

# Annual Report

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EUROPEAN FOUNDATION  
*for the Improvement of Living and Working Conditions*

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## General Information

The European Foundation for the Improvement of Living and Working Conditions was established by Council Regulation (EEC) No. 1365/75 of 26 May 1975. Its aim is '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 are 'to develop and 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.'

The Foundation's financing forms part of the general budget of the European Commission and the funds allocated to it are decided in the official budgetary process between the Commission, the Council of Ministers and the European Parliament.

The Foundation is managed by an Administrative Board comprising representatives of the governments, employers and trade unions of each Member State and three representatives of the services of the Commission. The chairperson and three vice-chairpersons (elected annually) form the Bureau of the Board. The Board meets twice annually to decide policy, to adopt the work programme and to propose the draft budget. These meetings are also attended by observers from the Employers' Liaison Committee (CLE) and the European Trade Union Confederation. The three main groups each have an annual meeting to coordinate strategy.

A Committee of Experts, composed of specialists drawn from a variety of disciplines and appointed by the Council of Ministers, is responsible for advising the Director and the Administrative Board on all fields within the Foundation's competence.

Every four years the Foundation reviews its strategy and the orientation to be given to its work and after widespread consultation prepares a rolling programme. Each year, within the context of this four year rolling programme, an annual programme of work is prepared. The programmes are the outcome of detailed deliberations within and between the groups making up the Administrative Board of the Foundation as well as with the Institutions of the Union. The projects and programmes contracted out to experts and specialists in the different areas are managed by Foundation staff and evaluated by the Administrative Board.

Thus the 'scientific information and technical data' which the Foundation is required by its Regulation to forward to the Community institutions is the result of independent research across Europe on priority issues as defined jointly by the social partners, governments and the Commission, synthesized and developed by the Foundation.

The Foundation's work is in the public domain and available to all interested parties. Research results are made known via a number of publication and seminar programmes. Publications are published for the Foundation by the Office for Official Publications of the European Communities and disseminated through the Office's network of sales agents across the European Union.

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The European Foundation for the Improvement of Living and Working Conditions is an autonomous body of the European Union, created to assist in the formulation of future policy on social and work-related matters. Further information can be found at the Foundation Web site at <http://www.eurofound.ie>

The European Foundation for the Improvement of Living and Working Conditions was established by Regulation (EEC) No. 1365/75 of the Council of Ministers. Article 2 of the Regulation states:

- 1. 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.*
- 2. 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. The Foundation shall take the relevant Community policies into account when carrying out its tasks. It shall advise the Community institutions on foreseeable objectives and guidelines by forwarding in particular scientific information and technical data.*

The provisions of Article 13.1 of this Regulation require the Administrative Board to adopt a general report each year on the activities, financial situation and future guidelines of the European Foundation. The present report, covering 1998, was presented and adopted by the Administrative Board of the Foundation at its 60th meeting on 26 March, 1999.

In conformity with Article 13.2 of the Regulation, this report will be distributed to the EC Institutions and to the Economic and Social Committee.

# Annual Report

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**EUROPEAN FOUNDATION**  
*for the Improvement of Living and Working Conditions*

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## Introduction

In 1998 the European Foundation for the Improvement of Living and Working Conditions implemented its 21<sup>st</sup> annual work programme. Based on its 1997-2000 rolling programme 'Facing up to the challenges of European society', it addressed six challenges: employment, equal opportunities, health and well-being, sustainable development, social cohesion and participation. Particular focus was given to employment, a priority issue for the European Union. Supported by networks of experts across the Member States, the Foundation managed a variety of activities ranging from research and development, through debate and discussion, to information and dissemination. Underpinning implementation of the programme were a number of principles: to work closely with the EU institutions, to bring the social partners to the centre of debate, to produce work of practical value, to manage resources as efficiently as possible.

Cooperation between the services of the Commission and the Foundation has been strengthened. The Foundation contributed to the planning and organisation of the second European Social Policy Forum, hosted by the Commission in Brussels in June, and provided the general rapporteur for the proceedings. At the Forum Commissioner Flynn introduced the new Social Action Plan 1998-2000 as his 'template for the future', which he said would serve as 'our map for meshing employment with broader social policy priorities'. The programme's key lines of action are drawn together under three main headings: jobs, skills and mobility; the changing world of work; and inclusive society. All are reflected in the Foundation's work programmes of recent years, the results of which will be fed back into the development of the Commission's policies. In November the Commission published its Communication on modernising the organisation of work. The Foundation, with its long experience and accumulated information on this theme, will play its role in the network proposed in the document.

Changes were made in the Commission's representation on the Foundation's Administrative Board. Ms Odile Quintin, acting Deputy Director General at DG V, was appointed to the Administrative Board, replacing Mr Hywel Jones. Ms Gabrielle Clotuche, a director at DG V (Directorate E), replaced Ms Fay Devonic, who had been associated with the Foundation over many years.

Work with the Council of Ministers was implemented mainly through the UK and Austrian presidencies. Conferences on work organisation in Glasgow and on social dialogue in Vienna were of particular relevance to the Foundation. Preparation began for involvement in the German and Finnish presidencies of 1999. Liaison with the European Parliament continued throughout the year: delivery of information and publications to committees, participation at hearings, personal briefings to MEPs and staff. Provision of more targeted information services to the Economic and Social Committee is a current objective. A Memorandum of Understanding was signed between the European Agency for Safety and Health at Work (Bilbao) and the Foundation. International organisations with which the Foundation cooperated during the year included OECD, ILO and the International Industrial Relations Association.

The Foundation continued to involve the social partners closely in its work. The Foundation's Administrative Board includes representatives of employers and worker organisations from all Member States and observers from ETUC and UNICE: they are involved in the design of the work programme, and challenge and confront it at each phase of development with their views and needs so that results are from the outset assured of being relevant and of utility.

As well as informing the development of medium- to long-term policy on living and working conditions, many of the products of Foundation programmes are founded on studies of practical experience. Guidelines, manuals, case studies of best practice, all spell out 'how to do it', for example, on: employment counselling and guidance; stress prevention in the workplace; preventing absenteeism; managing an ageing workforce; implementing telework; increasing and improving community involvement in local development or regeneration schemes; designing and managing shifts systems; training for workplace health promotion; works council agreements and so on.

The results of the Foundation's work are delivered to its audiences in a number of ways. Publications are an important method of delivery, either as paper or as electronic products. In 1998 some 120 titles were published in 197 language editions (see annex 7). They were disseminated in 260,000 copies throughout Europe and elsewhere by mailshots (the mailing list comprises c.15,000 addresses), responses to enquiries (c. 5,000 detailed enquiries were handled), and exhibitions and conferences (over 30 events). Staff attended nearly 120 events hosted by other organisations, with significant involvement in the programmes of some of them (see annex 6).

The Foundation makes extensive use of information technology. Two public Web sites were launched in 1998: EIROOnline and the Foundation's Web site. Launching EIROOnline (a new database on industrial relations), Commissioner Flynn said 'EIRO is an important project for the Commission. We – along with the social partners and national governments – have long seen the need for a single comprehensive source of authoritative and up-to-date information and analysis on what is going on in industrial relations in Europe'. For its work on EIROOnline, the Foundation was in 1998 awarded the annual Jason Farradane Award of the Institute of Information Scientists: the Foundation had previously won the award for its international series of employment and industrial relations glossaries. The general Foundation Web site makes publications and news widely available free of charge to the public and at little cost to the Foundation. Already user sessions on the Web site have reached some 10,000 per month. Many publications of the Foundation are now available in electronic format. One, a new Foundation publication, *Design for Sustainable Development: Networks Directory*, examined how information networks – particularly the Internet/World Wide Web – can be harnessed to promote sustainable production and consumption. The directory summarises and classifies the activities of 50 network-orientated organisations.



In November 1998, the chairperson of the Administration Board changed: Ms M. Valkonen of the Workers Group, who had filled the post for the past two years, passed responsibility to Mr J. W. van den Braak of the Employers Group. Ms Valkonen together with Mr M. Boisnel (Governments Group) and Ms O. Quintin (European Commission) were elected vice-chairpersons. The Board's term of office had come to an end and a new Board was appointed by the Council of Ministers. Membership of the new Board is shown at annex 2.

In the course of 1998, the Foundation made a number of changes to its organisation. A new role of advisor to the Directorate on the development of policies and practices relating to the work programme was established: priority is being given to the programme and project evaluation systems and quality improvement. Two new posts of Head of Operations and Personnel Manager were created and offered. A number of staff members left to take up positions elsewhere. Procedures for recruitment of research managers and a German translator were completed. A list of staff is included at annex 4.

In the context of its staff training programme, the Foundation launched a management development programme in 1998. Two 'slice groups' involving all management and other grades have already met to initiate the training and a workshop will be held in 1999 to complete the programme. Initial steps towards developing a comprehensive training programme have also been taken; the appointment of the new personnel manager will facilitate progress in this regard.

A new accounting system was installed, based on the system in place in the European Commission. Agencies and other Bodies of the EU collaborated on the technical and financial arrangements to adapt the system for their own requirements. The Foundation spent 97% of its budget in 1998, 76% of the total budget accounting for work programme expenditure, see annex 1 for details.

The Foundation's archives are being converted to electronic format and a resource database is being developed which will store electronically the results of the Foundation's research. The latter will facilitate easier retrieval and cross-referencing of the Foundation's accumulated knowledge.

The research programme in 1998 followed the framework of the 1997-2000 rolling programme. That rolling programme had set out the areas for the Foundation's contribution to European social policy as six challenges; employment, equal opportunities, health and wellbeing, sustainable development, social cohesion, and participation. While administratively the work was carried out as projects, intellectually all projects were designed to contribute to the aims of at least one of the challenges. By the end of the year the rolling programme had reached mid-point, with projects being at different stages of development. The following pages outline the main features of the work carried out in 1998.



## ■ The Work Programme







Challenge

Employment

## Context

Employment issues are at the hub the Foundation's current programme of work, in particular quality of work and changes in the labour market from the perspective of improvements in living and working conditions. Europe is faced with the dilemma of meeting the need for decent work and income for her citizens, while remaining competitive in the global economy.

Three themes dominate the employment challenge: the potential for job creation offered through improvements in living and working conditions; improvement in the quality of employment and working conditions; and the development of improved and more equitable access to good employment opportunities.

Specific objectives are to identify the impediments and opportunities for employment growth; to assess the potential offered by increased flexibility; to examine new approaches to involve the social partners and to improve understanding of the job creation potential of the social economy and of other sectors of the economy.

The Foundation's research in 1998 continued to chart the evolving structure of the labour market. Projects approach the qualitative aspect from different angles: work organisation, equal opportunities, direct participation and employment of older workers are some of the aspects of employment which have been examined in depth.

Research into new forms of work organisation show that the emphasis is growing on greater spatial flexibility, greater variety in working time and in work contracts. It follows that traditional indicators of working conditions – the rate of accidents and disease at work – are unsatisfactory. The work of the Foundation is contributing to the development, at European level, of new indicators of working conditions so as to assist policy makers.

Initial findings of the Europe-wide survey on employment options of the future indicate that there is a gap between the personal expectations of the respondents and the present state of development in the labour market. In 1999, this work will move into the analysis stage and will



form the basis of discussion of different employment options at a number of events during the German and Finnish Presidencies of the EU.

## **Summary of activity in 1998**

### **Developments in the use of time 0106**

This project, relevant to several challenges, updates the Foundation's understanding of the role of time, particularly working time, in the organisation of European society. The project is divided into three: company practices combining job creation and improved working conditions; innovative ways of synchronising various time policies at local level, and legal and contractual working time developments.

In section one, working time reduction policies were assessed with regard to the consequences on job creation, productivity and working conditions. Seven national reports and a consolidated report were produced during 1998. The national reports examined practices in ten companies in each country. The research was completed and evaluated in 1998.

Time in the city reviewed the experiences aimed at re-synchronising 'social times' at local level; it was undertaken in five countries (Finland, the Netherlands, Germany, Italy and France). How time schedules relate to each other and the problems arising were examined. The problems and solutions are described by case studies in national reports. The consolidation report identifies catalysts, the actors, procedures and results. Recommendations at local and policy-making level are made. This work will continue in 1999: a workshop is planned and further publications.

Finally, under the third section of the project – legal and contractual developments in working time – the transformation of the European Directive on certain aspects of working time into national law was monitored. Following the publication of the second edition of the book *Legal and Contractual Limitations to Working Time in the European Union* in April 1997, short national updates are in preparation and will be published as working papers.

### **Living and working in the information society 0110**

The development of the information society is a fairly recent addition to social policy (as distinct from technological or economic development) concerns at European Union level. This project aims to stress and strengthen a people-centred discussion and to anticipate likely scenarios for the social dimension of the information society; it also addresses the challenges of social cohesion and equal opportunities.

The emphasis is growing on greater spatial flexibility, in working time and in work contracts. The 'virtual company' represents a type of new form of work organisation – an electronic networking company where a number of people with specialist skills come together, usually via the Internet, to do specific tasks.

During 1998, *A Guide for Virtual Companies*, in CD-ROM format, in German and English was distributed and evaluated. The CD-ROM includes background information on: how decentralised working has developed; the opportunities and the pitfalls of the virtual company; and the route companies and individuals can take towards electronic decentralisation. The CD-ROM includes an evaluation questionnaire.

In collaboration with the ILO (International Labour Organisation), transborder issues in teleworking (working conditions, wage dumping, regulations, taxation (competitiveness)) are being assessed. Telework experts from the EU and Central and Eastern Europe will attend a workshop on Teleworking – Transborder Issues in January 1999 in Dublin. The combined role of technological change, organisational innovation and new attitudes in the evolution of telework



across Europe will be assessed and projections for future directions, particularly with regard to policy initiatives, will be examined.

