2015

Eurofound: The First 40 Years

Eurofound

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Eurofound: The First 40 Years

Abstract
[Excerpt] Manifested early on in the first social action programme in 1973, this unrelenting commitment to defining a social face to this new community of countries continued with the establishment of what later became 'Eurofound' in Dublin shortly afterwards. A tripartite European Agency to provide data and analysis to help shape policy in social and work-related matters was a bold and defining element in this move towards locking the social dimension into the development and growth of the ever-expanding Union.

Throughout these years, Eurofound has continued to contribute to this early and strategic vision of a social Europe. By the late 1970s, work on wage systems was already a core part of the Agency’s activities. Other early activities focused on new forms of work organisation, shiftwork and physical and psychological constraints at work. In the 1980s, unsurprisingly, the focus was on the long-term unemployed and in 1990 work on the first pan-European survey of working conditions was under way.

As the Union has grown, so too has the scope of the Agency’s work, taking on responsibility for monitoring and analysing employment change via the European Monitoring Centre on Change, and today its scope encompasses 28 Member States and several candidate countries and observer states. The sixth series of the working conditions survey covering 34 countries is now in preparation, while surveys on quality of life and on company practices have similarly evolved over time. Comparative analysis across countries continues to be Eurofound’s key contribution in many areas, drawing also on input from the network of European correspondents. Meanwhile, original research has made significant input to several central policy debates. Most recently, it was Eurofound’s calculation of the estimated cost to Europe’s economy of the exclusion of the 14 million young people not in employment, education or training (about 1.2% of GDP per annum) that galvanised action for the Youth Guarantee now being implemented across Europe.

Keywords
Eurofound, European Union, working conditions, industrial relations

Comments
Suggested Citation
Eurofound: The first 40 years
The problems presented by the improvement of living and working conditions in modern society are increasingly numerous and complex [and it is] important that appropriate Community action should be built up on an inter-disciplinary scientific basis and at the same time that employers and workers should be associated in the action undertaken.”
Throughout these years, Eurofound has continued to contribute to this early and strategic vision of a social Europe. By the late 1970s, work on wage systems was already a core part of the Agency’s activities. Other early activities focused on new forms of work organisation, shiftwork and physical and psychological constraints at work. In the 1980s, unsurprisingly, the focus was on the long-term unemployed and in 1990 work on the first pan-European survey of working conditions was under way.

As the Union has grown, so too has the scope of the Agency’s work, taking on responsibility for monitoring and analysing employment change via the European Monitoring Centre on Change, and today its scope encompasses 28 Member States and several candidate countries and observer states. The sixth series of the working conditions survey covering 34 countries is now in preparation, while surveys on quality of life and on company practices have similarly evolved over time. Comparative analysis across countries continues to be Eurofound's key contribution in many areas, drawing also on input from the network of European correspondents. Meanwhile, original research has made significant input to several central policy debates. Most recently, it was Eurofound’s calculation of the estimated cost to Europe’s economy of the exclusion of the 14 million young people not in employment, education or training (about 1.2% of GDP per annum) that galvanised action for the Youth Guarantee now being implemented across Europe.

Clearly, over the past 40 years much has changed: life expectancy in the early member countries of the European Community in the 1970s has typically increased by between six and eight years; the employment rate of women has risen to about 63% compared with a rate of just 27% in 1975 in countries such as Ireland; fertility rates have declined in most countries. Such changes have resulted in topics such as job quality, active ageing and long-term care emerging as key policy concerns today, requiring research and analysis of the highest order.

In parallel, from a base of little knowledge and awareness, demand for reliable information on quality of life and work across Europe has grown dramatically over four decades, a gap filled – in part, at least – by Eurofound’s pan-European surveys. These provide insight into trends in working and living conditions – monitoring levels of trust in public institutions, access to public services, well-being at work and so much more.

