering all those who cannot be returned the opportunity to be registered and receive documents.
61. These issues do not even appear in the EU Agenda on migration published in 2015.
62. **Migration and equal treatment rule:** The work programme takes a stand in favour of the principle of equal treatment. It defines it as “same work in the same place is rewarded by the same pay”. It is not clear whether the equal treatment rule applies to all policy areas or to cross-border posting of workers only. No mention is made of equal treatment of third-country nationals. Some shortages have still to be addressed to make the equal treatment rule a standard in the EU migration law (the EU legislation on condition of entry and work of migrant workers covers only some categories of migrants, ICT Directive and the Single permit directive derogate from the equal treatment rule, large employment areas of third-country nationals remain uncovered).
63. **Migration and inclusion:** The ETUC expected more ambitious measures to cope with societal challenges such as demographic change, population ageing and labour market shortages. Still, neither the work programme nor the EU Agenda on Migration explain how the Commission intends to deal with the issue of economic migration or the problem of inclusion of migrants who already reside in the EU.
64. In this respect, the revision of the Blue Card Directive is insufficient. The ETUC expected the Commission to announce programmes complementing the recast Directive on students, researchers, and volunteers; programmes to attract qualified foreign workforce; programmes to identify sectors of employment for non-qualified workforce.
65. The ETUC is surprised that the dialogue with business and trade unions is not even mentioned. (DG Home Affairs is launching a dialogue with business and trade unions in January). Business and trade unions can help identify sectors in which workforce is actually needed and, thus, reaping benefits of non-qualified economic migration. However, the ETUC expects that the agenda will include access to rights for all third-country workers, stronger coordination and use of funds for integration, and solutions to give migrants a way out from irregular employment. Social partners could provide the framework for the EU Commission to start new legislative initiatives in the field of economic migration.

On external action, mobility partnerships and trade agreements (see also priority 6 and 9)

66. Trade agreements (not only with US), mobility partnerships, development cooperation programmes, have a strong link with migration flows and their root causes.
67. To be consistent with the equal treatment principle and to create sustainable jobs, the ETUC considers that the work programme should have included the following:
- **ICT Directive** the use of ICT schemes should come along with consistent measures ensuring full equal treatment to foreign workers transferred and working in a Member State.
 - **Blue Card Directive:** reference should be made to ethical recruiting. To be consistent, the work programme should have mentioned that trade agreements (as well as partnership agreements) should neither undermine the functioning of trade partners' labour markets nor impoverish local workforce.

Re 9. A Stronger Global Actor (page 12)

68. The ETUC welcomes the objective of more coherence in the EU's external action. It expects and supports the development of a strong and united EU foreign policy based on the principles set down in the Treaty and in line with international law, fully implementing instruments for cooperation, democracy and human rights and using the European External Action Service (EEAS) to the full to promote them. The ETUC reiterates its call for EU delegations abroad to include dedicated labour-reporting officers.
69. The ETUC encourages EU development policy to promote, as a priority, social dialogue and decent work in beneficiary countries, including in emerging economies and we call on the EU as a whole and each individual Member State to reach the UN target for spending 0.7% of Gross National Income on official development assistance. The European trade union movement must be specifically involved in designing policies as well as in accessing the budget available. (see also P8)

Re 10. A Union of Democratic Change (pages 12-13) – see also remarks on Better Regulation on page 1

70. The WP refers to the InterInstitutional Agreement (IIA) to be finalised at the end of the year, 2016. The ETUC deplores the secrecy and the lack of transparency of the discussions between the three institutions. The ETUC demands that the discussions lead to an IIA that commits to delivering quality legislation to European citizens and that has as a primary objective the strengthening of democratic law-making to provide more legitimacy to EU rules. The IIA should take a positive approach to regulation instead of approaching regulation as a burden, *and should focus more on implementation and enforcement*. It is essential that the agreement must not lead to undermining existing workers' rights or prevent further improvement of social legislation.
71. The ETUC is concerned that Treaty changes continue to be negotiated in an intergovernmental forum, outside of any democratic scrutiny.