



Annual Report 2001

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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 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.eu.int/>

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Work programme 2001

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Table 1

No.	Title of project	Nature of Activity ¹	Phase ²	Reports Received	Key dissemination events ³
CHAPTER 1 – RESEARCH AND DEVELOPMENT					
Living Conditions					
0194	Coordination in integrated approaches to active welfare and employment policies	Investigation and analysis of main policy issues Case studies Overview of Minimum Income schemes	Completed	11 national reports Additional overview report on four remaining Member States European synthesis report + summary <i>Integrated Approaches to Active Welfare and Employment Policies</i>	22-23 February , Brussels, ‘Social and Labour Market Policies: Investing in Quality’, organised by European Commission. R. Anderson – Participant 22-23 March , conference ‘Coordination between active welfare and employment policies: The fight against social exclusion in Europe’, GEISE S.L. R. Anderson gave presentation on Foundation's work. 8-9 October , Brussels, Seminar, ‘European Strategy on Social Inclusion’, organised by ETUC. R. Anderson presented Foundation’s work on minimum income/integrated approaches to active welfare and employment policies. 2-4 November , Aalborg, ‘New social policies in the European region’, organised by Commission’s COST A13 group (DG Research). * Main dissemination event will take place in Toledo, 17-18 June 2002, Spanish Presidency conference.
0202	Employment, family and community activities	Investigation and analysis of main policy issues Case studies	Completed	Background paper 8 national reports European synthesis report + summary <i>Employment in Household Services</i>	22-24 January , Malmo, Conference, Work Life 2000. RP Bodin – Presentation employment policies for an increasingly diversified Europe. 29-30 March , Geneva, Workshop, Care Work Security. R. Anderson – Discussant: Legitimising Care and Gender Equality. Organised by ILO programme on Socio-Economic Security. 20-21 April , Barcelona, Managing work/family conflict in Europe. Organised by European Academy of Management. R. Anderson presentation ‘Working and Caring’. 14-15 June , Rome, EF Seminar, Employment in Household Services. Exhibition stand GSG/JVB 13 September , Brussels, Conference Launch 5 th Community Programme, 2 October , Rotterdam, Conference, Europe: Challenges for Care and Welfare, organised by National Institute for Care and Welfare (NL) and Ministry of Public Health. R. Anderson presentation ‘Priorities for welfare: European perspectives’. 10 October , Brussels, EF Seminar, Employment in Household Services. Exhibition stand TER/JVB.

1. Review of previous work, surveys, case studies, etc
2. Pilot, exploratory, start up, completion, etc
3. Foundation conferences, workshops, external conferences

0209	Social public services: quality of working life and services	Investigation and analysis of main policy issues Case studies	Completed	10 national reports 5-country overview European synthesis report + summary <i>Quality in Social Public Services</i> On line searchable case book of best practice in Europe	26-27 January , Copenhagen, Seminar, Quality Why and How? Trends in European Social Public Services for Needy Groups, organised by Danish National Institute of Social Research. R. Anderson – presentation ‘Social Public Services Developments at EU level’. 6-8 June , Gothenburg, Swedish Presidency conference, Meeting the Challenges of a Changing Social Europe. EF ran two workshops ‘Coordinated developments in services for dependent elderly people’ and ‘Developing Equal Opportunities, a review of European experience’. Exhibition stand TER/JVB. Organised by European Social Network. 3-4 September , Brussels, ‘Future Mental Health Challenges in Europe’, organised by STAKES, Belgian Ministry of Public Health, European Commission. R. Anderson presentation ‘Service developments for adults with mental health problems’. 5 October , Brussels, Seminar, The Future of Social Services in Europe. R. Anderson – Moderator. Organised by EC Group of Policy Advisers/DG Empl/German Ministry for Family 25-26 October , Berlin, The Role of Social Services in Sustainable Social Development. Organised by Observatory for the Development of social Services in Europe. H. Litske - Participant.
0220	Pathways to Social Cohesion	Review of previous work (1993-2000)	Completed	Electronic presentation in EN + FR	
0222	Monitoring living conditions in the EU	Conceptual development Electronic database of information sources	Start-up	First report <i>Quality of life of Europeans</i> will be published at the end of 2002.	15-16 March , Washington, Research Forum Impact of information technology on civil society, participant – R Anderson 14-15 September , Antwerp, ‘Indicators for social inclusion: Making European Union objectives work’, organised by Belgian Ministry for Social Affairs. R. Anderson – Participant 7-8 December , Brussels, Conference AGE, taking stock, taking shape, participant – R. Anderson