At all times during these developments, the Agency has sought to act and react where it is most pertinent to the social policy agenda and priorities at EU level. As the EU faces another new and challenging chapter and as Eurofound marks 40 years of contribution, the Agency’s role has never been more relevant – continuing to strive to deliver timely, topical and accessible information and analysis to help policymakers shape a better future for us all.
The aim of the Foundation shall be to contribute to the planning and establishment of better living and working conditions through action designed to increase and disseminate knowledge likely to assist this development. With this aim in view, the tasks of the Foundation shall be to develop and to pursue ideas on the medium and long term improvement of living and working conditions in the light of practical experience and to identify factors leading to change.”

Regulation (EEC) No 1365/75 of the Council of 26 May 1975 on the creation of a European Foundation for the Improvement of Living and Working Conditions

Key areas of work

European Monitoring Centre on Change
European Restructuring Monitor
Access to employment
Young people not in employment, education or training (NEETs)
Mapping youth transitions
Temporary agency work
Born global: Job creation in new international businesses

Labour mobility in the EU
New forms of employment
Jobs in small and micro firms
Restructuring in SMEs
Flexicurity
Greening of industries in the EU
Undeclared work
Employment options of the future
ICT outsourcing
Pacts for employment and competitiveness
Eurofound: 40 years in context

EU Treaties and enlargement of the EU

1951
- Treaty of Paris: creation of European Coal and Steel Community

1957
- Treaties of Rome: European Economic Community and European Atomic Energy Community
- Treaty of Rome (Free movement of labour, equal pay)
- Creation of the European Social Fund

1960

1965
- Merger Treaty

1973
- Accession of Denmark, Ireland, United Kingdom
- Pop. EC9: 256.7 million

1975
- First social action programme
- Regulation establishing Eurofound
- Regulation establishing the European Centre for the Development of Vocational Training (Cedefop)
- Directives on collective redundancies and equal pay

1976
- Directive on equal treatment for men and women in employment

1978
- Action programme for safety and health at work

1980
- Anti-poverty programme
- Launch of social dialogue (Val Duchesse initiative)

1981
- Accession of Greece
- Pop. EC10: 271.4 million

1985
- Schengen Treaty
- Pop. EC12: 368.8 million

1986
- Single European Act

1989
- Charter of fundamental social rights of workers
- Framework Directive on safety and health at work

1990
- Regulation establishing the European Environment Agency (EEA)
- Maastricht Treaty
- Council Recommendation on minimum income

1992
- Single Market
- Directive on working time
- White paper on growth, competitiveness and employment

Milestones in European social policy 1975–2015

1951
- Treaty of Paris:

1957
- Treaties of Rome:

1960

1973
- Accession of Denmark, Ireland, United Kingdom

1975
- First social action programme

1976
- Directive on equal treatment for men and women in employment

1978
- Action programme for safety and health at work

1980
- Anti-poverty programme

1981
- Accession of Greece

1985
- Schengen Treaty

1986
- Single European Act

1992
- Maastricht Treaty
European Monitoring Centre on Change | 2000 – present
Temporary agency work | 2000 – 2003
European Restructuring Monitor | 2002 – present
Preventing violence and harassment | 2002 – 2004
European Quality of Life Survey (EQLS) | 2003 – present
European Company Survey (ECS) | 2004 – present
Survey on working time and work-life balance | 2004 – 2007
European industrial relations dictionary | 2005 – present
Attractive workplaces | 2005 – 2008
Cities for Local Integration Policies for Migrants (CLIP) | 2006 – 2012
Undeclared work in the EU | 2007 – 2009
Representativeness studies in selected sectors | 2007 – present
European Jobs Monitor | 2009 – present
Managing household debts | 2009 – 2012
Tackling the recession: Employment-related public initiatives | 2009 – 2012
Active inclusion of young people with disabilities or health problems | 2009 – 2012
Participation in volunteering | 2009 – 2011
Part-time work in Europe | 2009 – 2011