The Foundation organised a conference on telework and disability during European Telework Week, in conjunction with the Communications Workers' Union (Ireland), the European Telework Development Project, the Information Society Commission and the Central Remedial Clinic (Ireland).

### **Innovative forms of work organisation 0115**

For the past 20 years Ecology of Work conferences in North America have aimed to contribute to the improvement of productivity, competitiveness and the quality of working life. Five Ecology of Work conferences have been held in Europe since 1991. The Foundation has jointly hosted three of these conferences with the US Ecology of Work Inc. The fifth conference went further afield to include presentations from Australia, South Africa and Japan. The term 'ecology of work' refers to the design of work systems which optimise both people-outcomes and business-outcomes. Such work systems emphasise participation, teamwork and cooperative problem-solving to achieve increased performance and productivity. Conferences have taken stock of the actual conditions for success and informed the scientific debate on how to design case examples with a view to obtaining a framework for case description and comparative analysis. Thus, these conferences serve as a vehicle for drawing out lessons from real-life experiences and, at the same time, further the development of research and comparative analytical tools.

Preparations for the Sixth European Ecology of Work Conference started in 1998 for the conference to be held in Bonn, Germany in May 1999. This conference will be hosted jointly by the Foundation and the US Ecology of Work Inc. and will take place in the framework of the German EU Presidency. It is designed to give practitioners an opportunity to share experiences and practices in organisational change through people. Some 20 case study presentations will be made by joint management/worker representative teams. The Commission's European Work Organisation Network (EWON) will hold its first working meeting in conjunction with this conference.

### **Employment options of the future 0152**

In order to plan for the future, policy makers need information on how different employment options meet the wishes and aspirations of the workforce. These preferences have important consequences for labour force legislation as well as for the issues facing employers and companies seeking qualified personnel.

The project was designed to assess the preferences over the next five years of those who work, and of those who wish to work, taking into account their personal situation, their own economic situation and the general economic and labour market situation. More than 30,000 people aged 16-64 from all Member States and Norway were interviewed about their present employment status, their working conditions and their preferences for the future. These data are now being studied and analysed in depth.

The survey has four target groups: the employed; those in the final stages of education or training; job-returners; and the unemployed. The survey was tailored to each group and carried out using 'CATI' technology. Significant data in relation to gender specific issues were also collected in the survey: questions were asked relating to part-time work, flexible working hours, temporary contracts and care of the elderly – issues important to understanding women's working lives.

A group of international experts has been established to analyse the data. First results have shown interesting preferences in relation to self-employment and women's attitudes to part-time and temporary work. Results will be presented at several conferences in Finland in 1999 in cooperation with the Finnish Presidency.

### **Social implications of EMU 0200**

This project aims to assess the impacts of economic and monetary union (EMU) especially on employment, industrial relations and working conditions. In 1998 the Foundation carried out a comprehensive review of existing literature on two areas of concern: EMU and the implications for industrial relations and EMU, employment, social conditions and social benefits.

The review indicated that while there has been considerable research done at macro-level within Member States there has been very little done at micro-level, company and sectoral levels. Many of the studies are 'sector blind', with a particular focus on manufacturing; consequently, more attention needs to be paid to the public and private services sector which provides significant levels of employment.

The review also exposed considerable gaps in knowledge: there have been no cross-national studies or econometric studies on wages, employment or labour mobility. The vast majority of existing literature is based on perception rather than empirical evidence.

This project provides a broad analysis of the implications of EMU for social policy, it is regarded as 'transversal' – relevant to all six of the Foundation's challenges. Two studies and a summary will be completed during 1999.

### **SMEs and job creation 0201**

In 1998, work on the first stage of this project centred on an appraisal of the available data sources and the completion of a methodological proposal for a comparative European study on job creation in small and medium-sized enterprises. The project complements the work being done in the field of job creation and job quality in SMEs by other organisations such as the European Commission (particularly DG V and DG XXIII), OECD and ILO, all of which are represented on the advisory group.

In September 1998, the results produced in the first stage of the research were debated in a workshop. Participants included researchers and experts on SMEs and job creation (from Central and Eastern Europe and the US) as well as representatives of the groups of the Foundation's Administrative Board. They concluded that the Foundation should continue to develop research on job creation and job quality in micro firms (1-9 employees) and that, more generally, research programmes as a whole need to be more sensitive to SMEs' requirements.

The second stage of the project consists of a study – Jobs in EU Micro Firms, to take place in 1999 and 2000 in selected EU countries on the quantity and quality of jobs in micro firms compared to larger firms. Micro firms provide one-third of employment within the European Union and are the main sector of new employment creation. On balance, small firms have been creating jobs whilst large firms have been shedding jobs. Critical issues relating to the research were identified from data collected in the Foundation's Second European Survey on Working Conditions and an analysis of these issues was documented in a final report produced in 1998.

### **Innovative collective and tripartite agreements on job creation, job protection and competitiveness 0211**

The main focus of this project is to compare European agreements with those of the rest of the industrialised world in order to make an analysis of their impact on employment. The research



identifies and collects innovative collective and tripartite agreements on a worldwide basis and examines the diversity of ways in which agreements are regulated, implemented and integrated.

The aim of the project is to increase awareness of governments, social partners and the general public of the contribution of industrial relations to employment by explicitly linking the protection and creation of employment to competitiveness. Intensified globalisation and European economic integration has significantly increased this challenge for European policy makers and representatives of social partner organisations. Results of the research will be available by the end of 1999.



Challenge

Equal Opportunities

**Context**

Equal opportunities is not only a concept of social justice but also a key to achieving greater competitiveness and economic growth. The EU has made considerable progress in confronting discrimination between groups of people. Much remains to be achieved, however, in eliminating discrimination on grounds of gender, race, religion, age or other factors. Some current economic or work-related developments could even lead to new inequities.

The Foundation’s work has demonstrated the need for complementary strategies at the workplace and in the community to build more effective equal opportunities practice, and the need for partnership between social partners and groups affected by discrimination. It has also sought to mainstream gender issues in all relevant projects. For example, the two large surveys, Second European Survey on Working Conditions and Employment Options of the Future include gender-specific questions and the data are also analysed with specific gender sensitivity. The same applies to age.

While other forms of direct and indirect discrimination are considered, the commitment to gender equality remains a key objective of this work. The main objectives in addressing the equal opportunities challenge are to document and evaluate strategies to promote equal opportunities practice; to examine the barriers to improved equal opportunities; and to analyse the impact of major developments, such as the information society or the changing nature of the labour market, on equal opportunities among women and men and other groups at risk of discrimination.

**Summary of activity in 1998**

**Equal opportunities and collective bargaining in the EU 0166**

This project examines the mainstreaming of equal opportunities in industrial relations. The limits and potential of collective bargaining on equal opportunities is a relatively new area of interest



for the European social partners and the European Commission; equal opportunities is normally regulated by national or European legal provisions. Research indicates the potential for collective bargaining in mainstreaming equal opportunities into industrial relations. The project provides an overview and analysis of 237 of the most innovative collective agreements in 15 Member States. It identifies the crucial factors which may lead to good agreements.

To date, four reports have been produced and evaluated. The first report is the framework report, drawing up the goals and research methods of the project. The second, *Exploring the Situation*, provides an overview of the bargaining structure, level and parties in each country. The third, *Innovative Agreements: An Analysis*, analyses and provides examples of the innovative collective agreements in each Member State. During 1998, the fourth report, *Illuminating the Process*, was finalised. The report looks at the bargaining process as a whole – that is, what happens pre- and post-agreement, as well as during the negotiations and identifies the crucial factors which lead to ‘good’ agreements. Particular attention is paid to women’s participation in decision making, as well as to the characteristics of the internal organisations and policies of the social partners as possible explanatory factors in the achievement of successful agreements. The final report will be drawn up in 1999 in cooperation with DG V of the European Commission’s services. It will be a concise report aimed at policy makers and will link the main findings from the project closely to the European Employment Guidelines.

A presentation on the project was made to the ETUC Women’s Committee Meeting in Brussels in October 1998.

### **Employment, family and community activities: a new balance for women and men 0202**

This project aims to assess the development of employment in household services and the division of paid and unpaid work among women and men: identify the nature and scale of new paid jobs in sectors that were traditionally unpaid (family) work, such as in care, cleaning, catering, and identify measures in the workplace and public policy that promote the reconciliation of employment with family and community activities of women and men.

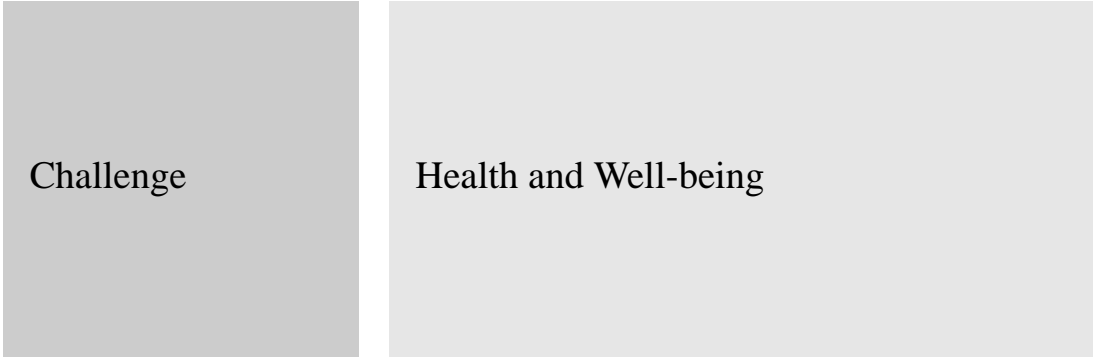
During 1998 two background papers were prepared to design the research which is being carried out in eight Member States. The national studies are examining the character and scale of employment in household services, documenting who is taking up this employment and their working conditions including attention to training and skills development. They are also considering how this paid work is affecting the family and community activities of these workers, particularly regarding involvement in care provision for children and adult dependents.

During September 1998, presentations on this work were made to a DG V conference ‘Equality is the Future’ and to an Expert meeting on ‘Family Services and Employment’ organised by the EU Family and Work Network. A preparatory paper commissioned for the project giving an overview of relevant EU policies and programmes was edited for publication.

### **Promoting gender equality at the workplace 0215**

This project draws on the findings of the collective bargaining project and the Second European Survey on Working Conditions. It looks at how equal opportunities can be integrated into the workplace in a practical way at the enterprise/corporate level.

Equality plans in enterprises are being evaluated to assess their impact on gender equality. The project will also examine the potential for developing an equality ‘barometer’ – a wider concept than equality plans – to assess the whole structure of a company such as care arrangements for children, company benefits, and atmosphere at the workplace.



**Context**

Transformations in work and society have profound influences on the health and well-being of European citizens. In Europe, there are at least 5 million accidents at work each year. These accidents result in almost 6,500 fatalities and studies show that work accidents and occupational diseases cost national economies between 1.5 and 4% of the GDP. Poorer health results in increased costs at the workplace and for society. Increases in psychosocial, mental health and musculo-skeletal problems are requiring changes to the traditional health and safety agenda. Regulations, controls and sanctions have to be adapted to new types of jobs and work situations. As the boundaries between life at work and life outside work become blurred, an integrated approach need to be taken to the challenge of health and well-being.

The Foundation has addressed issues of occupational health and safety for almost a decade. This has been organised in terms of monitoring and assessing working conditions and health at work; identifying strategies for risk prevention and health promotion; and developing networks at national and international levels. Currently and in the future, the Foundation’s work is developed and carried out in close collaboration with the European Agency for Safety and Health at Work, Bilbao. It also takes account of the Fourth Community Programme on Health and Safety at Work, 1996-2000 and of Article 118A of the Single European Act 1987 and Article 129 of the Treaty on European Union 1992.

The main objectives are to take a holistic approach to prevention of risk to health and well-being; to investigate new approaches to improving quality of life and to develop new indicators to monitor and assess conditions in and out of the workplace; to identify costs and benefits of health promotion measures; and to assess the public services which affect health and well-being.

The focus is on the implications for health and well-being of the changing structure of employment and the content and location of work; the development of the information society; and major social and demographic changes. Health is examined in the context of social cohesion and of opportunities for active participation, and greater attention is being paid to mental health



issues. In 1997, activity in support of these objectives took place, including the reformulation and development of previous work and the initiation of, and groundwork for, new projects.

## **Summary of activity in 1998**

### **Monitoring of working conditions 0156**

During 1998, preparations have been made to conduct the Third European Survey on Working Conditions which will provide invaluable data on working conditions in Europe and continue the work of the earlier surveys of 1991 and 1996 which produced harmonized and original data on situations and trends in the EU. During this period, there have been three areas of significant change in the nature of work: firstly, the transfer of workers from agriculture and industry to services; secondly, the ageing of the workforce; finally, work is being restructured: companies are downsizing, increasingly sub-contracting work and hiring temporary workers.

As a result, a number of new issues are coming to the fore in respect of working conditions. The third survey will continue the work of documenting and assessing changes in working conditions in Europe. A number of new issues not previously dealt with, such as shift working and very repetitive work, both of which can have a serious impact on women's and men's health and working lives, have been included in the third survey. The methodology of the preceding surveys has been evaluated to check the validity of procedures and add refinements to the third survey. The fieldwork will be carried out during 1999.

During 1998, there was further analysis of data collected in the second survey. Analysis continued on working time issues – duration and patterns. A report has been prepared and a leaflet will be published.

### **Design for integration 0161**

*A Guide to the Integration of Disabled People into Industrial Workplaces* has been prepared and data from the study will be available on CD-ROM in 1999. The guide assists in the design and management of industrial workspaces to ensure that buildings are accessible to disabled people, chronically sick and older workers. It focuses on policies, strategies, operations and information on accessibility issues.