0223	Corporate responsibility towards society	Case studies Glossary of terms	Start-up		24 April , Brussels, Conference 'Corporate Governance/social responsibility of companies in EU'. Organised by European Parliament. H. Litske – Participant 27-29 June , Copenhagen, Conference 'Partnerships and social responsibility in the new economy'. Organised by The Copenhagen Centre. H. Litske – Participant 27-29 November , Brussels, European Commission Conference during Belgian Presidency 'Visions of CSR'. H. Litske – Participant
0224	Towards a new organisation of time throughout working life	Building on previous work Conceptual development Investigation and analysis of main policy issues Overview of good practice, policies and initiatives	Start-up		1 March , Cologne, Conference Von den Nachbarn lernen, Participant – H Krieger 15-16 March , Amsterdam, International Symposium Working Time, participant H Krieger 29 March , Dublin, Seminar Importance of Social Capital, participant – J Smith 26-27 April , Brussels, 'New Forms of Employment in the Service Economy', organised by ETUI. H. Krieger – Participant 31 May – 1 June , Malmo, Conference, Local Employment Practices, speaker – R Anderson
0238	Advisory Committee for living conditions		On-going		

Working Conditions

0152	Employment Options of the Future	Survey and analysis of data	Completion; secondary analyses of data	Published: <i>Employment and working time in Europe</i> (leaflet) <i>Gender, employment and working time preferences</i> (summary, report) <i>Working time preferences at different phases of life</i> (summary, report) <i>To be published Working time: actual and preferences: an analysis of 16 European countries</i>	January 22-24 , Work Life 2000 conference, (Malmo)
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0156	Third European Working Conditions survey	Survey and analysis of data	Third survey completed in 2000. Extension of survey to candidate countries completed in 2001. Publication and dissemination as well as secondary analyses	Published: <i>Third European survey on Working Conditions</i> <i>Working conditions in atypical work</i> (summary) + all the other forthcoming ones	22-24 January , Work Life 2000 conference, (Malmö) 24-25 January , Work Life and EU enlargement conference (Malmö) 12-13 February , Brussels, Seminar OHS for Applicant Countries, P Paoli – speaker 12-13 February , Luxembourg, ESAW Meeting, P Paoli - participant 24 April , Quality at Work workshop (Bilbao) 17 May , Statistical indicators in occupational health and safety, conference (Dusseldorf) 17 May , TNO annual conference (Amsterdam) 21 May , Partnership and Growth conference (Norrköping) 23-26 October , Accidentes y Condiciones de Trabajo, Conocer para Mejorar (Cuenca) Press conferences publicising the survey were held in Stockholm, Helsinki, Dublin, Brussels, Berlin, Rome, Madrid, Lisbon, Vienna, Copenhagen, Paris, Luxembourg and the Hague
0201	Jobs in microfirms	To study the employment relations in micro and small firms	Completed	Summary <i>Jobs in microfirms</i> .	25-29 June , Oslo, IIRA 6 th European Conference, IIRA. F. Oliveira speaking: Employment in microfirms.
0203	Temporary agency work	National reports and consolidated report	Completion	National reports and consolidated report (to be published in 2002)	
0215	Promoting gender equality in the workplace	Strategic research / case studies in seven member states	Completion of case study-based national reports and of synthesis report	Report published: <i>Promoting Gender Equality in the Workplace</i>	22 October (Nicosia), 4 December (Malta), EU labour and social policy seminars 15 November , Egalité professionnelle hommes-femmes conference (Paris)
0226	Corporate social responsibility and working conditions	Literature review	Exploratory		27-28 November , Corporate Social Responsibility conference (Brussels) 24 April, Corporate governance / Social responsibility of companies in EU (Brussels)
0227	Flexibility	Literature review / synthesis of previous work	Development / analysis	<i>Flexibility in Europe</i> summary	28-30 August , Visions and divisions, challenges to European sociology, conference (Helsinki)
0228	Work organisation and working conditions	Review of recent Foundation research / development of analytical framework	Ongoing / report to be published 2002		27-28 January , Impact de la Société de l'Information sur les relations professionnelles et sociales dans l'union européenne, colloque (Paris) 20-21 September , For a better quality of work conference (Brussels). 27-29 September , TMS and work organisation (Paris)