Income from work after retirement | 2010 – 2012
Active inclusion of young people with disabilities or health problems | 2010 – 2013
Social dialogue in times of global economic crisis | 2010 – 2012
Work organisation and innovation | 2010 – 2013
Young people not in employment, education or training (NEETs) | 2011 – 2013
Restructuring in SMEs in Europe | 2011 – 2013
Sustainable work and the ageing workforce | 2011 – 2012
Greening of industries in the EU | 2011 – 2013
More and better jobs in home-care services | 2011 – 2013
Social partners’ involvement in pension reform | 2011 – 2013
Born global: The potential of job creation in new international businesses | 2011 – 2013
Labour mobility within the EU | 2012 – 2014
Quality of life in enlargement countries | 2012 – 2013
New forms of employment relationships | 2013 – 2015
Gender employment gap | 2013 – 2015
Pay developments into the 21st century | 2013 – 2015
European Observatory of Working Life (EurWORK) | 2014 – present

Directors


Wiebe de Jong  Clive Purkiss  Raymond-Pierre Bodin  Jorma Karppinen  Willy Buschak  Erika Mezger  Juan Menéndez-Valdés

Deputy Directors

Giuseppe Querenghi  Bent Pedersen  Eric Verborgh

Willy Buschak and Jorma Karppinen

Erika Mezger and Juan Menéndez-Valdés
Comités d’entreprise européens
“Eurofound provides important information on topics relevant for employers throughout the EU, such as job creation, working conditions and industrial relations. The work carried out by Eurofound has been very helpful in informing the debate among policymakers and social partners on crucial labour market issues.”

Markus Beyrer, Director-General BUSINESSEUROPE

“Over four decades, Eurofound has been an invaluable resource for everyone concerned with European industrial relations. Its work, ranging from detailed comparative thematic analyses to information on key developments in individual countries, provides essential material for scholars and practitioners alike.”

Richard Hyman, Emeritus Professor of Industrial Relations, London School of Economics

“The European Parliament... welcomes Eurofound’s reaction to the changed policy priorities induced by the economic crisis, by launching new projects linked to priority themes on the social impact of the crisis, recovery and job creation, demographic change, and sustainable public sector.”

Pervenche Berès MEP, Chair of the Committee on Employment and Social Affairs 2009–2014

“Eurofound provides timely, up-to-date and quality information on highly relevant topics, such as European labour market developments, industrial relations, working conditions and quality of life. Over the years, Eurofound has done a remarkable job in collecting and disseminating harmonised information to support evidence-based policymaking at Member State and EU level.”

Catherine Day, Secretary-General, European Commission

“Eurofound is a place of exemplary cooperation of governments, social partners and the European Commission in the service of quality research into Europe’s life and work.”

Jerzy Ciechański, Chair, Governing Board of Eurofound (2012–2014)

“Over four decades, Eurofound has been an invaluable resource for everyone concerned with European industrial relations. Its work, ranging from detailed comparative thematic analyses to information on key developments in individual countries, provides essential material for scholars and practitioners alike.”

Richard Hyman, Emeritus Professor of Industrial Relations, London School of Economics
Eurofound has provided substantial support to EU and national policymakers over the last 40 years to improve living and working conditions in the European Union. The high-quality analysis and data provided by Eurofound has been crucial in addressing the consequences of the current economic and social crisis and in finding ways to put the European Union back on the path to recovery.

László Andor, European Commissioner for Employment, Social Affairs and Inclusion 2010–2014

Eurofound’s timely reporting of industrial relations developments in individual countries and their comparative analysis makes it a key partner of the ILO; we are looking forward to further cooperation in the areas of social dialogue and working conditions for the benefit of our respective constituents.

Guy Ryder, Director-General, International Labour Organization

Through its research and its development of ideas emerging from that research, Eurofound is making a growing and invaluable contribution to the living and working environment in the European Community.

Mary Robinson, President of Ireland (1990–1997) and UN High Commissioner for Human Rights (1997–2002), at the official opening of Eurofound’s new building in Dublin, 1992

Eurofound provides invaluable information on the realities of working life, industrial relations and living conditions in the European Union. We believe that the tripartite governance of Eurofound ensures a focus on research relevant to both social partners and policymakers.

