

## ETUC standardisation newsletter - September-October 2022

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).

### French awareness event on standardisation



Lundi, 24 Octobre 2022

### LA NORMALISATION EUROPÉENNE ET INTERNATIONALE, QUEL IMPACT POUR LES TRAVAILLEURS?

On Monday 24 October, the ETUC French Affiliates and Eurocadres, are organising in Paris a national awareness event on standardisation. The event aims to provide information on how standards are used to strengthen the European "Single Market" and to underpin legislation. The event will further

feature practical cases highlighting how standards influence the world of work. The hybrid event is entirely in French and primarily for a trade union audience. More information and registration is [here](#) .

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## ETUC will speak at the 2022 EUROSHNET Conference



Isabelle Schömann, ETUC Confederal Secretary, is invited to speak at the 7<sup>th</sup> European Conference on standardisation, testing and certification in the field of occupational safety and health (EUROSHNET), which is taking place in Paris on 20 October. The Conference is dedicated this year to ‘**Artificial Intelligence meets Safety and Health at work**’, and Ms Schömann will participate in the roundtable of session 4 addressing “The challenges of AI on standardisation, testing and certification”.

*The safe use of AI in parallel with human activity raises essential questions of ethics, legal responsibility and technical reliability. To successfully introduce an artificial intelligence system in the world of work, it is necessary to analyse the potential consequences on work, the opportunities that this technology brings along with the risks generated regarding the health and safety of workers.* The Conference will gather experts and social stakeholders to discuss how standardisation and notified bodies can help regulate the potential risks the introduction of AI at the workplace may entail and ways to enhance the opportunities. More information on the conference is available [here](#).

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## ETUC English course for unionists in standardisation