### **Employment and health 0203**

Research on the relations between employment status and mental and physical health in the EU has been completed. European and international research has been gathered and evaluated in order to define the areas in need of greater attention for future Foundation work.

Two reports and a summary in leaflet form will be published in 1999. The first report is a secondary analysis of the Second European Survey on Working Conditions and indicates that: employment status has an impact on health and working conditions; workers on fixed contracts have less attractive working conditions which also impacts on their health. The second report is a bibliographical review on this theme.

### **Costs and benefits of occupational health and safety 0210**

The issue of costs and benefits is central to the debate on occupational health and safety policy at enterprise, national and EU levels. Previous studies by the Foundation addressed the benefits of measures to improve health at work, evaluation of absenteeism initiatives, and the effectiveness of economic incentives. Other work has considered the economic benefits of stress prevention and sought to develop more practical approaches to evaluation.



A conference organised with the Ministry of Social Affairs and Employment of the Netherlands in 1997 afforded the opportunity to disseminate the Foundation's findings at four workshops. This conference generated debate among the 500 delegates on how to undertake economic analysis of health and safety at work, and on the limitations of traditional approaches. In 1998, the Foundation produced a report summarising the proceedings of the conference, *The Costs and Benefits of Occupational Safety and Health*.



Challenge

Participation

## Context

Participation is the key to the promotion of an active democratic society. It can reconcile the strengthening of economic performance and competitiveness with the achievement of the goals of social solidarity, equal opportunities, sustainable development and better living and working conditions. Therefore, participation has been a central concern of the Foundation since it was set up in 1975. The Foundation itself, as an institution, contributes to the development of a more active and participative society by operating as a forum for debate and exchange of information between the key social actors in Europe.

New and innovative approaches to, and practices of, participation at the workplace and in the wider community are being considered in several projects. The objectives are: to monitor and evaluate participatory practices at the workplace; to explore innovative approaches at all levels and in different contexts; to examine the concept of active citizenship; and to assess strategies for user information and involvement in improving the public services.

The projects are linked to those on equal opportunities, employment and social cohesion and continue to focus on the workplace.

## Summary of activity in 1998

### **EPOC: Employee direct Participation in Organisational Change 0114**

A debate on direct participation in organisational change and its use in increasing motivation, commitment and empowerment of employees is taking place across Europe. This project, begun in 1993, aimed to provide a systematic overview on the position of the social partners in Europe on direct participation, to present a representative overview on the extent and the effects of direct participation in the EU, to support the discussion of the social partners and the EU institutions and to enhance the exchange of experience between the Member States of concepts and practice of direct participation in organisational change.

In the course of the project the Foundation conducted a 10-country survey on the nature, extent and impact of direct participation. The analysis of the survey results, *New Forms of Work Organisation: Can Europe realise its potential?* was published in 1997. It covers the overall extent of direct participation in Europe and its impact on employment and business performance. The survey results were promoted and disseminated at several European conferences including the 11<sup>th</sup> World Congress of the International Industrial Relations Association in September 1998. One further report was published during 1998, entitled *Direct Participation in the Social Public Services*.

According to the findings of this report, all forms of direct participation are more firmly rooted and have a wider scope in the public services than in the private sector, as nine out of ten workplaces in the social public services use direct participation arrangements. Compared to the private sector there is stronger social partnership with a greater involvement of employee representatives and trade unions in the re-organisation of work processes.

During 1998, work continued on an in-depth analysis of the survey results, in particular in relation to employment and organisational flexibility; gender and direct participation; and group work. Workshops and press conferences were held to disseminate the survey findings.

The EPOC study will be completed during 1999.

### **Information and consultation in European multinational companies 0116**

The emergence of European works councils was a major part of the development of an industrial relations system at the European level. Between 1995 and 1997 the Foundation published, in cooperation with the Commission, four volumes of voluntary agreements on European works councils, and two comparative analyses of existing agreements. This cooperation has continued in 1998 with a report on the comparative analyses based on almost 400 agreements under Article 13. In 1997, Volumes III (in English, French and German) and IV (in English) of *Current Agreements in Information and Consultation in European Multinationals* were made available.

During 1998, most of these agreements have become available on an electronic database which is accessible through the Foundation's Web site. The agreements and analysis will be published in French and Danish for the European works councils conference in April 1999.

This project also addresses the challenges of equal opportunities and social cohesion.

### **European employment and industrial relations database and glossaries 0118**

The aim of this project is to facilitate more effective social dialogue in Europe by informing administrators, legislators, managers, trade unionists and students of the commonalities, differences and sensitivities of industrial relations systems in the Member States of the EU. This project also contributes to the employment challenge.

Since 1987, an international group of experts has been developing a series of glossaries, one for each Member State. They consist of 600-850 key labour and industrial relations terms, with a contextual explanation of their significance and references to relevant statutes, recent court cases and problems of practical application, with guidance for further reading.

The electronic versions of the glossaries, in English and original languages, are loaded onto the EMIRE database as they become available. The Foundation continues to demonstrate and promote the on-line database also in the context of the European Industrial Relations Observatory (see 0188) and the Foundation Internet page.

In 1998, the Danish volume of the glossaries was published as well as the Greek and Spanish vernacular editions. The first volume of an overview of eight industrial relations systems has



been prepared and will be published in 1999, together with international volumes for Luxembourg and Austria. A second overview volume will also be ready for publication at the end of 1999.

### **Exchange of information with Central and Eastern European countries** *0145*

In an attempt to contribute to the smooth enlargement of the EU, the Foundation continued to facilitate high-level information exchange between EU and Central and Eastern European delegates. The Foundation's work and results are made available to the CEE countries which, in turn, provide valuable information about the dynamics of the ongoing transition process. The aim is to assist these countries in their preparation for membership of the EU. Inaugurated eight years ago, the seminars have become well established assisted by the fact that Foundation staff visit every participating country to discuss potential topics and to emphasise the two-way aspect of the learning experience.

The challenges and opportunities posed by employment trends was the theme of the 12<sup>th</sup> seminar held in Vienna. The seminar was organised jointly by the Foundation, the Austrian Federal Ministry of Labour and Social Affairs and the Austrian Training Academy for the Civil Service. It was an official event of the Austrian Presidency.

The seminars considered the European strategy on employment as incorporated into the Amsterdam Treaty through the Chapter on Employment and Social Policy. The Foundation presented a number of its employment projects: the EPOC results, developments in the SME sector and some case studies of decentralisation of work. Representatives of trade unions, employers, national governments and the research community from 10 CEE countries attended the conference.

### **European Industrial Relations Observatory (EIRO) 0188**

The Foundation launched the European Industrial Relations Observatory (EIRO) in 1996. Since then it has provided the social partners, the European institutions and the national governments with authoritative and up-to-date information and analysis on industrial relations, covering the most significant events and issues in collective bargaining, consultation and social dialogue in the Member States of the EU. The target audience consists of Europe-wide industrial relations practitioners and policy-makers in EU institutions, trade union and employers' organisations and government departments. In recognition of this 'outstanding and original work', the Institute of Information Scientists awarded the 1998 Jason Farradane Award to the European Industrial Relations Observatory (EIRO).

The network of 16 national centres (15 EU Member States, plus Norway) and one EU-level centre submits articles on a monthly basis on the most significant industrial relations news items in their country. The central EIRO management team at the Foundation coordinates the editorial, technical and information aspects of the project.

In January 1998, EIRO went to the World Wide Web with 'EIROOnline', the industrial relations database which stores the information electronically, hence permitting searching, reading and printing on the Internet. During the year, demonstrations of EIROOnline were organised to coincide with conferences throughout the EU, notably at the Social Policy Forum, Employment Week, and the IIRA Congress in Bologna. In addition, national launches to inaugurate EIROOnline took place in several countries.

Feedback on the service has been extremely positive: by the end of 1998 there were 750 registered users of EIROOnline. The countries using the database most actively are: UK, Germany, Ireland, Belgium and Denmark. Over the six-month operating period from March 1998 to

August 1998, more than 1,500 records of news and features on European industrial relations were posted on the site which for this period numbered almost 120,000 hits. The Observatory's target audience account for 75 per cent of registered users of the service.

The first annual review was published in 1998 and contains analyses of overall trends in industrial relations both at European level and on a country-to-country basis. In addition, six issues of *EIRObserver*, the bi-monthly journal, including comparative supplements on such issues as parental leave, vocational training, working time, European Works Councils, board-level employee representation and teleworking, were published during the course of the year. As well as the printed edition of *EIRObserver*, an electronic facsimile version is available for downloading from the EIROnline database.



Challenge

Social Cohesion

## Context

The persistence of poverty and profound disadvantage among large numbers of Europe's citizens presents a continuing challenge to the European Union. Other trends such as the decreasing size of the Union's working age population, and the increasing number of retired people, will place great stress on the unwritten contract between generations. This will happen in a very short while. It is not a matter of too many older people. It is about enabling more of the working age population to be part of the labour market and establishing opportunities for active participation of older people in society. Age, of course, is only one dimension among others that can be a factor in discrimination or social exclusion and a barrier to full participation in society. The Foundation's work continues to explore practical strategies to increase opportunities for citizen involvement and integration in both social and economic life.

The core of the European Employment strategy includes a decisive shift, away from passive to active policies and preventive approaches. Through its research study on *Integrated approaches to active welfare and employment policies*, the Foundation is examining mechanisms for coordination of these policies and the services of welfare and employment authorities. Policies addressing the promotion of employability among recipients of social assistance have been identified as a focal point. This work is building on earlier research which produced good practice guides on *Managing an Ageing Workforce* and on *Employment Counselling and Guidance*.

Employment creation in areas that have traditionally been unpaid (family or voluntary) work is also being studied, having regard to policies for social protection, social inclusion and equal opportunities.

Previous research has pointed to the role of social public services, such as health, education and social services, for combating exclusion and providing resources to promote social and economic integration. Recent reforms in the organisation and delivery of social public services prompted the Foundation to study their effects on both providers and users of services. In particular, how

services have developed to meet the needs of several user groups in a more integrated and responsive manner is being examined. The research focuses upon both quality of service and quality of working life.

## **Summary of activity in 1998**

### **The role of partnerships in promoting social cohesion 0150**

This study has examined the operation and outcomes of local partnership structures designed to promote social cohesion.

During 1998 a European synthesis report, based on ten national reports and five smaller country reviews and documenting 86 local partnerships was published. It describes how these partnerships originated, in what kind of locations, which interests are involved as partners and how they are organised, the issues with which they are concerned, and their sources of funding.

The research has relevance to the current review of structural policies and the cohesion objective being conducted by the European Union. The perceived need for more effective targeting of resources to areas of disadvantage is supported by its findings. Problems of unemployment, poverty and exclusion often need to be given higher priority in local partnerships which have a broad remit to promote local development and regeneration.

The project reached its main dissemination phase in 1998. The European report was translated into two further languages (French and German) with a short summary report published in all EU working languages. Eight of the national studies were published commercially in the respective Member States. A European conference on the issue of social integration in urban areas was organised in June in collaboration with OECD and supported by DG XVI, facilitating the promotion of the project's research results.

In December the Foundation joined with the Irish Department of Tourism, Sport & Recreation, the lead government department for local partnerships, and the Combat Poverty Agency in the organisation of a national seminar on the key challenges and future directions for local partnerships. The seminar was seen as having particular significance in the context of the formulation of Ireland's next National Plan.

A related manuscript was also prepared for publication, a handbook which presents a practical guide to strengthening local community involvement in development schemes particularly in disadvantaged areas. The text is designed to inform policy-makers at all levels, planners, practitioners and members of local partnerships, and local residents' organisations.

### **Integrated approaches to active welfare and employment policies 0194**

Policies for both employment and social welfare increasingly emphasise the need to make social protection systems more employment-friendly. At the same time, employment policies and services are moving from identification of job opportunities to active measures in which skills and capacities for working life are developed.

This project aims to examine the operation of policies to link welfare and work and to assess the impact on specific groups of welfare recipients of more integrated approaches. It is intended to identify mechanisms for more effective coordination of activation measures in employment, welfare and other significant policies.

During 1998, developmental work began to draw up a researchable design to examine mechanisms for coordination of initiatives by, primarily, welfare and employment authorities. Policies addressing the promotion of employability among recipients of social assistance were identified as a focal point for research.



The essential concepts in the debate are explored and explained in a series of articles in a Foundation publication *Linking Welfare and Work* based on presentations made at a workshop held at the end of 1997. The articles examine the links between employment and social benefits; and analyse activation measures which seek to promote participation in the open labour market through job training, counselling, education and other proactive measures.

*Supporting Employability: Guides to Good Practice in Employment Counselling and Guidance* was published completing a related research project, Eurocounsel, which analyses developments in labour market counselling services. The publication contains three guides highlighting issues of good practice as they have emerged from the work of Eurocounsel and from the knowledge and experience of researchers, policy makers and practitioners in this field.

Another relevant good practice guide was prepared for publication. *Managing an Ageing Workforce: A Guide to Good Practice* completes the research project on age barriers facing older workers. It will be extensively drawn on at the 1999 conference *Active Strategies for an Ageing Workforce*, a joint initiative between the Foundation and government bodies in Finland.

### **Social public services: quality of working life and quality of service 0209**

During 1998 research commenced in ten Member States to examine how social public services have developed to meet the needs of several user groups with multiple needs – older people living alone, young unemployed and people with severe mental illness or learning disability. The focus is upon reform and innovation to meet the needs of these client groups in a more integrated and holistic way. A national overview covering the five remaining Member States was also commissioned.

The project examines the effects of changes in services from the perspective of both providers and users of the services, it will document changes in the jobs and working conditions of staff in social public services, as well as assessment of the quality and delivery of the services.