Bernadette Ségo, General Secretary, European Trade Union Confederation

Through its work and activities over the past four decades, Eurofound has been an important partner in the campaign to raise awareness of poverty, social exclusion and inequality in Europe.

Barbara Helfferich, Director, European Anti-Poverty Network

Eurofound has proved itself a reliable source of information on European labour markets, with brief and to-the-point reports and conferences, and should be a constant reference to anyone interested in the European project.

Sir Christopher Pissarides, Professor of Economics and Political Science, (London School of Economics), Nobel Prize laureate in Economic Sciences 2010
<table>
<thead>
<tr>
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<th>Facts from Eurofound</th>
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<tr>
<td>1</td>
<td><strong>European Restructuring Monitor (ERM)</strong> – information source on past and current company restructurings</td>
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<tr>
<td>2</td>
<td>17% – the difference in earnings between men and women in Europe, known as the gender pay gap (Social partners and gender equality)</td>
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<td>3</td>
<td><strong>European Industrial Relations Observatory (EIRO)</strong> – news and analysis on industrial relations developments 1997–2014</td>
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<td>4</td>
<td>1 in 3 – the number of Europeans who carried out some type of unpaid voluntary work in 2012 (Third European Quality of Life Survey 2012)</td>
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<td>5</td>
<td><strong>Foundation Forum</strong> – Since 2002, Eurofound has brought together high-level experts to debate priority issues in social policy</td>
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<td>6</td>
<td>1 in 4 – the number of workers in Europe reporting that work affects their health negatively (Fifth European Working Conditions Survey 2010)</td>
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<td>7</td>
<td><strong>Foundation Seminar Series</strong> – Eurofound’s bi-annual exchange with tripartite national teams of experts on European and national employment and social issues</td>
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<td>8</td>
<td>73% – the proportion of European companies that practises some form of teamwork (Third European Company Survey 2013)</td>
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<td>9</td>
<td><strong>NEETs</strong> – ground-breaking research into young people ‘not in employment, education or training’, which contributed to the adoption of the Youth Guarantee in 2013</td>
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<td>10</td>
<td>60% – the proportion of European establishments where the employee representation is jointly involved with management in the decision-making process on the most important recent change in the firm (Third European Company Survey 2013)</td>
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<td>11</td>
<td><strong>European Working Conditions Survey</strong> – monitoring the changing world of work for over 20 years</td>
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<td>12</td>
<td>84% – the proportion of the EU workforce who feel the work they do is useful ‘always’ or ‘most of the time’ (Fifth European Working Conditions Survey 2010)</td>
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<tr>
<td>13</td>
<td><strong>European Quality of Life Survey</strong> – highlighting the views and concerns of Europeans since 2003</td>
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<td>14</td>
<td><strong>High-skilled service activities</strong> – these represent 6 of the 10 occupations recording job growth in Europe in the period 2011–2013 (ERM Annual Report 2013)</td>
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<td>15</td>
<td><strong>Governing Board</strong> – ensures tripartite representation of EU governments, employers and workers in planning and implementation of all Eurofound work</td>
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<td>16</td>
<td>13% – the proportion of employees in European SMEs with a ‘green’ job in 2012 (Greening of industries in the EU: Anticipating and managing the effects on quantity and quality of jobs)</td>
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<tr>
<td>17</td>
<td>European Jobs Monitor – tracking shifts in job structure in European labour markets</td>
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<td>18</td>
<td>17% – the proportion of women who are board members in the largest publicly listed companies in the EU (‘Too few women in leadership positions across the EU’, 2014)</td>
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<td>19</td>
<td>European Industrial Relations glossaries – winner of the Jason Farradane prize (Institute of Information Scientists) in 1992</td>
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<tr>
<td>20</td>
<td>1 in 3 – the share of European companies providing paid time off for training to employees (Third European Company Survey 2013)</td>
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<tr>
<td>21</td>
<td>European Company Survey – 10 years of exploring European companies: what makes a company a winner?</td>