0233	Time matters: developments in working time arrangements	Review of Foundation's work on time	Ongoing		
0261	Indicators of quality of work and employment	Conceptual model of quality of work / development of indicator model	Ongoing	Foundation indicator model presented at EU presidency conference, For a better quality of work. Conference report published.	20-21 September , For a better quality of work conference (Brussels). Also press conference at same event. November 19-20 , Quality of Work and Indicators (Stockholm)
0262	Third working conditions survey, branch surveys	National reports from fifteen member states in two sectors; a synthesis report	Initial phase	Reports due in 2002	
0263	Links to working conditions surveys	Development of international working conditions network	Initial phase / exploratory	Survey database / analytical report and proposal for international network due in 2002	

Industrial Relations					
0116	European Works Councils	To provide information and analysis on agreements and on the operations of European works councils	On-going	<i>Joint texts, Bargaining at European level</i>	14 December , Warwick, Conference. Paper by M. Carley.
0118	European employment and industrial relations glossaries and database	To monitor trends and developments in industrial relations.	On-going	European Employment and Industrial Relations Glossaries, Swedish, Austrian and Finnish language versions	
0200	Europeanisation of industrial relations	To address the aspects of modernisation of employment relations and the role of the social partners in a changing environment of industrial relations	On-going		29 June – 1 July , Amsterdam, Socio-economics, Annual Meeting SACE. 8-9 November , Bilbao, conference Third Exhibition on Training and Employment (PREST). T. Kauppinen speaking: Telework.

0201	Jobs in microfirms	To study the employment relations in micro and small firms	Completed		25-29 June , Oslo, IIRA 6 th European Conference, IIRA. F. Oliviera speaking: Employment in microfirms.
0211	Pacts for employment and competitiveness	To study the contribution of industrial relations for employment by linking the protection and creation of employment to competitiveness	On-going	2 sectorial studies (electricity and railway sectors) <i>Summary Recent trends in employee financial participation in the EU</i> <i>Report Negotiating Collective Agreements on Employment and Competitiveness</i>	
0218	Financial participation	To examine financial participation (profit sharing and share ownership, in particular the links between financial participation, other forms of employee involvement) in private sector enterprises within the EU and to compare these to practice in other global trading blocks, in particular USA and Canada.	On-going	Summary report <i>Employee Share Ownership and Profit-Sharing in the European Union</i> , <i>Report Recent trends in Employee Financial Participation</i> , <i>Summary Recent trends in Employee Financial Participation</i>	18-19 June , Leiden, workshop Practices of Financial Participation in Europe, University of Leiden. 20 June , Brussels, workshop Practices of Financial Participation in Europe, European ESOP Centre. K. O'Kelly speaking: Importance of Financial Participation. 19 November , Leiden, workshop Patterns of Financial Participation Schemes in Europe, Neijmegen School of Management .
0225	Establishment of a network of companies to analyse company policies	To complement the range of monitoring activities within the framework of the four-year programme in the Working Conditions and Industrial Relations area	Start-up		

Transversal Themes					
0242	Promoting better employment	To enable the Foundation to better communicate the findings of its work on better employment in a way that addresses the concerns and priorities of EU social policy and social dialogue.		Paper prepared by R Anderson 'Improving access to employment for vulnerable groups'	na
0243	Extending equal opportunities for men and women	To enable the Foundation to better communicate the findings of its work on gender and employment (with a specific focus on work organisation, working time and flexibility, access to employment opportunities and integration in the labour market); Equal opportunities and equality in social and civil life.	na	na	na
0244	Managing diversity	To enable the Foundation to better communicate the findings of its work on managing diversity in a way that addresses the concerns and priorities of EU social policy and social dialogue.	na	na	na