Preparatory papers commissioned for the research were made available for the second European Social Policy Forum held in Brussels in June. They documented changing needs and preferences of social public service users, the changing nature of employment and job creation in social public services, and approaches to measurement and concepts of quality in social public services. The papers were also edited for publication by the Foundation.

A presentation on the research was made at an Expert meeting on Social Services organised by the German Ministry of Family Affairs in preparation for the UN Social Development Commission on 'Social Services for All'.





Challenge

Sustainable Development

**Context**

The broad concept of sustainable development became a key element in Community policy in the early 1990s. The Amsterdam Treaty further strengthened the commitment to the principle of sustainability, setting out that it shall be the basis of the EU's future development together with a high level of protection and improvement of the quality of the environment. Moreover, it states that environmental protection requirements must be integrated into the definition and implementation of all the Union's other economic and social policies and activities, including trade, industry, energy, agriculture, transport and tourism, particularly with a view to promoting sustainable development.

It is clear that the move towards sustainable development will have a major medium- and long-term impact on numerous aspects of the living and working conditions of European citizens. It is therefore not surprising that it occupies an important place in the Foundation's programme. Given limited resources, however, the Foundation adopts a selective approach focusing on areas where its structure and close relations with the social partners and governments as well as its experience in operating on the interface of and analysing the interaction between the economic, social and environmental aspects involved can make a real contribution to sustainability policies within the EU.

It was on these grounds that sustainable production and consumption patterns were chosen as the key issues to be addressed by the Foundation's work in this area in the four year programme 1997-2000. More particularly, the Foundation's activities are aimed at: promoting awareness and changes of behaviour by industry, notably SMEs, and consumers; analysing the impact of new instruments and actions in selected sectors to balance competitiveness and employment goals with sustainable production and consumption policies and with the improvement of living and working conditions; and contributing to the development of the concept of shared responsibility and participation of the main actors, in policies and actions to implement sustainable development and to assess their impact.



## Summary of activity in 1998

### Design for sustainable development 0204

This project aims to support the social partners at all levels in the development of efficient programmes securing the move towards sustainability, health and employment by providing the social partners with new tools, instruments, networks and databases to support companies in their move towards sustainable development.

During 1998, research on taking a new, integrated approach to EU environmental management and audits and those audits introduced by national governments to protect health and safety of workers has progressed through debate and publication.

Environmental Management and Health and Safety, a workshop held at the Foundation in December 1998, was organised jointly by the Foundation and a number of Swedish organisations as a preparatory activity for Sweden's Presidency of the European Union in the year 2001. At the workshop, the Foundation launched the latest publication, *Environmental Management and Safety and Health*, in the series *Design for Sustainable Development*.

The publication includes five independent case studies of enterprises in various sectors of industry in Member States (Germany, Greece, the Netherlands, the UK and Sweden) which have integrated environmental and health and safety management systems into their overall organisation.

Information networks made up of organisations and individuals around the world which can contribute ideas, information, solutions or data to improve design for sustainable development have been made accessible through links on the Internet. A related publication, *Design for Sustainable Development: Networks Directory*, examines how information networks – particularly the Internet/World Wide Web – can be harnessed to promote sustainable production and consumption. The directory summarises and classifies the activities of 50 network-orientated organisations. The directory can be accessed at <http://www.eurofound.ie/sustainability/>.

### Economic and fiscal instruments for sustainable development 0205

The project adopts an integrated approach to environmental taxes and health and safety to determine whether they support or undermine each other by analysing existing information and developing new responses.

The Foundation developed a multi-media interactive CD-ROM which sets out the context, design issues and testing procedures in order to illustrate clearly the methodology and analysis of the economic incentive approach. The approach proposes a proactive premium graduation, based on the calculation of both existing and future risks. This new approach has been tested in cooperation with the French social security system, CNAMTS and the Foundation's model was further refined following extensive testing.

Economic Incentives for Sustainable Development: improving the external and working environment – a pilot study, was carried out during 1998. It examined the environment in which people live and the environment in which they work. This exploratory study advances the previous work of the Foundation on the use of economic instruments and provides a framework for further research in the area. The study was first conducted in two countries, Ireland and Germany, and the findings published. In 1998, the study was expanded to include four new countries: Denmark, Italy, France and Germany.

### Professional education and training for sustainable development 0206

New skills and qualifications are increasingly seen as a *sine qua non* for employment creation and sustainable development, and it is therefore natural that environment or sustainability-related

education and training has become one of the five priority areas in connection with the review of the EU's Fifth Environmental Policy and Action Programme. This project identifies the specific professional education and training requirements of small and medium-sized enterprises (SMEs) in the drive for sustainable development and the responses needed at different levels (local/regional, national, European) in terms of structures, institutions and other measures. It also looks into practical opportunities for new measures and initiatives, including how environmental management can be made more attractive to the needs of SMEs, and how the training supply can be made more accessible to this category of enterprises. The training and information needs of regulatory agencies are being highlighted.

In 1998, two sets of national studies were completed: one in Denmark and Sweden and the other in the Netherlands and the UK. Other national studies were undertaken in Belgium, France and Germany. A synthesis report on training in Environmental Management was completed for publication in early 1999. It is based on three studies on corporate environmental and resource management and the role, education and training requirements of categories of executive, middle and lower management and workers respectively.

### **European conference on the role of the social partners in sustainable development 0213**

Sustainable development policies and actions need to be based on an integrated and balanced approach to a variety of economic, social and environmental/resource management considerations, where each of the elements involved is seen as part of a whole and cannot be solved in a sustainable way without taking into account the others.

In January 1998, a working group of the Foundation's Administrative Board was established in order to assess which activities of the Foundation's programme on sustainability should be given the highest priority. The working group found that the focus of the Foundation should be on the needs of the social partners, on developing instruments rather than monitoring, that the work should have a medium- or long-term perspective and adopt an integrated approach. The working group also recommended that a conference be held. The conference will examine national and local experiences of sustainable development as well as current Foundation research on the topic. The proceedings will be prepared in 1999 and the Foundation's Administrative Board will analyse the suggestions in order to see how the Foundation could incorporate them into future working programmes.

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Challenge

Programme of Coordination, Exchange  
and Information/Dissemination

## **Context**

The Foundation places a high priority upon providing a comprehensive information service to meet the information requirements of its priority audiences of policy makers, social partners and practitioners, and of wider audiences including researchers, students and the general public.

The Foundation's information services reflect current developments in information technology and include: publishing in paper and electronic format, development of databases and Internet activities, and promotional and public relations activities. These services are tailored to raise awareness, and facilitate exchanges of ideas and knowledge; between the social partners, the Commission, the national governments and others.

## **Summary of activity in 1998**

### **Information services and systems 0169**

#### **Information centre/library services**

The information centre has a well-established and organised body of knowledge covering the specialised fields of interest of the Foundation. The staff has dealt with an increasing number of enquiries from external users as well as Foundation staff, and are making extensive use of electronic information sources and automated systems. In 1998, some 5,000 detailed enquiries were handled, and staff were trained further to streamline the process of providing this service. A thesaurus, EFICET, has been developed to index the information centre catalogue, and the full-text EIRO (European Industrial Relations Observatory) database on the Internet.

#### **Foundation Internet site**

The Foundation's Web site, <http://www.eurofound.ie>, was officially launched at the European Social Policy Forum in June 1998 by Commissioner Flynn. The different strands of the Foundation's work – research projects, publications and events – are now online, in an easily

accessible format. The site will be continually updated to ensure that the latest news, research results and publications are available.

Since its launch, the Foundation Web site has had more than 16,000 user sessions. The figures indicate a steadily increasing growth in usage, going from over 900 user sessions in June 1998 to nearly 4,000 by the year end. There were 16,736 user sessions in the first six months; during November 1998, there were 844 user sessions per week. Over 3,800 documents were downloaded during this six-month period.

The Foundation continuously monitors and reviews the site. New developments in 1999 will include online ordering of publications, an increased number of documents for downloading, more in-depth coverage of the Foundation's research, and some interactive elements, including e-mail discussion lists.

### **The Resource database**

The Resource database project (RDB) is both a production tool for managing the publication of the Foundation's information and a searchable, retrievable storage system. The aim of the RDB is to develop an infrastructure that will allow the Foundation to exploit the full value of its research through facilities such as: the retrieval of information in response to subject inquiries; publishing on demand; the production of files for loading onto Intranets or similar systems of EU institutions, social partners and government bodies; and making documents available on the Internet for access by the general public.

During 1998, the current publication production process for all the Foundation's information was examined and potential changes to the production system identified in order to implement an electronic process. Various pilot projects were used to test this new process.

Towards the end of 1998 a decision was taken to purchase a document management and workflow system in order to manage the new production process and to fully implement the RDB. A consultant was also appointed to help analyse the workflow and to draw up specifications for the users' requirements in consultation with various user groups. The first phase of the document management and workflow system will be implemented in the latter half of 1999.

### **ELCID: European Living Conditions Information Directory**

The ELCID database lists sources of information on such topics as legal and political systems; culture/social life; salaries and taxation; health services; social welfare; and education systems in the EU Member States. There is an emphasis on organisations and contacts as well as on published sources. This information forms part of the EURES service set up by DG V to assist and inform EU citizens wishing to live and work in another EU country. In 1997, it was decided to withdraw the database from ECHO, the European Commission Host Organisation and to relaunch it on the Foundation Internet site, where it can now be found at <http://www.eurofound.ie/html/elcid>. It has been revised and updated during 1998, and this updated version will be loaded on the Web site in the first quarter of 1999. It will also be made available to the EURES network.

### **EMIRE database**

The EMIRE database is the online version of the European Employment and Industrial Relations Glossaries, which explain the national industrial relations systems of the EU Member States through their terminology. The database was relaunched in 1998 as part of the Foundation's Web site, where it can be searched at <http://www.eurofound.ie/html/emire.html>. Work on the tagging and restructuring of the data files is underway, thus allowing the Foundation to improve the presentation and offer more facilities to the users of the database early in 1999.



## **Multilingual programme of publications/electronic publications 0173**

The full list of publications in 1998 is given in Annex 7. The publications reflect the intermediate and final results of the full range of research projects. By selecting various publication formats – both paper and electronic – the Foundation can target the different information needs of its audiences in a very specific way. Increasingly, publications are considered to be part of the overall dissemination strategy, which includes other forms of information such as conference papers and press releases. At present, although some can be requested directly from the Foundation, most publications are distributed through the wide network of the OOPEC. The Foundation continues to welcome the growing number of requests from other publishers regarding licensing arrangements to publish, re-publish and translate its information.

## **Promotions and public relations 0180**

### ***Communiqué* – newsletter from the Foundation**

*Communiqué*, the new format monthly newsletter, was first published in October 1998. The editorial policy is to present the full ambit of the Foundation's work and involvement in a brief and easily read format. *Communiqué* is posted on the Web site with links to relevant project descriptions and publications (including conference papers) and external Web sites. In 1998 three issues were produced in English and French and each issue distributed to 13,000 readers through OOPEC.

### **Press activities**

The press office prepared brochures and flyers for the European Social Forum, the IIRA Congress and the launch of the Web site. Press coverage of the Foundation included a wide range of articles in the national and sectoral press.

### **Mailing lists**

The mailing list of the Foundation is integrated into the 'SAGAP' system created by OOPEC. It provides an important tool for disseminating research results and other information related to the work programme. In 1998, the list was updated and amended continuously, and showed a year-end increase of about 1,500 subscribers. Almost 185 Foundation titles were disseminated in this way to combinations of different interest groups.

### **Marketing information tools**

Various promotional items were commissioned in order to follow the current four-year programme and new logo.

### **Marketing and promotional programme**

During the course of the UK and Austrian presidencies of the Union in 1998, selected events were attended by Foundation personnel to display relevant publications. The work of the Foundation was also promoted at many other international exhibitions and conferences by servicing information stands. The Promotions and Public Relations Unit accommodated information visits for 27 groups, including EU officials, trade unionists, government members, academics and students. General promotional material such as summary brochures, posters, slides and photographs were produced to complement the research and publications programmes.

## **Annual Report 0182**

The Annual Report for 1997 was adopted by the Administrative Board at its March 1998 meeting. The report was subsequently published and disseminated using the mailing list. The compilation of this 1998 report was completed and a draft document prepared for presentation to the Board at its meeting in March 1999.



