



YOUR TURN! Conference

10 May 2019

JOB QUALITY IN EUROPE

State of play on job quality and the future of work in Europe:

1. Work quality policy work pursued by ETUC
2. European political context
3. Implications for the future of (teacher) trade unions

QUALITY AND QUANTITY

“More and better jobs!” ...

...means building labour markets in which quality and quantity complement one another

Paris Congress commitment to developing

"a working definition of 'quality work' with individuals at the centre to be elaborated at European level, encompassing agreed quality-of-work indicators."

QUALITY WORK DEFINITION

What do we want the definition to actually *do*?

- Raise the profile of work and employment *quality* as a policy priority
- Insert into existing dialogue mechanisms
- Adapt to specific national and sectoral
- Provide a clear tool for consistently challenging European employment policy

QUALITY WORK

A working definition

1. Good wages
2. Work security via standard employment and access to social protection
3. Lifelong learning opportunities
4. Good working conditions in safe and healthy workplaces
5. Reasonable working time with good work-life balance
6. Trade union representation and bargaining rights

POLITICAL CHALLENGE

- ‘Any job is better than no job!’
- Loose commitment at the European level
- Structural reforms agenda
- Labour market segmentation
- Role of trade unions in society
- Diversity in trade union approaches

THE EUROPEAN CONTEXT

- Trapped between neoliberal dogma and nationalist populism
- Trapped between Economic Governance and social crisis
- Institutional paralysis

SOME tentative improvements in overall narrative

- Social Pillar and the (socialising? of the) European Semester
- Relaunch of Social Dialogue
- Several recent (and modest) legislative initiatives

IS THIS QUALITY WORK? (1/2)

Benchmarking quality work – turning principles into demands

- Good wages – *increase the local median wage for women*
- Good wages – *increase in the median wage for men*
- Access to standard employment and job security – *reduction in involuntary temporary employment for women*
- Access to standard employment and job security – *reduction in involuntary temporary employment for men*

IS THIS QUALITY WORK? (2/2)

- Access to standard employment and job security – *reduction in involuntary part-time employment for women*
- Access to standard employment and job security – *reduction in involuntary part-time employment for men*
- Fair work-life balance – *an overall increase in the number of days of paid parental leave per worker*
- Reasonable working time – *a reduction in percentage of workers working more than 48 hours*
- Lifelong learning opportunities – *an overall increase in the median number of days of paid leave for training or education per worker*
- Union recognition – *an overall increase in collective bargaining coverage*

WHERE NEXT?

- Mainstreaming the definition into all economic demands
- Annual ETUC Quality of Employment Report
- Pursuing the definition via ‘levers of influence’
- An ETUC Labour Market Vision (2019)
- A joint strategy with ETUFs?

...But what is happening to ‘work’ in education sectors and what are the implications for union organising?

HOW CAN WE RESPOND TO THE ATTACKS ON EDUCATION?

- What are the biggest pressures on teachers around work quality?
- How can work quality be mobilised as an organising issue within the education sector?
- What can be done by the movement cross-sectorally to support teachers?
- To what extent are teachers emblematic of a wider struggle?
- What can the wider movement learn from teachers' experience in building alliances?