0245	Supporting social inclusion	To enable the Foundation to better communicate the findings of its work on social inclusion in a way that addresses the concerns and priorities of EU social policy and social dialogue.	na	na	na
0246	Examining the changing use of time	To enable the Foundation to better communicate the findings of its work on time in a way that addresses the concerns and priorities of EU social policy and social dialogue.	na	na	14-15 April , Vienna, Roundtable on European Trends in Working Time

Developmental Activities

0235	Working conditions, living conditions and industrial relations in the knowledge society	Assess the impact of the transition towards a knowledge based economy and society.	Exploratory	na	12-13 December, Dublin, Workshop The Knowledge Society and European Foresight. T. Kauppinen and O. Persson.
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Miscellaneous

0221	External evaluation of the Foundation	Evaluate the Foundation's fulfilment of its mandate.	Completed	Report will be published in June 2002	
0237	European Monitoring Centre on Change (EMCC)	Assist in understanding and anticipation of change.			18-19 June , London, Conference Post New Economy, participant – W O'Conghaile 23 October , Brussels, conference Understanding, anticipating and managing change: identifying the drivers of change.

CHAPTER 2 - EUROPEAN INDUSTRIAL RELATIONS OBSERVATORY

0188	European industrial relations observatory	Monitor trends in the field of industrial developments		Report <i>EIRO Annual Review 2001</i> Report updates Six issues of EIRObserver	
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CHAPTER 3 - GENERAL DEBATE AND DISCUSSION ACTIVITIES

NEW ACTIVITIES not incl. in programme of work 2001

Table 2

CHAPTER 4 - GENERAL INFORMATION AND COMMUNICATION ACTIVITIES		
	Nature of Activity	Statistical information
Information centre	Enquiries to the centre	823
Foundation website	User sessions (Eurofound)	452,186
	EIRO	321,728
	Total downloads of documents	438,048
Multilingual programme of publications/electronic publications	Publications produced	208
Communiqué and relations with the press	Monthly newsletter	10
	Press releases	
Marketing activities	Information visits to EF	65
	Exhibitions	27
Dissemination activities	Via mailing list Foundation publications	96,800
	Foundation newsletter <i>Communiqué</i>	135,000
	To conferences and events	62,150

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Administrative Board (31 December 2001)

Members of the Bureau

Government Group

Chairperson of the Board

Marc BOISNEL, Ministère du Travail, du Dialogue Social et de la Participation

Alternate

Kees J. VOS, Ministry of Social Affairs and Employment

Employers Group

Vice-Chairperson of the Board

Jan Willem VAN DEN BRAAK, Vereniging VNO-NCW

Employees Group

Vice-Chairperson of the Board

Marjaana VALKONEN, Head of Development, SAK

Commission

Vice-Chairperson of the Board

Bernhard JANSEN, DG Employment and Social Affairs

Representatives of the European Commission

Members

Bernhard JANSEN, DG Employment and Social Affairs

Yiva TIVEUS, DG Environment

Andrew SORS, DG Research

Alternates

Jackie MORIN, DG Employment and Social Affairs

Klaus SCHNUER, DG Environment

Ronan O'BRIEN, DG Research

Co-Ordinators

Employers Group

Member

Natascha WALTKE, Union des Confédérations de l'Industrie et des Employeurs d'Europe (UNICE)