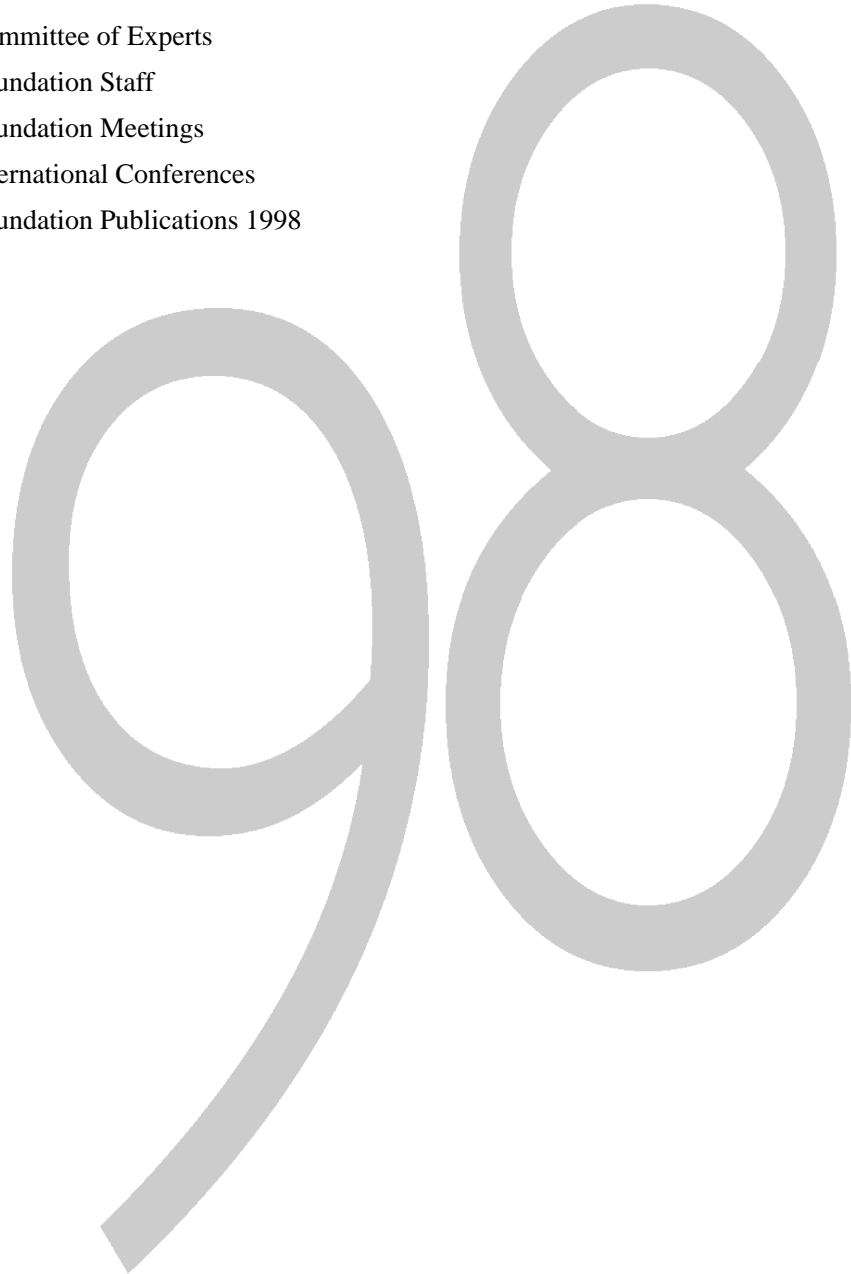
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## **ACTEUR Group: Network of National Institutes for the Improvement of Working Conditions 0099**

In cooperation with DG V, the Foundation convenes an annual meeting of the directors of national institutes for the improvement of working conditions. These meetings facilitate mutual understanding, coordination and interaction on pertinent issues, and exploration and discussion of joint activities. A directory of participating organisations was prepared.

## ■ Annexes

1. Foundation Budget 1998
2. Administrative Board
3. Committee of Experts
4. Foundation Staff
5. Foundation Meetings
6. International Conferences
7. Foundation Publications 1998



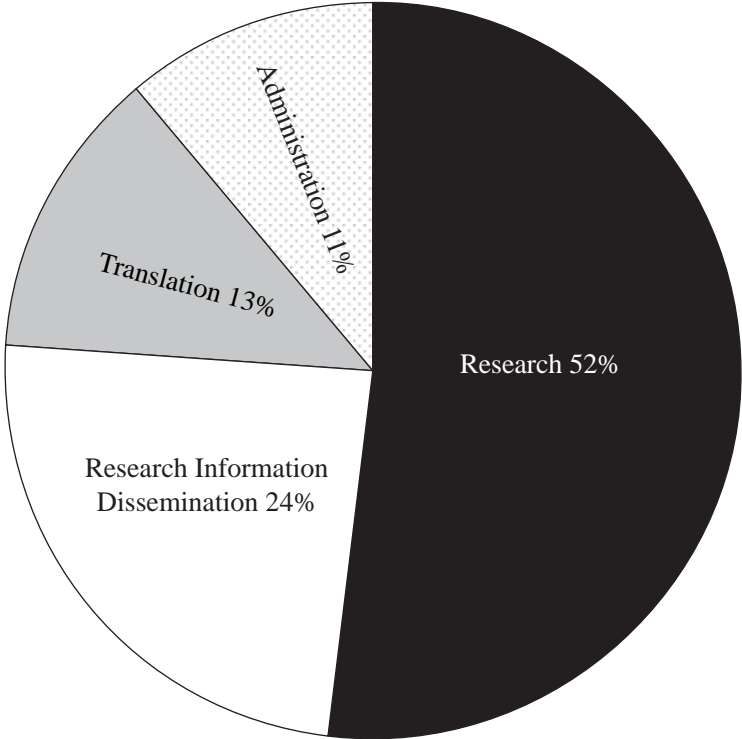




**Summary Table of Expenditure for Financial Year 1998 in euros**

	<b>TOTAL</b>	<b>TITLE 1</b>	<b>TITLE 2</b>	<b>TITLE 3</b>
		<b>Staff Expenditure</b>	<b>Administrative Expenditure</b>	<b>Operating Expenditure Living and Working Conditions</b>
<b><i>Appropriations Available</i></b>				
Final appropriations for the financial year 1998	14.000.000	6.900.000	1.100.000	6.000.000
Increase compared with 1997	0%	3.8%	0%	-4%
<b><i>Utilisation of Appropriations</i></b>				
Commitments amounted to	13.586.212	6.754.924	1.019.590	5.811.698
Leaving to be cancelled an amount of	413.788	145.076	80.410	188.302
Percentage utilised	97%	97.9%	92.7%	96.9%
Percentage cancelled	3%	2.1%	7.3%	3.1%
<b><i>Utilisation of Appropriations carried over from 1997</i></b>				
Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to	3.364.506	7.300	145.210	3.211.996
Payments from carryovers amounted to	3.304.302	2.438	128.849	3.173.015
Leaving to be cancelled an amount of	60.204	4.862	16.361	38.981
Percentage utilised	98.2%	33.4%	88.7%	98.8%
Percentage cancelled	1.8%	66.6%	11.3%	1.2%

Functional Analysis - 1998 Accounts



**Chairperson of the Board**

Mr Jan Willem VAN DEN BRAAK  
Employers Group

**Vice-Chairpersons of the Board**

Mr Marc BOISNEL  
Government Group

Ms Marjaana VALKONEN  
Trade Union Group

Ms Odile QUINTIN  
European Commission

**Representatives of the  
European Commission**

**Members**

Ms Odile Quintin  
Directorate-General for Employment,  
Industrial Relations and Social Affairs (DG V)

Ms Constanza Adinolfi  
Directorate-General for Environment,  
Nuclear Safety and Civil Protection (DG XI)

Mr Andrew Sors  
Directorate-General for Science,  
Research and Development (DG XII)

**Coordinators**

**Employers Group**

Mr Olivier RICHARD  
Advisor Social Affairs  
UNICE

**Deputy Coordinator**

Mr Bernard Le Marchand  
Conseiller FEMGD

**Trade Union Group**

Mr Willy Buschak  
Secrétaire  
CES

**Deputy Coordinator**

Mr Wolfgang Kowalsky  
CES

**Alternates**

Ms Gabrielle Clotuche  
Directorate-General for Employment,  
Industrial Relations and Social Affairs  
(DG V)

Mr Eusebio Murillo  
Directorate-General for Environment,  
Nuclear Safety and Civil Protection (DG XI)

Mr Ronan O'Brien  
Directorate-General for Science, Research  
and Development (DG XII)

## Annex 2 (continued)

## Administrative Board (at 31 December 1998)

Representatives of National Governments			Representatives of Employers' Organisations		Representatives of Employees' Organisations	
COUNTRY	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
Belgium	M. de Gols Ministère de l'Emploi et du Travail	L. Van Hamme Ministerie van Tewerkstelling en Arbeid	J. Van Holm Verbond van Belgische Ondernemingen	R. Waeyaert NCMV	H. Fonck ACV- CSC	C. Cypres Fédération Générale du Travail de Belgique
Denmark	L. ADLER Arbejdsministeriet	T. Mølsted Jørgensen Arbejdsministeriet	H. Juhler-Kristoffersen Dansk Arbejdsgiverforening	P. Laurents SALA	J.K. Frederiksen FTF	J.T. Rasmussen LO i Danmark
Germany	H.-J. Bieneck Bundesministerium für Arbeit und Sozialordnung	B. Barth Bundesministerium für Arbeit und Sozialordnung	J.R. Hagedorn Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Hornung-Draus Bundesvereinigung der Deutschen Arbeitgeberver- bände	D. Pougín DGB-Bundesvorstand	R. Dombre Deutscher Gewerkschaftsbund Bundesvorstand
Greece	M. Sarivalassis Ministry of Labour	D. Tangas Ministry of Labour	E. Tsoumani-Spentza Federation of Greek Industries	E. Tsamosopoulos Confederation of Greek Industries	S. Lemos Greek General Confederation of Labour	D. Moschogiannis GSEE Rhodes Labour Centre
Spain	I. Matía Prim Ministerio de Trabajo y Asuntos Sociales	C. Briones Gonzalez Ministerio de Trabajo y Asuntos Sociales	M.A. Asenjo Dorado Confederación Nacional de la Construction, CNC	M.J. Gonzalez Fernandez SEPI	J. Blanco Confederación Sindical de Comisiones Obreras	I. Laka Martín Solidaridad de Trabajadores Vascos ELA/STV
France	M. Boisnel Ministère du Travail, du Dialogue Social et de la Participation	A. Villalonga Ministère de l'aménagement du territoire et de l'environnement	J. Combe CEEP	E. Julien CNPF Conseil National du Patronat français	J.-P. Peulet CFDT	M. Decayeux CGT-FO
Ireland	W. Jestin Department of Enterprise and Employment	J. Humphreys Department of the Environment	A. Gibbons Irish Farmers' Association	C. McConnell Irish Business and Employers' Confederation IBEC	J. Tierney Manufacturing, Science & Finance Trade Union - MSF	L. Berney ICTU
Italy	M.T. Ferraro Ministero del Lavoro	M. Biagi Ministero del Lavoro	C. Terraneo Confindustria	C. Del Monte Confindustria	A. Masetti UIL	G. Malaspina CGIL

## Annex 2 (continued)

## Administrative Board (at 31 December 1998)

COUNTRY	Representatives of National Governments		Representatives of Employers' Organisations		Representatives of Employees' Organisations	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
<b>Luxembourg</b>	J. Zahlen Ministère du Travail	P. Weber Ministère du travail	N. Welsch Société Nationale des Chemins de Fer Luxembourgeois	N. Soisson Fédération des Industriels Luxembourgeois-FEDIL	N. Hoffmann Lëtzebuurger Chrëschtliche Gewerkschafts-Bond (LCGB)	R. Pizzaferrì Onofhängege Gewerkschaftsbond Lëtzebuerg (OGB-L)
<b>Netherlands</b>	C.J. Vos Ministerie van Sociale Zaken en Werkgelegenheid	R. Feringa Ministerie van Sociale Zaken en Werkgelegenheid	J.W. van Den Braak VNO-NCW	A.G. Joosten Federatie van Land- en Tuinbouworganisaties LTO	W. Sprenger Federatie Nederlandse Vakbeweging	H. Brüning Christelijk Nationaal Vakverbond CNV
<b>Austria</b>	U. Renner Bundesministerium für Arbeit, Gesundheit und Soziales	B. Stimmer Bundesministerium für Arbeit, Gesundheit und Soziales	H. Brauner Industriellen-Vereinigung	S. Puntscher-Riekmann Union of Public & Cooperative Economy of Austria	R. Czeskleba ÖGB	J. Wöss Kammer für Arbeiter und Angestellte für Wien
<b>Portugal</b>	F. Cabral IDICT Instituto de Desenvolvimento e Inspeção das Condições de Trabalho	H. Gil Ministério do Ambiente	A. Costa Artur Confederação do Comércio e Serviços de Portugal (CCP)	L. A. Garcia Ferrero Morales Associação Industrial Portuguesa	J. Dionisio CGTP	J. De Deus Gomes Pires UGT
<b>Finland</b>	M. Salmenperä Ministry of Labour	T. Alasoini Ministry of Labour	T. Saukkonen Confederation of Finnish Industry & Employers	J. Suutarinen Employers' Confederation of Service Industries	M. Valkonen SAK	M. Koivisto STTK
<b>Sweden</b>	R. Cloarec Ministry of Labour	M. Foyer Ministry of Social Affairs	M-L. Thorsén Lind The Swedish Employers' Federation SAF	E. Jannerfeldt The Swedish Employers' Federation SAF	M. Breidensjö Swedish Confederation of Professional Employees TCO	C. Nilsson Swedish Trade Union Confederation LO
<b>United Kingdom</b>	R. Bartholomew Department for Education and Employment	P. Saunders Department of the Environment	M. Bamforth Representing CBI	R. Rice Confederation of British Industry	D. Feickert TUC	S. Brooks TUC
<b>EEA – EFTA</b>	<b>Observers</b>					
	E. Blöndal Ministry of Social Affairs v/Tryggvagötu Iceland		K. Skjølås Confederation of Norwegian Business and Industry Norway		A. Kallevig The Norwegian Confederation of Trade Unions Norway	

## Annex 3

## Committee of Experts

### **Belgium**

Prof. Marc Heselmans  
Ministerie van Tewerkstelling en Arbeid

### **Denmark**

Mr. Anders Rosdahl  
Socialforskningsinstituttet

### **Germany**

Herrn Prof. Dr. Norbert Altmann  
Institut für Sozialwissenschaftliche  
Forschung e.V.