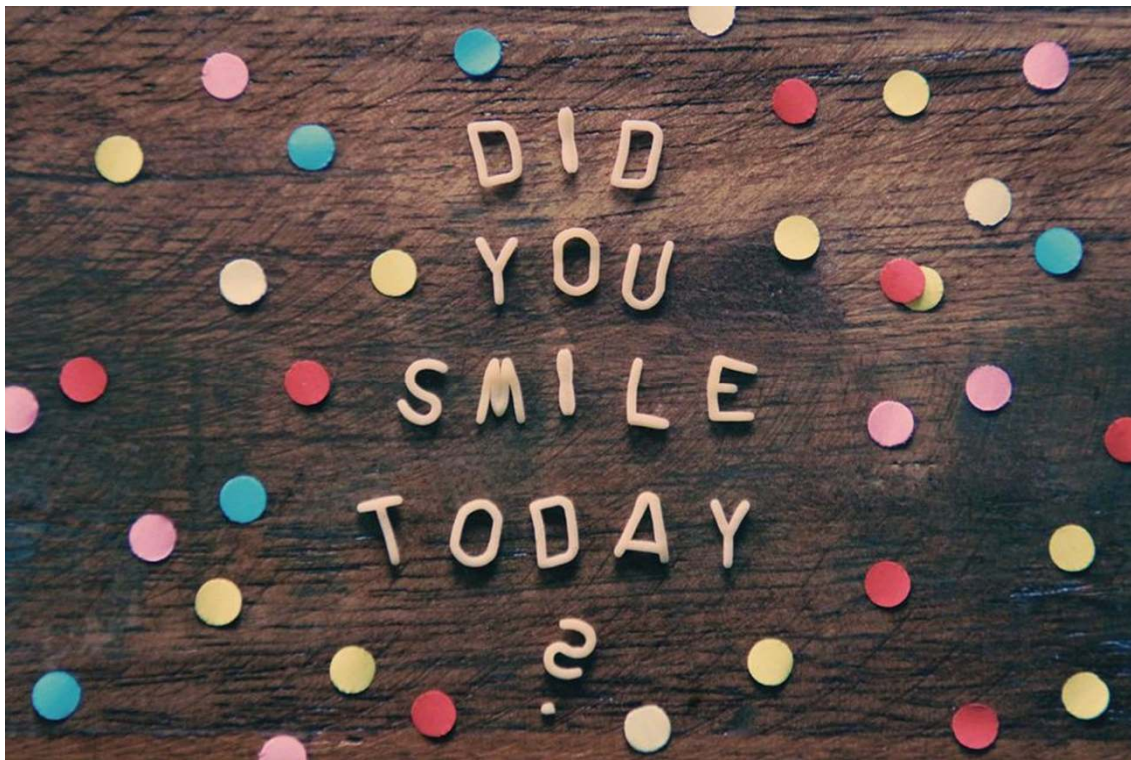


The language spoken in European and international standardisation is English. The draft documents are provided in English and the discussions in the standardisation committees take place in English. Hence, speaking with a good level of this language is a prerequisite to participate in standardisation. This autumn, the ETUC therefore organised a 1-week intensive English course in Brussels. The course was tailor-made for unionists, with intensive training every day, focussing on English used during (standardisation) meetings. The course was limited to six participants to allow everyone to speak and put into practice the lessons learnt. Furthermore, the ETUC organises monthly online English conversation classes on standardisation topics to improve and practise the language but also to learn standards-specific terminology.

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## Measuring employee engagement





Can we measure whether our colleagues are satisfied with their job and are fully committed to the organisation? The International Organisation for Standardisation, ISO, believes this can be done with metrics.

Further to the publication earlier this year of the standard ISO 23326 'Human Resource Management — Employee Engagement Guidelines' ISO is now proposing to develop a new standard for metrics that would enable an organisation to “measure” employee engagement. The standard ISO 23326 provides the description of how employee engagement can be “achieved” and the metrics will provide the KPIs on how to measure them.

The standard ISO 23326 provides organisations with guidelines on how to manage employee engagement, hence enhancing the individual experience at work to achieve performance and to add to the success of the organisation.

The ETUC is vigilant when addressing employee engagement as we believe it can encourage self-exploitation of employees and bring harmful effects on their well-being and health as a result. Engagement factors such as individual satisfaction with work and well-being are often subjective and can depend on a range of other issues.

The ETUC is concerned with the proposed metrics as it risks helping differentiate the “good” employees from the “bad” ones, only based on what is good for the

organisation. At the same time, the metrics will assess whether an organisation is compliant with standard ISO 23326. Finally the ETUC believes employee engagement should be discussed through social dialogue rather than being an instrument for measurement.

The vote on the proposal ends in October. National ballots will close earlier.

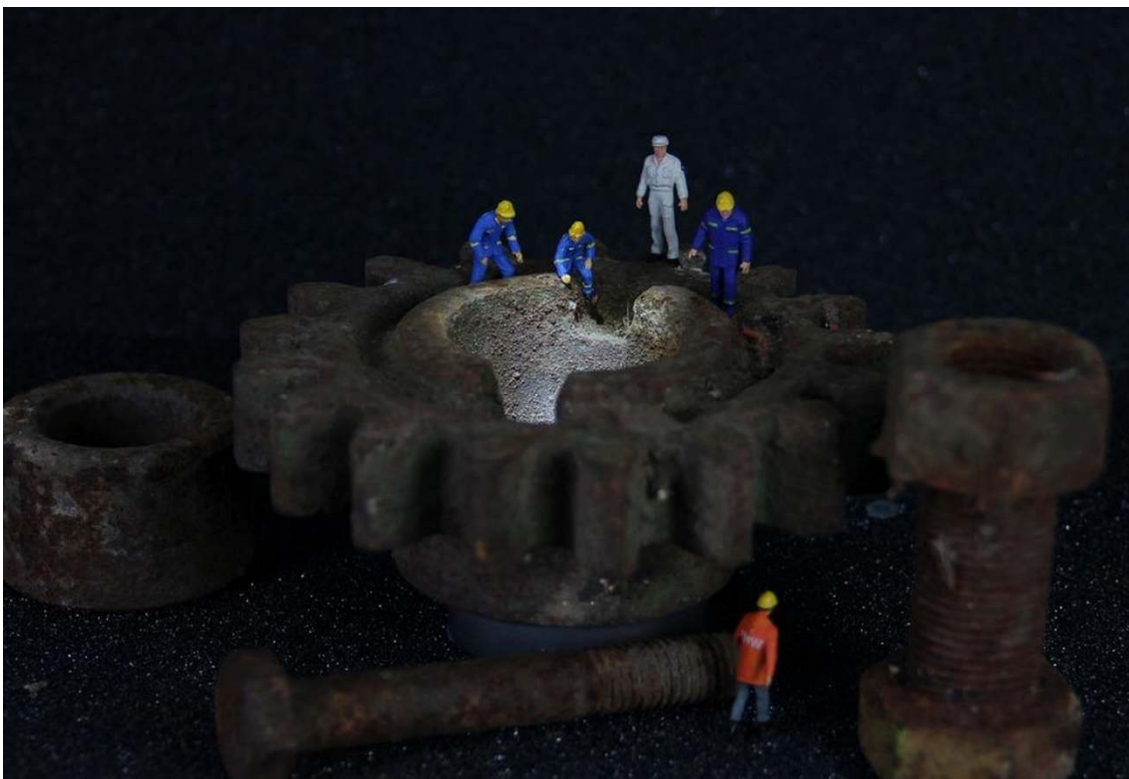
## Preventing and managing infectious diseases at work