Alternate

M. Bernard LE MARCHAND, Fédération Européenne des Moyennes et Grandes Entreprises (FEMGED)

Employers Group

Member

Jean LAPEYRE, European Trade Union Confederation

Alternate

Roger SJØSTRAND, European Trade Union Confederation

Representatives of National Governments	Representatives of Employers' Organisations	Representatives of Employees' Organisations				
Austria	A. SCHALLER Bundesministerium für soziale Sicherheit und Generationen	B. STIMMER Bundesministerium für Arbeit, Gesundheit und Soziales	H. BRAUNER Industriellen- Vereinigung	C. PARAK Verband der Öffentlichen Wirtschaft und Gemeinwirtschaft Österreichs	R. CZESKLEBA ÖGB	
Belgium	M. DE GOLS Ministère de l'Emploi et du Travail	L. VAN HAMME Ministère van Tewerkstelling en Arbeid	R. WAEYAERT UNIZO Belgian Organisation for SME's	A. de KOSTER FDB-VBO Fédération des Entreprises de Belgique	H. FONCK A C V - Dienst Onderneming	
Denmark	P. NEDERGAARD Arbejdsministeriet	K. TAASBY Special Adviser Ministry of Labour	H. BENNICKE Confederation of Danish Employers	P. LAURENTS SALA	A. BENDIXEN Salariated Employees & Civil Servants Council	J.T. RASMUSSEN LO Danmark
Finland	M. SALMENPERÄ Ministry of Labour	T. ALASOINI Ministry of Labour	T. SAUKKONEN Confederation of Finnish Industry & Employers	M. VIRTANEN Employers' Confederation of Service Industries	M. VALKONEN SAK	L. KURKI STTK
France	M. BOISNEL Ministère du Travail, du Dialogue Social et de la Participation	R. MOUNIER- VEHER Ministère de l'emploi et de la solidarité	M. DAMEZ FONTAINE	E. JULIEN MEDEF	J.-P. PEULET CFDT	M. DECAYEUX CGT-FO
Germany	W. KOBERSKI Bundesministerium für Arbeit und Sozialordnung	S. RÖSELER Bundesministerium für Arbeit und Sozialordnung	B. DORN Confederation of German Employers' Association	R. HORNUNG- DRAUS Bundvereinigung der Deutschen Arbeitgeberverbände	D. POUGIN Deutscher Gewerkschaftsbund Bundesvorstand	R. DOMBRE Abteilung Tantfsekretariat
Greece	D. TANGAS Ministry of Labour	M. MYLONAS Directorate of working conditions Ministry of Labour and social security	E. TSOUMANI- SPENTZA Federation of Greek Industries	E. TSAMOUSOPOUL OS Confederation of Greek Industries	S. LEMOS INE/GSEE Vice President	D. MOSCHOGIANNIS GSEE
Italy	M.T. FERRARO Ministero del Lavoro e della previdenza sociale	M. TRABOSCHI Centro studi internazionali e comparati Università degli Studi di Modena e Reggio Emilia	C. TERRANEO Direzione Relazioni Industriali Confindustria	S.ROSSI Confindustria	G. MALASPINA C G I L	A. MASETTI UIL

	Representatives of National Governments	Representatives of Employers' Organisations	Representatives of Employers' Organisations
Ireland	W. JESTIN Department of Enterprise, Trade and Employment	J. KELLEHER Department of Environment and Local Government	D. KILLEN Personnel Training Director Smurfit Ireland
Luxembourg	N. WELTER Ministère du travail et de l'emploi	P. WEBER Inspection du travail et des Mines	N. WELSCH Société Nationale des Chermis de Fer Luxembourgeois FEDIL
Netherlands	C.J. VOS International Affairs Directorate Ministry of Social Affairs and Employment	M. BLOMSMA Ministerie van Sociale Zaken en Werkgelegenheid	J.W. VAN DEN BRAAK Vereniging VNO-NCW
Portugal	J.BRITO XAVIER Instituto de Desenvolvimento e Inspeção das Condições de Trabalho (IDICT)	F. SANTIAGO Ministério do Ambiente	A. COSTA ARTUR CECOA
Spain	C. GALACHE MATABUENA Ministerio de Trabajo y Asuntos Sociales	C. BRIONES GONZALEZ Ministerio de Trabajo y Asuntos Sociales	M.A. ASENJO DORADO Confederación Nacional de la Construcción (CNC)
Sweden	I. OHLSSON National Institute for Working Life	G. MALMBORG Ministry for Social Affairs	M.L. THORSEN LIND The Federation of Swedish Enterprises
United Kingdom	G. CLARK Department for Work and Pensions	A.R. MARTIN Department for Work and Pensions	S. BLAKE Confederation of British Industry (CBI)
			D. JOHNSON Confederation of British Industry (CBI)
			D. FEICKERT Trade Union Congress (TUC)
			R. EXELL Trade Union Congress (TUC)
			R. MORILLO Senior Researcher CC.OO Gabinete Técnico Interfederal
			I. SAGARNA ODRIOZOLA Solidaridad de Trabajadores Vascos (ELA/STV)
			M. ESSEMYR Swedish Confederation of Professional Employees TCO
			S. BERGSTRÖM L.O-S Swedish Enterprises
			E. JANNERFELDT The Federation of Swedish Enterprises
			R. ESCOLAR POLO SEPI
			J. de DEUS GOMES PIRES UGT Portugal
			L. A. GARCIA FERREO MORALES Associação Industrial Portuguesa
			G.A.M. VANDER GRIND Dutch organisation for Agriculture & Horticulture
			W. SPRENGER Federatie Nederlandse Vakbeweging (CNV)
			A. WOLTMELER Christelijk Nationaal Vakverbond (CNV)
			N. HOFFMANN Lëtzebuurger Chërschtleche Gewerkschafts-Bond (LCGB)
			R. PIZZAFERRI Onofhängege Gewerkschaftsbond Lëtzebuerg (OGB-L)
			R. CALLENDER Services Industrial, Professional & Technical Union (SPTU)
			M. GAVIN HR/IR Executive Irish Business and Employers Confederation (IBEC)
			L. BERNEY Irish Congress of Trade Unions (ICTU)