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<td>22</td>
<td>From 38% to 45% – the proportion of people in Europe reporting some degree of difficulty making ends meet from 2007 to 2011 (Third European Quality of Life Survey)</td>
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<td>23</td>
<td>Ageing workforce – Eurofound’s work includes a database of over 200 cases of good company practice</td>
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<td>24</td>
<td>20% – the share of poor-quality jobs across Europe as a whole in 2010 (Fifth European Working Conditions Survey)</td>
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<td>25</td>
<td>European Industrial Relations Dictionary – one-stop shop for information on employment and industrial relations at EU level</td>
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<td>26</td>
<td>6.6 million – the number of EU nationals who were working in another EU country in 2012, representing 3.1% of the total working population (Labour migration in the EU: Recent trends and policies)</td>
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<td>27</td>
<td>Working time – this topic (shiftwork, part-time work, working time schemes, work–life balance) has been explored by Eurofound since 1975</td>
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<td>28</td>
<td>1.2 million – the rise in the number of people in employment in Europe in the second quarter of 2014 compared to a year previously, a sign of positive growth (ERM Quarterly 3/2014)</td>
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<td>29</td>
<td>Work-related stress – the subject of research since 1996, culminating in the 2014 joint report with EU-OSHA on psychosocial risks</td>
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<td>30</td>
<td>40% – the proportion of companies in Europe that say they have difficulties recruiting staff with the right skills (Third European Company Survey 2013)</td>
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<td>31</td>
<td>EurWORK – European Observatory of Working Life: integrating Eurofound’s long-established observatories on industrial relations (EIRO) and working conditions (EWCO) in 2014</td>
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<td>32</td>
<td>25% – the share of workers in the EU declaring they experience work-related stress during all or most of their working time (Fifth European Working Conditions Survey)</td>
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<td>33</td>
<td>Survey mapping tool – Eurofound’s interactive online tool for data visualisation</td>
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<td>34</td>
<td>New forms of employment – Eurofound’s innovative research over two decades into new ways of working and technological developments</td>
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<td>35</td>
<td>16,628 – the number of new jobs in the European retail sector announced in the third quarter of 2014 (European Restructuring Monitor)</td>
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<td>36</td>
<td>EMCC – European Monitoring Centre on Change: promoting understanding of changes in the world of work, employment and restructuring since 2001</td>
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<td>37</td>
<td>1.26% – the estimated economic loss (GDP share) in Europe as a result of having 14.6 million young people aged 15–29 who are not in employment, education or training (NEETs) (Mapping youth transitions in Europe)</td>
</tr>
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<td>38</td>
<td>CLIP – Eurofound research that supported the social and economic integration of migrants across a network of 30 cities</td>
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<tr>
<td>39</td>
<td>7% – the proportion of households in Europe who have difficulties in making ends meet (Third European Quality of Life Survey)</td>
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<tr>
<td>40</td>
<td>BEST Bulletin on shiftwork – pioneering research into working time arrangements and their impact on health and quality of life</td>
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</table>
Europe is facing considerable challenges: increasing employment and supporting business to compete in a globalised world while simultaneously striving to improve the working conditions and quality of life for all Europeans. Eurofound provides invaluable input into the policymaking of the EU to achieve these ambitious goals, and I look forward to working with the Agency as we forge a stronger, dynamic and more equal Union.

Marianne Thyssen, EU Commissioner for Employment, Social Affairs, Skills and Labour Mobility

The challenges for Europe in a post-crisis world are more acute than ever before. If we want job-rich growth and an inclusive society, relying on previous patterns and old solutions is no longer an option. To make the right choices for the next decades, we need to look at what has been tried, what has worked and what has not. This is where Eurofound can add its real value: providing European policymakers with comparative data and analyses on social and work-related issues and delivering the sound evidence they need to make informed decisions for a better future of all those who live and work in the European Union.

Juan Menéndez-Valdés, Director of Eurofound