At the beginning of the outbreak of Covid-19, most organisations and companies were taken by surprise. They had to re-arrange their work processes and management in a short time to align them with the changing rules for health and restrictions at the workplace. , ISO is therefore preparing an international standard that gives guidelines for organisations on how to prevent exposure to, and manage the risks associated with, infectious diseases. The ETUC participates in the drafting of the standard ISO/CD 45006 'Occupational health and safety management — preventing and managing infectious diseases – General guidelines for organizations'. The document is proposing guidance when infectious diseases present a risk of severe ill health or death and can impact the health, safety and wellbeing of workers and relevant interested parties. Since the beginning, the ETUC has been calling for the inclusion of prevention

rather than addressing only management. Although the ILO is not dealing with infectious diseases, it was decided to add the organisation as a reference among the trusted bodies. The ETUC further opposed the deletion from the text of training for new roles and tasks, as well as the deletion of the clause on psychological well-being and health. The draft will now be sent for feedback of all members of ISO/TC 283 'Occupational Health & Safety management'.

## European standard on maintenance workers revisited



Due to the growing extent and the increasing complexity of maintenance in the European industry, very diverse occupational profiles have evolved for maintenance personnel across Europe. The European Standard EN 15628:2014 'Maintenance - Qualification of maintenance personnel' gives requirements such as competences, essential knowledge as well as basic and target qualifications. As the content needs updating, the standard will now be revised. The ETUC will follow the work, which takes place in CEN/TC 319 WG 9 'Maintenance - Personnel'.

The WG 9 kicked-off the work over the last months. With a view to keep the general structure of the standard, WG 9 wishes to keep the main roles in the



existing standard: maintenance technician, maintenance supervisor, maintenance manager. The description of the required skills and competences however needs updating. The standard should also be aligned with other standards of CEN/TC 319, namely EN 17666 'Maintenance Engineering'.

The difficulty to harmonise qualification levels and job definitions between various EU countries was stressed. The ETUC suggested to not standardise elements which are too country dependent and to refer to EQF (European Qualification Framework).

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## ETUC meets the Bureau of Indian Standards (BIS) delegation



In July, the ETUC was one of the stakeholders to meet a delegation to Brussels from BIS (the Bureau of Indian Standards). We spoke about the importance of Trade Union representation in standardisation, and in particular at international level in ISO. We further highlighted the challenges to be able to participate in the International standardisation, because it requires preliminary agreement from the ISO members who sometimes challenge or refuse our request for participation. We also highlighted some BIS voting behaviour. The visit was organised by the EC and EFTA Secretariat (the latter hosting the meeting in its new premises) in the framework of the EU-India cooperation on standards ([SESEI](#)).

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# The European Commission has updated the "Blue Guide" on the EU product rules



The placing of products on the European Single Market is carried out according to rules and gives rise to responsibilities for manufacturers, importers, sales points, market surveillance authorities, etc. The European Commission has released in June its revised version of the **'Blue Guide' on the implementation of EU product rules.** Although it is a guidance document without legal force, it is intended to contribute to a better understanding of EU product rules and to their more uniform and coherent application across different sectors and throughout the single market. The Guide is addressed to the Member States and others who need to be informed of the provisions designed to ensure the free circulation of products as well as a high level of protection throughout the Union (e.g. trade and consumer associations, standardisation bodies, manufacturers, importers, distributors, conformity assessment bodies and trade unions).

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