EFTA Representatives at EF Meetings as Observers

Government

Marlene ELSENSOHN, Office of National Economy

Uwe FISCHER, Arbeitsvermittlung Liechtensteinische Landesverwaltung

Employers

Kristian SKJØLAAS, Confederation of Norwegian Business and Industry

Unions

Antony KALLEVIG, The Norwegian Confederation of Trade Unions

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Committee of experts (31 December 2001)

Austria

Michaela Moritz
Österreichisches Bundesinstitut
für Gesundheitswesen (ÖBG)

Belgium

Marc Heselmans
Ministerie van Tewerkstelling en Arbeid

Denmark

Anders Rosdahl
Socialforskningsinstituttet

Finland

Jouko Nätti
University of Jyväskylä

France

Françoise Piotet
Université de Paris I-Panthéon Sorbonne

Germany

Norbert Altmann
Institut für Sozialwissenschaftliche Forschung e.V.

Greece

Christina Theochari - Chairperson
Athens Labour Centre

Ireland

Deirdre Carroll
Department of Social, Community and
Family Affairs

Italy

Silvana Sciarra
Università Europea di Firenze

Luxembourg

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

Netherlands

Fred Huijgen
University of Nijmegen
Department of Business Administration

Portugal

António Casimiro Ferreira
Colégio de S. Jerónimo

Spain

Carmen Ortega Jiménez
Dirección General de Acción Social,
del Menor y de la Familia

Sweden

Bengt Furåker
University of Göteborg

United Kingdom

No nomination yet

Observer:

Norway

Tore Nilssen
SINTEF Industrial Management

Foundation staff (31 December 2001)

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DIRECTORATE

Raymond-Pierre Bodin, Director
Eric Verborgh, Deputy Director
Wendy Ó Conghaile, Advisor to Directorate
Barry O'Shea, Advisor to Directorate **
Michael Wimmer, Advisor to Directorate *
Catherine Cerf
Cécile Deneys
Annick Menzies

ADMINISTRATION

Terry Sheehan, Head of Section
Linda Byrne
Michael Cosgrave
Jennifer Corcoran (T)
Frances Doyle (T)
Kay Flynn (T)
Said El Aroussi
Elisabeth Gouilleux-Cahill
Jim Halpenny
Jackie Hayes (T)
Sarah Hayes
Ewan Hogan
Ailish Kelly (T)
Dolores McCarthy
Mary McNeice
Brian Moore
Louise Shanley
Sally Anne Sloan
Justin Smith (T)
Elizabeth Wade (T)

INFORMATION AND COMMUNICATION

Elisabeth Lagerlöf, Head of Section
Måns Mårtensson, Press Officer
Antonella Pirami