### **Greece**

Dr. Christina Theochari  
Athens Labour Centre

### **Spain**

D. Emilio Castejón Vilella  
Instituto Nacional de  
Seguridad e Higiene en el Trabajo

### **France**

To be nominated

### **Ireland**

Mr. Michael Layde  
Department of the Environment

### **Italy**

Prof. Pasquale Sandulli  
Università 'La Sapienza' di Roma

### **Luxembourg**

M. Jean-Paul Demuth  
Association d'assurance contre les  
accidents, section industrielle

### **Netherlands**

Prof. Dr. Wout L. Buitelaar  
University of Amsterdam

### **Austria**

Dr. Michaela Moritz  
Österreichisches Bundesinstitut für  
Gesundheitswesen (ÖBG)

### **Portugal**

Dra. Josefina da Encarnação Pinto Marvão  
Ministério do Trabalho e da Solidariedade

### **Finland**

Dr. Jouko Nätti  
University of Jyväskylä

### **Sweden**

Prof. Bengt Furåker  
University of Göteborg

### **United Kingdom**

Prof. Howard Newby  
University of Southampton

### **EEA-EFTA (observer)**

Mr. Tore Nilssen  
SINTEF IFIM, Norway

## Annex 4

## Foundation Staff (at 31 December 1998)

### **DIRECTORATE**

Director: Clive Purkiss  
Deputy Director: Eric Verborgh  
Wendy O’Conghaile  
Annick Menzies  
Catherine Cerf

### **OPERATIONAL SUPPORT UNIT**

Martine Deasy  
Hanne Hansen  
Patricia Kingston  
Ann McDonald

### **THEMATIC PROGRAMME MANAGEMENT**

#### ***Sustainable Development***

Jørn Pedersen  
Sarah Farrell  
Henrik Litske  
Voula Mega

#### ***Social Cohesion***

Robert Anderson  
Aoife Caomhanach  
Pio Carotenuto\*  
Inma Kinsella  
Teresa Renehan

#### ***Health and Well-being***

Pascal Paoli  
Jaume Costa  
José María Fernández  
Sophia MacGoris  
Leontine Mastenbroek  
Matthieu de Nanteuil\*  
Dimitrios Politis

#### ***Work Organisation/Labour Relations***

Eberhard Köhler  
Maria Correira-Barbosa  
Camilla Galli da Bino  
Christine Gollin  
Timo Kauppinen\*  
Hubert Krieger  
Hilary O’Donoghue  
Filomena Oliveira\*  
Sylvaine Recorbet

### **INFORMATION, DOCUMENTATION AND DISSEMINATION**

Norman Wood  
María Cuesta Pérez

### ***Information Systems and Services***

Fiona Murray  
Marie O’Meara  
Barbara Schmidt  
Jan Vandamme

### ***Publications***

Mattanja de Boer  
Martin Flynn  
Philip Ireland  
Colm O’Neill  
Margie Waters

### ***Promotions and Public Relations***

Bríd Nolan  
Roseanna Creamer  
Sean Griffin  
Doris Hirschfeld

### **TRANSLATION**

Peter Long  
Merete Andersen  
María Barreiro  
Cécile Deneys  
Cristina Frawley  
Gabriele Felsterl  
Sari Hänninen  
Anne Jalkanen  
Simone Kelly  
Charlotte Kjær Andersen  
Mouring Lindenburg  
Miria Marini Smyth  
Chrysanthe Moschonaki  
Jacques Prieu  
Evangelos Psaroudakis  
Gemma Sánchez  
Sophie Seldén  
Antonio Vasques

### **ADMINISTRATION AND TECHNICAL SERVICES**

Terry Sheehan  
Heather Brown  
Linda Byrne  
Michael Cosgrave  
Elisabeth Gouilleux-Cahill  
Jim Halpenny  
Ewan Hogan  
Dolores McCarthy  
Mary McNeice  
Brian Moore  
Louise Shanley  
Sally Anne Sloan

\* Detached National Expert



<b>CHAPTER 1 – RESEARCH AND DEVELOPMENT ACTIVITIES</b>		
<b>Employment</b>		
<b>Employment options of the future (0152) - E. Köhler, T. Kauppinen, M. Heikkinen</b>		
25 March	Coordination	Dublin
22-23 October	Advisory committee meeting with core analysis group	Dublin
17 November	Seminar	Vienna
<b>SMEs and job creation (0201) - F. Oliveira, E. Köhler</b>		
3 April	Coordination	Brussels
19 June	Evaluation	Brussels
17-18 September	Workshop	Dublin
<b>Innovative collective and tripartite agreements on job creation, job protection and competitiveness (0211) - H. Krieger, K. O’Kelly</b>		
5 August	Research group	Brussels
3-4 September	Research group	Brussels
15 September	Advisory committee	Brussels
3 November	Research group	Düsseldorf
5-6 November	Research group	Brussels
<b>Equal opportunities</b>		
<b>Equal opportunities and collective bargaining in the Member States of the EU (0166) - M. Heikkinen, H. Krieger</b>		
14 January	Meeting on consolidated report of phase II - analysis of agreements on equal opportunities	Dublin
3 June	Research group	Dublin
15 June	Evaluation	Brussels
16 June	Research group	Brussels
<b>Employment, family and community activities: a new balance for women and men (0202) - R. Anderson, P. Carotenuto</b>		
11-12 June	Coordination	Dublin
19-20 November	Coordination	Dublin
<b>Health and well-being</b>		
<b>Employment policies and working conditions (formerly Employment and health) (0203) - M. de Nanteuil, J. Costa, P. Paoli</b>		
0156b –	Flexible working time and working conditions	
0156c –	Employment policies and working conditions	
0156d –	Subcontracting/outsourcing and working conditions	
27 February	Coordination	Brussels
4 September	Coordination	Brussels
17-18 December	Coordination	Brussels

<b>Monitoring of Working Conditions (0156) - P. Paoli, J. Costa</b>		
27-28 April	Working group	Dublin
17-18 September	Coordination	Brussels
<b>Design for integration (0161) - P. Paoli, J. Costa</b>		
23 January	Evaluation	Brussels
<b>Prevention of absenteeism (0123) - R. Anderson</b>		
17 December	Evaluation	Brussels
<b>Sustainable development</b>		
<b>Design for sustainable development (0204) - H. Litske, J. Pedersen</b>		
19 February	Coordination	Dublin
26 May am	Evaluation	Dublin
26 May pm	Coordination	Dublin
19 November	Coordination	Copenhagen
3-4 December	European workshop	Dublin
<b>Economic and fiscal instruments for sustainable development (0205) - H. Litske, J. Pedersen</b>		
6 April	Coordination	Dublin
28 May	Evaluation	Dublin
<b>Professional education and training for sustainable development (0206) - J. Pedersen, H. Litske, F. Oliveira</b>		
24 February	Coordination	Brussels
17 June	Coordination	Brussels
4 November	Coordination	Brussels
17 December	Evaluation	Brussels
<b>European Conference on the role of the social partners in sustainable development (0213) - H. Litske, J. Pedersen</b>		
6 October	Preparatory meeting	Dublin
<b>Social cohesion</b>		
<b>Integrated approaches to active welfare and employment policies (0194) - R. Anderson</b>		
20-21 April	Technical preparation	Dublin
9 December	Coordination	Brussels
<b>Social public services: Quality of working life and quality of service (0209) - R. Anderson, P. Carotenuto</b>		
21-22 January	Project meeting	Brussels
28-29 April	Coordination	Dublin
30 Nov.-1 Dec.	Coordination	Brussels
<b>The role of partnerships in promoting social cohesion (0150) - W. O'Conghaile, R. Anderson</b>		
17-19 June	Joint EF/OECD/DG XVI conference	Dublin
4 December	Conference in collaboration with Irish Government and Combat Poverty Agency	Dublin

<b>Participation</b>		
<b>EPOC: Employee direct participation in organisational change (0114) - H. Krieger, K. O'Kelly</b>		
23 January	Research group	Nijmegen
27-28 January	Press conference	Lisbon/Madrid
10 February	Research group	Dublin
26-27 February	Research group	Dublin
22-24 April	Advisory committee meeting and workshop	Brussels
4 May	Press conference	Rome
8 May	Research group	Mainz
16 September	Research group	Brussels
20-21 October	Seminar	Bologna
11 December	Research group	Dublin
22 December	Research group	Dublin
<b>Information and consultation in European multinational companies (0116) - H. Krieger, K. O'Kelly</b>		
21 January	Meeting	Dublin
<b>Transversal projects</b>		
<b>Developments in the use of time (0106) - P. Paoli</b>		
<b>0106a - Reduction in working time</b>		
20 March	Coordination	Brussels
10-11 September	Coordination	Dublin
22-23 October	Coordination	Dublin
<b>0106b - Time in the city</b>		
5-6 February	Coordination	Milan
26 June	Coordination	Helsinki
16-17 November	Coordination	Amsterdam
<b>Living and working in the information society (0110) - E. Köhler, T. Kauppinen</b>		
5 November	Conference on disability and teleworking	Dublin
<b>Social Implications of EMU (0200) - J. Costa, T. Kauppinen, K. O'Kelly</b>		
23 March	Coordination	Brussels
15 June	Coordination	Brussels
29 September	Evaluation	Brussels
<b>CHAPTER 2 – DEBATE AND DISCUSSION ACTIVITIES</b>		
<b>Meetings of the Administrative Board and Groups (0001) - Directorate</b>		
6 February	Bureau of the Administrative Board	Brussels
16 February	Working Group on Sustainable Development	Brussels
26-27 March	Bureau and Administrative Board	Dublin
29 May	Bureau	Brussels
22-23 June	Government Group	Dublin
23-24 June	Workers Group	Dublin
29-30 June	Employers Group	Dublin

10 July	Bureau	Brussels
25 September	Bureau	Brussels
12 November	Bureau and Group meetings	Dublin
13 November	Administrative Board	Dublin
<b>Meetings of the Committee of Experts (0002) - Directorate</b>		
30 June-1 July	Committee of Experts	Dublin
11 November	Committee of Experts	Dublin
<b>Exchange of Information with Central and Eastern European Countries (0145) - E. Köhler, K. O'Kelly, T. Kauppinen, P. Carotenuto, F. Oliveira</b>		
31 Aug.-3 Sept.	Seminar - employment trends: Challenges and opportunities	Vienna
<b>CHAPTER 3 – EUROPEAN INDUSTRIAL RELATIONS OBSERVATORY</b>		
<b>European Industrial Relations Observatory (EIRO) (0188) - E. Köhler, T. Kauppinen, N. Wood</b>		
22 January	Launch of database	Brussels
27 January	11 <sup>th</sup> Database progress meeting	London
30 January	Promotional launch	Helsinki
6 February	Promotional launch	London
26-28 February	Workshop for trainers	Dublin
3 March	Promotional launch	Copenhagen
13 March	7 <sup>th</sup> Steering committee	Brussels
17 March	Promotional launch	Stockholm
25 March	12 <sup>th</sup> Database progress meeting	London
5 May	Promotional launch	Rome
20 May	Promotional launch	Lisbon
29 May	13 <sup>th</sup> Database progress meeting	London
24 July	14 <sup>th</sup> Database progress meeting	London
10-11 September	National centres meeting and 8 <sup>th</sup> steering committee meeting	Dublin
15 September	Promotional launch	Madrid
6 October	15 <sup>th</sup> Database progress meeting and technical evaluation meeting	Dublin
17 November	Promotional launch	Vienna
19 November	Promotional launch	Athens
10 December	16 <sup>th</sup> Database progress meeting	London
<b>CHAPTER 4 – INFORMATION AND DISCUSSION ACTIVITIES</b>		
12 March	Good Health is Good Business (0180)- B. Nolan	Dublin
19-20 March	Meetings on copublications, sales and stocks in the Office for Official Publications of the European Communities (0173) - M. de Boer, B. Nolan	Luxembourg
7 October	Meetings on copublications, sales and stocks in the Office for Official Publications of the European Communities (0173) - M. de Boer, M. Waters	Luxembourg

8 October	Meeting European Union Publishers Forum (0173) - M. de Boer, M. Waters	Frankfurt
27 October	Meeting Network of Off-line Distributors (0173) - M. de Boer	Luxembourg
16-17 November	Information Workshop with Commission Offices in the Member States (DG X) (0180) - B. Nolan, F. Murray, M. de Boer	Dublin
11 December	Information Dossiers for CEE countries (0173) - B. Nolan, M. de Boer	Dublin

**January**

**9** Conference on Working Time (Paris), by the European Commission, DG XII. P. Paoli presented a paper on the reduction of working time in Europe.

**15** International Consultation on Good Practices for Health and Environment in Industry and Other Workplaces (Bilthoven), organized by the World Health Organisation and the European Centre for Environment and Health. H. Litske presented a paper on economic incentives to support health and environment management.

**15-16** Finnish Urban Forum (Turku), organized by the Finnish Ministry of the Environment. V. Mega presented a paper on innovative planning for creative cities.

**15-16** Consultation on Good Environmental and Health Practice at the Workplace (Bilthoven), organized by the World Health Organisation. R. Anderson presented a paper on absenteeism and workplace health promotion.

**19** National Correspondents Network on EMU (Brussels), organised by the Observatoire Social European. (T. Kauppinen)

**20** Social Challenges of Economic and Monetary Union (Brussels), organised by the Belgian Ministry of Social Affairs, Public Health and Environment and the Finnish Ministry of Social Affairs and Health. (T. Kauppinen)

**21-22** Meeting of Expert Group on State of Occupational Safety and Health in the EU (Bilbao), organised by the European Agency for Safety and Health at Work. (P. Paoli)

**23** Workshop on Human Time (Hofgeismar), organised by Stiftung

Mitarbeit, Bonn. E. Köhler presented a paper on the time budget surveys.

**28** Workshop on Work Organisation and Europe as a Development Coalition (Brussels), organised by the Swedish Working Life Institute. (T. Kauppinen)

**30** Steering Committee on European Conference on Time Reduction (Brussels), organised by the European Commission, DG XII. (P. Paoli)

**February**

**2-4** Innovative Employment Initiatives (Vienna), organised by the United Nations Office. T. Kauppinen presented a paper on employment challenge and collective bargaining.

