

## ETUC standardisation newsletter - November 2019

Dear colleagues and friends,

The ETUC is pleased to send you its newsletter on standardisation that will keep you regularly updated on the ETUC's activities in the field of standardisation. It will deliver information on European and international standardisation direct to your desktop. If you wish additional information and/or documents related to the news mentioned below, feel free to contact us at [standards@etuc.org](mailto:standards@etuc.org).

### European Economic and Social Committee event on "Inclusiveness of the European Standardisation System"



The [EESC opinion on Harmonised standards](#) was prepared by Gerardo Larghi, as Rapporteur. The Opinion included several comments, one of which is to monitor the efforts of key standardisation players and setup an Ad-Hoc Forum on the inclusiveness of the European Standardisation System.

The event allowed for a better insight into the developments to support the participation of groups of society identified in EU Regulation 1025/2012 on Standardisation, as the Annex III organisations, such as workers (ETUC), consumers (ANEC), environmental stakeholders (ECOS) and small and medium businesses (SBS).

Next to the inclusiveness of the European Standardisation System, discussions expanded beyond this specific topic, touching upon issues like the delayed referencing of standards in the OJEU (and so providing presumption of conformity with legislative acts) and the international standard setting activities.

On the referencing of European standards in the OJEU, Radek Maly – Head of Unit for Standards for Growth – pointed out the progress that is being made to reduce the non-citations in the OJEU. He noted that harmonised European standards represent an important part of the larger collection of European standards which have helped to shape the single market for products and services.

Isabelle Schömann, ETUC Confederal Secretary, referred to the ETUC action programme on Standardisation. She elaborated on where standards have a place in society and where not, and what are the limits of standardisation. As an example, she pointed out a new ISO standardisation initiative on “compensation system”. A standard on wage or any other form of compensation system would encroach universally accepted and carefully negotiated international labour standards of the ILO. They were developed by governments and social partners and have received high levels of ratification by national governments. They would further represent the unacceptable risk of interfering with national legislation and collective agreements. The European Commission and the CEN took note of this development, they seem not aware of. Isabelle Schömann urged the Commission to put in place an early warning system to alert about such harmful developments and prevent any interferences of such international initiatives with the EU.

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## National awareness event in Nuremberg



On 10 October, the IGBCE – the German Trade Union of Mining, Chemistry and Energy - organised a training seminar on the standardisation activities in the field of “Human resource management”.

This was a [follow up](#) event of a first organised on 27 May in Cologne. The participants were introduced to the smartphone applications which are now being used for staff management. These applications use hidden logarithms that are often unknown to workers. Subsequently, a general presentation was given on standardisation and what it entails for workers. In the afternoon, Rolf Jaeger, ETUC expert, provided an overview of the ISO standardisation activities in the field of “Human Resource Management”, development in ISO/TC 260. He pointed out that several of the standards being developed can (and will) be used in software applications to manage staff. It was anticipated that a new event would be organised in 2020, likely in Northern Germany.

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## ETUC Special Committee "Standardisation" meets on 17 October

The ETUC Special Committee “Standardisation” (the committee) meets twice a year. It is a forum to exchange and discuss the ETUC actions along the ETUC action programme adopted at the ETUC Congress in May 2019. Isabelle Schömann, ETUC Confederal Secretary in charge of the dossier chaired the meeting. Members, experts and invited guests discussed a wide range of topics.

The discussion referred to the ETUC Action programme 2019-2023 and its

chapter on standardisation where a mandate to continue work on standardisation issues was confirmed. Update was provided on the state of play of the study on the role of selected standards in the European service sector. A related survey will provide for the input of the members of the committee, on the role of standards in the service sector that affect workers in terms of labour laws, social dialogue, collective agreement and working conditions. UNIEuropa gave an update on the developments of the standards in the hairdressing sector. Regarding ISO 26000 on “Social responsibility”, the committee decided to support its transposition as a European Standard (unchanged). The experts and members exchanged on the developments in the different Technical Committees, both at European and International level, the ETUC is contributing to. Finally, the ETUC STANDardisation work programme 2020 was presented, building on the work of the previous years, based upon which the European Commission has agreed to financially contribute to it.