**2-6** International Expert Meeting: UN-European Regional follow-up to the World Summit for Social Development: Innovative Employment Initiatives (Vienna), organised by the European Centre for Social Welfare Policy and Research. R. Anderson presented a paper on coping with labour market disadvantages associated with age, ill-health and family care obligations.

**5-7** Conference on New Times – New Unions (Brussels), organised by the ETUC/ETUI. T. Kauppinen presented a paper on transformation of the Finnish system of industrial relations. (E. Verborgh, C. Galli da Bino)

**12-13** Spanish Urban Forum (Madrid), organised by the Fundación Ciudades/Ayuntamiento de Leganes. V. Mega presented a paper on European cities in search of sustainability.

**18-20** Conference on European Work Councils (Grantham), organised by the Trade Union Congress. Publications displayed. (C. Galli da Bino, J.M Fernandez)

**19-20** Conference on Employment (London), organised by the European Economic and Social Committee. (C. Purkiss)

**19-20** European Seminar on Equal Pay and Job Evaluation (Louvain), organised by the Belgian Ministry of Employment and Labour. M. Heikkinen presented a paper 'Overview on the future scenarios of the project on equal opportunities and collective bargaining.'

**19-20** Nordflex Conference (Oslo), organised by the Institute for Social Research, Norway. T. Kauppinen presented a paper on flexible enterprise in Finland.

**24** Comité de Suivi: Le Travail en Question (Paris), organised by the Confédération Française du Travail (CDFT). (P. Paoli)

**26-28** Cities: Urban Strategies and Policies between Competition and Cooperation (Turin), organised by the Centro d'Iniziativa per l'Europa. V. Mega presented a paper 'European cities – inventing the future: urban innovations to meet the three-fold challenge of sustainability, globalisation and cohesion'.

### March

**5-6** Colloquium on Families and Work (Dublin), organised by the EU Network on Families, Work and Intergenerational Solidarity. R. Anderson presented a paper on family care and employment.

**5-6** Workshop on Environmental Engineer Training in Europe (Metz), organised by the Institut Européen d'Ecologie in the framework of the Leonardo project. (J. Pedersen)

**10** Annual Conference of the Romanian Trade Union 'Alfa Cartel' (Sinia, Romania). K. O'Kelly presented a paper 'Work Organization in Europe – results of a survey'.

**10-12** Satellite Conference Good Health is Good Business (London), organised by the Health and Safety Executive. UK

Presidency event. Publications displayed. (R. Creamer, P. Ireland)

**11** Training and Qualifications in the Public Services (Dublin), organised by the Institute of Public Administration. (H. Krieger, K. O'Kelly, C. Galli da Bino, J.M. Fernandez)

**13-14** Seminar From Welfare to the Right to Work: Experiences in Europe (Frankfurt), organised by the European Anti-Poverty Network. F. Oliveira presented a paper 'Why welfare and labour market policies need to be integrated in the EU'.

**16-18** Medical and Social Care in Later Life (Oxford), organised by the Nuffield Foundation. R. Anderson presented the Foundation's work on caring for older people.

**24-25** Work Organisation Seminar (Lisbon), organised by the Institute for Development and Inspection of Working Conditions. E. Verborgh presented a paper on new forms of work organisation: features and trends.

**26-27** Eurolib meeting (Brussels), Heads of EU institutional and related libraries. (F. Murray)

**27-30** Anniversary Conference on Non-Standard Employment and Industrial Relations (Rome), organised by the Italian Industrial Relations Research Association. (K. O'Kelly, C. Galli da Bino)

**30** Conference on Training on Occupational Risks' Prevention (Barcelona), organised by the Pompeu Fabra University and the Public Health Institute of Barcelona University. (J. Costa)

### April

**1-3** Assises nationales pour l'amélioration des conditions de travail (Paris), Confédération Générale du Travail. P. Paoli presented a paper on precarious employment and working conditions and intensification of work. Publications displayed. (D. Politis, J.M Fernandez)

**2** Seminar organised by the Polish Industrial Relations Association and Polish Minister

of Labour (Warsaw). E. Köhler and K. O'Kelly spoke on workplace developments in the EU.

**16-17** ETUC Conference on Equal Rights to Training, Employment and Dignity for Disabled Workers (Rome), organised by the ETUC. J. Costa presented the Foundation's research project on people with disabilities.

**20-21** Surfing for Safety, Information Technology for the Health and Safety Professionals (Belfast), organised by the Institution of Occupational Safety and Health (Northern Ireland and Republic of Ireland branches). Publications displayed. (D. Politis, J.M Fernandez, L. Copetti)

**29** Conference on Working for the Future – Practical Examples of New Work Organization (Glasgow), UK Presidency event. Publications displayed (C. Purkiss, B. Nolan)

**29** 56<sup>th</sup> Meeting of the Advisory Committee on Safety, Hygiene and Health Promotion at Work (Luxembourg), organised by the European Commission. (P. Paoli)

## May

**4-7** CERI Conference on Health and Safety at Work (Florence), organised by CERI. J. Costa presented the Foundation's work on health and safety at work.

**6** Workshop on Gender and collective bargaining (Helsinki), organised by the Confederation of Unions for Academic Professionals in Finland (AKAVA): M. Heikkinen presented the keynote speech on equal opportunities and collective bargaining in the EU.

**6-8** 3rd European Film and Multi-Media Festival (Edinburgh), organised by the Health and Safety Executive and the European Commission. H. Litske made a CD-ROM presentation and a video presentation on economic incentives. Publications displayed. (B. Nolan)

**7** Information Seminar on the Women's Committee of ETUC (Brussels), organised by the Women's Committee of ETUC. P. Paoli made a presentation on gender and working conditions.

**14** Conference on Telework and Public Administration (Bologna), organised by Centro Internazionale di Documentazione e Studi Sociologici sui problemi del Lavoro, Sociology Department, Bologna University. C. Galli da Bino made a presentation on the Foundation telework studies and the first results of the report on telework and public administration.

**14-15** First International Conference on Family Care (London), organised by Carers National Association UK. Presentation by R. Anderson on Foundation studies. Publications displayed. (T. Renehan)

**17-21** SGML/XML Europe '98 (Paris). E. Campbell presented a paper written by B. Schmidt and E. Campbell on Building an SGML-based publishing environment. (M. Waters, M. Cournane)

**18-19** The Intelligent Region (Cardiff), organised by the Welsh Development Agency. (V. Mega)

**18-20** Project Conference on Human Dignity and Social Exclusion (Helsinki), organised by the Council of Europe. Publications displayed. (B. Nolan, T. Renehan, P. Carotenuto)

**26-28** European Social Fund Congress (Birmingham), organised by the European Commission. (W. O'Conghaile, P. Carotenuto)

**26-29** Eco-Partnership Conference (Tokyo), organised by the Tokyo Metropolitan Government and the United Nations. V. Mega presented a paper 'Towards the civilisation of an eco-society – dilemmas, innovations and urban dramas'.

**30-31** The New Charter of Athens 1998 (Athens), organised by the Municipality of Athens and the European Council of Town Planners. V. Mega participated in a round table.

## June

**3-5** 6th European Social Economy Conference (Birmingham), organised by Unity Trust Bank and the European



Commission (W. O'Conghaile).  
Publications displayed. (T. Renehan,  
R. Creamer)

**4** Joint Meeting of Experts Group on  
Occupational Health and Safety and the  
Focal Points (Bilbao), organised by the  
European Agency for Safety and Health at  
Work. (P. Paoli)

**7-10** Teleworking, Knowledge Management  
and Electronic Commerce (Berlin),  
organised by the European Commission  
(DG III/DG XIII). Publications displayed  
(A. Boman)

**8-9** Work Organisation (Brussels), organised  
by European Commission  
(DG V). E. Köhler presented the  
Foundation's work on work  
organization/industrial relations, non-  
standard forms of work and on the Ecology  
of Work Conferences.

**8-10** International Symposium on Good  
Occupational Health Practice and  
Evaluation of Occupational Health Services  
(Espoo), organised by the Finnish Institute  
of Occupational Health, the International  
Commission on Occupational Health and  
the Ministry of Social Affairs and Health,  
Finland. Publications displayed. (D. Politis,  
J.M. Fernandez)

**9** City Policy in Question (Paris), organised  
by the Forum pour la Gestion des Villes.  
V. Mega presented a paper on 'A panorama  
of urban innovations in the EU'.

**11-12** Seminar for Chief Executives of  
National Health and Safety Authorities,  
Health and Safety Strategy in Europe?  
Where Next? (Luxembourg), organised by  
the European Commission. (E. Verborgh)

**19** Meeting on an Italian Survey on  
Working Conditions (Rome), organised by  
ISPESL (Italian Institute for Occupational  
Health and Safety). P. Paoli made a  
presentation on the European surveys on  
working conditions.

**22-26** European Social Policy Forum '98  
(Brussels), organised by the European  
Commission. R. Anderson assisted working

group preparing the session on social  
protection. M. Carley acted as rapporteur.  
F. Murray launched the Foundation's Web  
site. Publications displayed (E. Verborgh,  
W. O'Conghaile, T. Renehan, B. Nolan,  
R. Creamer, H. O'Donoghue, D. Politis)

**24** Workers' Participation in Europe  
(Amsterdam), organised by the Dutch  
Ministry of Labour. T. Kauppinen presented  
a paper on workers' participation in the  
Nordic countries.

**25** Future of Subordination and  
Development of Labour Law (Rome),  
organised by the Fondazione Giulo  
Pastorale. T. Kauppinen presented a paper  
on the future of work and change of  
subordination in labour laws in Finland.

**25-26** European Workers Council  
Conference organised by the LO Skolen  
(Helsingør). K. O'Kelly presented a paper  
on an analysis of Article 13 agreements.

## July

**3** Seminar on Social Dialogue – Working  
Time (Brussels), organised by the European  
Commission. E. Verborgh made a  
presentation on the Foundation's work.

**29-31** Conference on Trade Unions,  
Homosexuality and Work (Amsterdam),  
organised by trade unions in the  
Netherlands, the UK, Germany and Italy.  
(J. Costa)

## August

**24-26** ICOH (International Commission of  
Occupational Health) Conference on  
Psychosocial Factors of Work  
(Copenhagen), organised by the Scientific  
Working Group on Work Organisation and  
Psychosocial Factors in collaboration with  
the Danish Working Environment Fund.  
(H. Litske)

**27** Seminar on The European Foundation's  
Innovative Economic Incentive Model for  
Improvement of the Working Environment  
in Europe (Lund), organised by Swedish  
Industrial Insurance. H. Litske presented the  
Foundation report on economic incentives.



## September

**3-5** Employment 2002: The Future for Women (Linz), organised by the Austrian Presidency and the European Commission (DG V). Publications displayed. (B. Nolan, R. Creamer)

**4** International Management Seminar: Building for a New Millennium – Telework and Tomorrow's Organisation (Turku), organised by the Turku School of Economics and Business Administration, the Turku Centre for Computer Science and the Finnish Ministry of Labour. Publications displayed. (J.M. Fernandez)

**9** Seminar on the Environment and the Future of Employment (Hattingen), organised by ETUC. J. Pedersen presented a paper on sustainable development and employment.

**11** Seminar on Ecological Production (Aarhus), organised by the School of Ecology and the Danish Trade Union HK. H. Litske presented the Foundation's project on design for sustainable development.

**13-15** Seminar on the Mainstreaming of Equality between Women and Men in the Structural Funds (Viana do Castelo), organised by the Portuguese Coordination Commission for the Northern Region with support from the European Commission (DG V). (R. Anderson)

**14-15** A Strategy for Europe – the balance between family and work (Vienna), organised by the Austrian Presidency and Bundesministerium für Umwelt Jugend und Familie. Publications displayed. (B. Nolan, F. Hogan)

**14-15** Meeting of the Bureau of the Steering Committee on Social Policy (Council of Europe, Strasbourg). P. Carotenuto made a presentation on the Foundation's activities. Publications displayed.

**14-18** Working Environment Exhibition (Stockholm), organised by the Stockholmsmässan i Älvsjö. Publications displayed. (D. Politis, A. Boman)

**16** Family Services and Employment – expert meeting (Brussels), organised by EU Network Family and Work. Paper presented by R. Anderson, 'Causes and consequences of employment in family services'.

**16-18** Governing Metropolitan Areas: Reinforcing Local Democracy (Athens), organised by the OECD. V. Mega presented a paper 'Metropolis, alma mater of democracy'.

**17-18** Combating Racial Discrimination (Innsbruck), organised by the Universität Innsbruck. Foundation's project presented by John Wrench. Publications displayed. (B. Nolan)

**21-22** Equality is the Future (Brussels), organised by the European Commission (DG V). R. Anderson presented paper at workshop on Working and Caring in the Families of the Future. Publications displayed. (E. Headon, M.P. Verrié)

**21-24** Management of Occupational Health Strategies (Amsterdam), organised by Work Life 2000 (SAL TSA, Stockholm). P. Paoli made a presentation on new challenges for OHS management and how they are addressed.

**21-26** 11<sup>th</sup> World Congress of the International Industrial Relations Associations on Developing competitiveness and social justice: the interplay between institutions and social partners (Bologna), organised by the Italian Industrial Relations Association. T. Kauppinen chaired two workshops, Training and the Social Dialogue: an alliance for ever? and Impacts of EMU on Industrial Relations. He also presented two papers on EMU's impact on industrial relations in the European Union and the impact of EMU on industrial relations in Finland. B. Nolan, H. O'Donoghue and K. O'Kelly presented the findings from the EPOC survey on employment and organisational flexibility to a press conference. K. O'Kelly also chaired the workshop Managing Human Resources in the Public Sector and presented a paper on

the nature and extent of team work in Europe to a seminar on new forms of management and participation. H. O'Donoghue presented EIROnline. Publications displayed.