Ahead of the meeting – on 16 October – the Task Forces on “Human resource management” and “OSH” met to discuss in detail the ISO standardisation activities of ISO/TC 260 “HRM”, ISO/TC 283 “OHS Management systems” and ISO/TC 159/SC 1 on the revision of 10075-2 ‘Ergonomic principles related to mental workload’. One of the main aims of the meeting was to coordinate the ETUC input in the different committees (a coordination which, at national level, in National Standardisation Bodies, is probably not taking place).

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## The ETUC continues to work on the new ISO standard on the "Sharing Economy"

ISO has recently started to work on a new standard for the operation and management of sharing economy platforms. The work, to be carried out in [ISO/TC 324 ‘Sharing economy’](#), will stem from the International Workshop Agreement IWA 27:2017 ‘Guiding principles and framework for the sharing economy’ developed in 2017. In parallel to ETUC’s contribution to the European legislative process on platform economy, the ETUC STAND has decided to follow the standardisation work in order to streamline demands.

The ETUC participated in the first meeting of ISO/TC 324 in June 2019 (see our [June Newsletter](#)). Since then, it was agreed to develop an international standard providing terminology and principles, which will be developed in the newly set Working Group 1. The ETUC will participate in the first meeting of the group, which will take place from 9 to 11 December 2019, in Toronto, Canada. In addition, the ETUC is invited to speak at a side event on 9 December,

entitled 'The Role of Standards and the Sharing Economy'. The event, organised by the Ryerson University Institute for the Study of Corporate Social Responsibility, is intended to provide a publicly accessible opportunity to present and discuss multiple perspectives on standards and the sharing economy.

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## Possible ISO standard on "Compensation system" must be stopped !

As reported in our August Newsletter (see [here](#)), the International Organisation for Standardisation (ISO) launched in May a proposal (ISO/NP 30426) to elaborate an international standard on 'Compensation system'. The ETUC has called for the rejection of this standardisation project on the basis that it would represent the unacceptable risk of interfering with national legislation and collective agreements. Our position was taken up by several (European) National Standardisation Bodies, who voted against the proposal. However, despite our efforts, the standardisation project was adopted, with 17 countries in favour and 5 against.

The ISO Technical Committee 260 "Human resource management" has now set up a new Working Group 12 "Compensation" to start the elaboration of the first working documents on "Compensation system". The ETUC, in coordination with the ITUC, has launched a lobbying campaign to stop this initiative. They also sent a formal letter to ISO, urging it to immediately cease the activities on this project.

In addition, the ETUC has raised this concern to the European Commission, inviting it to support its efforts.

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## A first time meeting between the societal stakeholders, the ISO and IEC management





The date of 20 November 2019 can be seen as a historic moment: for the first time the societal stakeholders (ANEC, for consumers; ECOS, for-environmental stakeholders; ETUC, for-trade unions) and the SMEs (SBS), as represented at the European level, met with the ISO and IEC management in Geneva. On the request of the European societal stakeholders, the objective of the meeting was to take a closer look to how we can contribute to the “global relevance” of ISO and IEC standards, and the support ISO and IEC standards can give in achieving the UN Sustainable Development Goals (SDGg).

The ETUC had a separate meeting with ISO on the recent and new standard developments in areas which are traditionally dealt with by the social partners and authorities. These are new developments to which the trade Union movement is opposed.

Follow-up discussions are envisaged in the future and new meetings can take place, when specific need occur.

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## Adoption of the Annual Union work programme for European Standardisation

The Annual Union Work Programme for European Standardisation for 2020 year has been adopted by the European Commission on 28 October 2019. The document can be found [here](#).

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