(D. Bramati)

**23-25 Euro Environment '98 (Aalborg)**, organised by the European Commission, the City of Aalborg and the Danish Trade Union NNF. H. Litske presented a paper on design for sustainable development.

**23-25 Telework '98 (Lisbon)**, organised by the Portuguese Industrial Association. Publications displayed. (J.M. Fernandez)

**23-25 Persons with Disabilities (Salzburg)**, organised by the Austrian Presidency and the Federal Ministry of Labour, Health and Social Affairs. Publications displayed. (D. Hirschfeld)

**24 The Third System and Employment (Brussels)**, organised by the European Parliament and the European Commission. (E. Verborgh, P. Carotenuto)

**24 The Development of the Virtual Company (Henley-on-Thames)**, organised by the Henley Management College. E. Köhler made a presentation on 'The virtual company'.

**28-29 International Seminar on Ecology of Work, Ecology and Work and New Ways of Working (Bozen/Bolzano)**, organised by the Italian Trade Unions Federation. (E. Köhler)

**29-30 PIRA Conference: Managing Content (London)**. (F. Murray)

**30 Annual Conference of Retirement Planning Council of Ireland (Dublin)**, presentation by R. Anderson, 'The case for investing in older workers – the European experience'.

## October

**1-2 Older People in the 21st Century – A New Lease of Life (Brussels)**, organised by the European Parliament. Publications displayed. (T. Renehan, A. Caomhanach)

**5-6 Information Seminar** organised by the ETUC Women's Committee (Brussels). M. Heikkinen made a presentation on equal

opportunities and collective bargaining in the EU.

**12-13 A Society for All Ages Symposium (Vienna)**, organised by the Austrian Ministry for Labour, Health and Social Affairs (R. Anderson). Publications displayed. (T. Renehan, A. Caomhanach)

**14-16 Seminar on the Social Dimension in Sustainable Development (Helsinki)**, organised by the United Nations. H. Litske presented a paper on new instruments for sustainable development.

**14-16 European expert meeting – Social services for all (Frankfurt)**, organised by the German Ministry for Family Affairs. P. Carotenuto presented the Foundation project on social public services, quality of working life and quality of service.

**15 National Opening of the European Week on Occupational Health and Safety (Brussels)**, organised by Prevent and Belgian Ministry of Labour. P. Paoli made a presentation on working conditions in Europe: new issues, new policies.

**16 Round Table Conference on European Structural Funds (Cork)**, organised by the Party of European Socialists. (W. O'Conghaile)

**16 State Intervention on Industrial Relations (Brussels)**, organised by the ETUI. T. Kauppinen presented a paper 'The role of the state in the regulation of industrial conflict: recent trends and problems'.

**19 The Changing World of Work (Bilbao)**, organised by the European Agency for Safety and Health at Work. (E. Verborgh)

**28-30 Regions – Cornerstones of Sustainable Development (Graz)**, organised by the Austrian Network of Environment Research and DG XII of the European Commission. (J. Hurley)

**29-31 International Conference on Evaluation: Profession, Business, or Politics? (Rome)**, organised by the European Evaluation Society. (P. Carotenuto)

**30** Launch of Strategic Alliance for a Sustainable Information Society (Copenhagen), organised by Alliance for a Sustainable Information Society and the European Environment Agency. (J. Pedersen)

**30** Made in France: Les conséquences sociales de l'économie française au sein de l'UE (Paris), organised by the LSCI-CNRS. (M. de Nanteuil)

### November

**2-3** Canadian Ecology of Work Conference (Vancouver). K. O'Kelly presented a paper on developments in work organisation in the EU.

**3** TUC Symposium on Women, Work and Health (London). M. Heikkinen made a presentation on gender and working conditions in the EU.

**3-5** Conference – Employment Week '98 (Brussels), organised by the European Commission and the European Parliament. Publications displayed. (F. Oliveira, R. Creamer, E. Headon)

**4-5** Joint European Commission/Government of Canada/University of British Columbia Conference (Vancouver), Transition to the Knowledge Society. K. O'Kelly presented paper on monitoring work place changes in the EU.

**9** Seminar of National Correspondent Network on the EMU (Brussels), organised by the Observatoire Social Européen. T. Kauppinen presented a paper on the impact of EMU on industrial relations.

**9-11** Conference: The European Social Model – Social Dialogue (Vienna), organised by the Ministry of Labour, Health and Social Affairs, Austrian Presidency. Presentation by M. Carley on the role of the social partners in the Member States. Publications displayed. (D. Hirschfeld, F. Hogan, P. Carotenuto)

**10** European Union and Renewal of Working (Helsinki), organised by the Finnish Pension

Fund. T. Kauppinen presented a paper on Finnish industrial relations in the pressure of European integration.

**15** Spanish Conference on Occupational Health Strategies (Cordoba). P. Paoli presented a paper on new risks in OHS.

**16** Seminar on Mainstreaming Equal Opportunities into Industrial Relations (Helsinki), organised by the Women's Committee of the Central Organisation of Finnish Trade Unions (SAK). M. Heikkinen made a speech on the process of reaching good agreements.

**21** Quelles Réformes pour l'Insertion Professionnelle des Jeunes en France et en Europe (Paris), organised by l'Université d'automne de Confrontations. (M. de Nanteuil)

**24** Innovative Forms of Work Organisation (Detroit), organised by the United Auto Workers Trade Union Research Department. E. Köhler presented a paper at the workshop.

**26-27** European Urban Forum – What future for Europe's cities? (Vienna), organised by European Commission. Publications displayed. (V. Mega, D. Bramati, D. Hirschfeld)

**30** Seminar Challenge of Information Society (Helsinki), organised by Sonera Company, Finland. T. Kauppinen presented a paper.

**30-2 Dec.** Meeting Working Party for SMEs (Paris), organised by OECD (F. Oliveira)

### December

**4** National policy seminar Local Partnerships: Key Challenges, Future Directions (Dublin), organised by Irish Department of Tourism, Sport and Recreation, Combat Poverty Agency and Foundation. W. O'Conghaile chaired opening session. R. Anderson made a presentation 'The local partnership approach in Europe'. Publications displayed. (T. Renehan, A. Caomhanach)

**8-10** Conference Online Information 1998 (London). Participation on European Union stand. EIROnline demonstrations. (H. O'Donoghue, M. Barbosa)

**9-10** Seminar on Collective Bargaining under the Euro (Frankfurt), organised by the European Metalworkers Federation. (T. Kauppinen)

**10-12** Seminar on Combating Social Exclusion (Bergen), organised by the European Commission in the context of the Leonardo programme. (P. Carotenuto)

**14** Seminar on Working Time (Helsinki), organised by the Finnish Working Time Committee. T. Kauppinen presented a paper on working time research in the Foundation.

**14-25** International Seminar on Entrepreneurship in the European Employment Strategy (Brussels), organised by ETUC. (F. Oliveira)

The catalogues of publications are available on request from the Foundation. The publications are also listed on the Foundation's Web site at <http://www.eurofound.ie>

### Employment

Catalogue of Publications 1998:

#### 1. Employment

*EN*

Bulletin of European Studies on Time (BEST) No. 11: Continuous Shift Systems

*DE, EN*

Working Conditions in the European Union: Summary

*GR (already published in DA, DE, EN, ES, FI, FR, IT, NL, PT, SV)*

The Social Implications of Teleworking: Summary

*DE, FR, SV (already published in EN)*

European Working Environment in Figures – a tool for policy makers: Summary

*DE (already published in DA, EN, ES, FI, FR, IT, NL, PT, SV)*

The Working Conditions of the Self-Employed in the European Union: Summary

*DA, DE, EN, ES, FI, FR, IT, NL, PT, SV*

Reduction in Working Time: A Literature Review

*DE, EN, FR*

### Equal opportunities

Catalogue of Publications 1998:

#### 2. Equal Opportunities

*EN*

Gender and Working Conditions in the European Union

*EN*

Gender and Working Conditions in the European Union: Summary

*DA, DE, EN, ES, FI, FR, IT, NL, PT, SV*

European Compendium of Good Practice for the Prevention of Racism at the Workplace

*DE, FR (already published in EN)*

European Compendium of Good Practice for the Prevention of Racism at the Workplace:

Summary

*DA, DE, ES, FI, FR, IT, NL, SV (already published in EN, PT)*

The Employment of People with Disabilities in Small and Medium-Sized Enterprises

*EN*

### Health and well-being

Catalogue of Publications 1998:

#### 3. Health and Well-being

*EN*

Time Constraints and Autonomy at Work in the European Union

*EN*

Time Constraints and Autonomy at Work in the European Union: Summary

*DA, DE, ES, FI, FR, IT, NL, PT, SV (already published in EN)*

Workplace Health Promotion in Europe

*DE, ES, FI, FR, IT, PT, SV (already published in DA, EN, NL)*

The Costs and Benefits of Occupational Safety and Health

*EN*

Precarious Employment and Working Conditions in Europe

*EN, FR*

Precarious Employment and Working Conditions in the European Union:

Summary

*DA, DE, EN, ES, FI, FR, IT, NL, PT, SV*

Preventing Absenteeism at the Workplace: A European Portfolio of Case Studies

*EN*

Indicators of Working Conditions in the European Union

*EN*

Second European Survey on Working  
Conditions: Summary

*GR (already published in DA, DE, EN, ES, FI, FR,  
IT, NL, PT, SV)*

A Manual for Training in Workplace Health  
Promotion

*EN*

**Participation**

Catalogue of Publications 1998:

4. Participation

*EN*

New Forms of Work Organisation: Can  
Europe Realise Its Potential? Results of a  
survey of direct participation in Europe:  
Summary

*DE, EN, ES, FR, IT, PT*

Direct Participation in the Social Public  
Services: Findings from the EPOC Survey

*EN*

Direct Employee Participation in the Public  
Services: Summary

*EN, FR*

Innovative Work Organisation Operating in a  
Global Context: The Fifth European Ecology  
of Work Conference

*EN*

Negotiating European Works Councils - An  
Analysis of Agreements under Article 13

*EN*

**Social Cohesion**

Catalogue of Publications 1998:

5. Social Cohesion

*EN*

Local Partnership: A Successful Strategy for  
Social Cohesion?

*DE, EN, FR*

Local Partnership: A Successful Strategy for  
Social Cohesion? Summary

*DA, DE, EN, ES, FI, FR, IT, NL, PT, SV*

Active Citizenship and Community  
Involvement – Getting to the Roots:  
Summary

*DA, DE, EN, ES, FI, FR, IT, NL, PT, SV*

Eurocounsel – An Action Research  
Programme on Counselling and Long-Term  
Unemployment: Information leaflet

*DA, FI, NL, PT (already published in DE, EN, ES,  
FR, IT, SV)*

The Role of Adult Guidance and  
Employment Counselling in a Changing  
Labour Market: Summary of the final report  
on Eurocounsel

*FI, GR, PT (already published in DA, DE, EN, ES,  
FR, IT, NL, SV)*

Supporting Employability. Guides to Good  
Practice in Employment Counselling and  
Guidance

*EN*

The Social Situation in Member States of the  
European Union: The Relevance of  
Quantitative Indicators in Social Policy  
Analysis

*EN, FR*

Combating Age Barriers in Employment:  
European Research Report

*DE (already published in EN, FR)*

Combating Age Barriers in Employment:  
Research Summary

*ES, FI, PT (already published in DA, DE, EN, FR,  
IT, NL, SV)*

Combating Age Barriers in Employment: A  
European Portfolio of Good Practice

*EN*

**Sustainable Development**

Catalogue of Publications 1998:

6. Sustainable Development

*EN*

Medium Sized Cities in Europe: Summary

*DA, DE, EN, ES, FI, FR, IT, NL, PT, SV*

Innovative and Sustainable Cities: Summary

*DA, DE, EN, ES, FI, FR, GR, IT, NL, PT, SV*

Urban Sustainability Indicators

*EN*

European Cities in Search of Sustainability:  
A Panorama of Urban Innovations in the  
European Union

*FR, GR (already published in EN)*

Design for Sustainable Development:  
Environmental Management and Safety and  
Health

*EN*

Design for Sustainable Development:  
Networks Directory (see also  
<http://www.eurofound.ie/sustainability/>)

*EN*

Challenges for Urban Infrastructure in the  
European Union

*EN*

Challenges for Urban Governance in the  
European Union

*EN, FR*

The Intangible Forefront of  
Hyperinnovations in Cities

*EN*

Employment and Sustainability: Digest  
Report

*EN*

Towards Urban Sustainability – Improving  
the Urban Environment: Summary

*EN*

The Firm and the Local Environment

*EN*

The Firm and the Environment:  
Regional/Local Cooperation Initiatives in the  
Southern States - Italy

*EN, IT*

The Firm and the Local Environment in  
Spain

*ES*

Employment and Sustainability in the EU  
Manufacturing Sector: Foundries and  
Mechanical Engineering

*EN*

Local Sustainability and Competitiveness:  
The Case of the Ceramic Tile Industry

*EN*

Employment and Sustainability: The UK  
Landfill Tax

*EN*

Environmental Economic Policies:  
Competitiveness and Employment. Report  
on the Conference, October 16-17, 1996,  
Dublin

*EN*

### **European Industrial Relations Observatory (EIRO)**

EIRO 1997 Annual Review

*EN*

EIRO Observer 1/98 - 6/98

*EN*

### **About the Foundation**

Programme of Work for 1998

*DA, DE, EN, ES, FI, FR, GR, IT, NL, PT, SV*

Annual Report 1997

*DA, DE, EN, ES, FI, FR, IT, NL, PT, SV*

Bulletin from the Foundation No. 55

*EN*

Bulletin from the Foundation No. 56

*EN*

Communiqué 1/98 – 3/98

*EN, FR*





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