Content Management & Dissemination Unit

Mattanja de Boer, Programme Manager
Fiona Murray, Web Manager
Gabriele Felsterl
Martin Flynn
Sean Griffin
Philip Ireland
Niall McNamara (T)
Chrysanthe Moschonaki
David Pritchard (T)
Hilary O'Donoghue
Colm O'Neill
Marie O'Meara
Barbara Schmidt
Karin Teeuwen
Jan Vandamme

Public Affairs Unit

Brid Nolan, Programme Manager
Bénédicte Chaidron (T)
Roseanna Creamer
Doris Hirschfeld
Dolores Whelan (T)

Language Services Unit

Maria Barreiro, Programme Manager
Cristina Frawley
Brigitte Mariacher
Jacques Prieu
Evanghelos Psaroudakis
Maria Santos

HUMAN RESOURCES

Raymond Comerford, Head of Section
Heather Brown
Aoife Caomhánach
Melina Fenelon (T)

OPERATIONAL SUPPORT

Eberhard Köhler, Head of Operations
Charlotte Kjaer Andersen
Martine Deasy
Hanne Hansen
Patricia Kingston
Ann McDonald

RESEARCH

Industrial Relations

Stavroula Demetriades, Coordinator
Maria Byrne (T)
Camilla Galli da Bino
Timo Kauppinen
Kevin O'Kelly (T)
Sylvaine Recorbet
Ioanna Rossi (T)
Christian Welz
Victoria Rahm (T)

Living Conditions

Rob Anderson, Coordinator
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Philippe Bronchain
Sarah Farrell
Inma Kinsella
Hubert Krieger
Henrik Litske
Teresa Renehan

(T) Temporary staff

* Detached National Expert

** Seconded from DGINFSO

Working Conditions

Pascal Paoli, Coordinator
Christine Gollin
Judy McAuley (T)
Sophia MacGoris
Leontine Mastenbroek
Jean-Michel Miller
Agnès Parent-Thirion
Ola Persson*
Sabrina Tesoka

European Monitoring Centre on Change (EMCC)

Barbara Gerstenberger
Sylvie Seigné-Monks (T)
Janet Smith

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** Seconded from DGINFSO

Foundation meetings 2001

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January	Title	Project	Venue	Organiser
18-19	Secondary analyses on 3 rd survey on working conditions	0156	Brussels EF	P Paoli
24	CRANET report discussions	0218	Dublin	O'Kelly
26	Evaluation meeting on 3 rd survey report	0156	Brussels EF	P Paoli
30 or 31	Pathways to social inclusion: Coordination meeting	0220	Brussels EF	R Anderson/ J Smith

February	Title	Project	Venue	Organiser
9	Bureau meeting	0001	Brussels	T Sheehan
9	Jobs in micro firms Coordination meeting	0201	Brussels EF	F Oliveira/ S Demetriades
12	European works council project to prepare methodology and timetable for case studies	0116	Warwick University	K O'Kelly
14	Pathways to social cohesion Researchers meeting	0220	Dublin	R Anderson/ J Smith
15	EIROnline progress meeting	0169b	Varese	F Murray
27-28	External evaluation Opening and assessment of tenders	0221	Dublin	W O'Conghaile

March	Title	Project	Venue	Organiser
2	Euro Telework – E-work	0235	Dublin	T Kauppinen
8-10	ETUCO/ ETUI workshop		Dublin	F Murray
9	Research group meeting on extension of survey on working conditions	0156	Brussels EF	F Oliveira
9	Monitoring living conditions in the EU Advisory group meeting	0222	Dublin	H Litske
12-13	Towards organisation of time through working life – workshop	0224	Dublin	R Anderson/ H Krieger
16	European Federation of Employee Share Ownership	0218	Dublin	K O'Kelly
19	Quality of work and employment indicators (Belgian presidency conference)	0230	Brussels EF	P Paoli
21	European Works Council meeting	0116	Brussels EF	K O'Kelly
26-27	Board meeting	0001	Dublin	RP Bodin
29	EIRO focus group meeting	0188	Brussels	S Demetriades

April	Title	Project	Venue	Organiser
2-3	CSS Steering Group (S12 Accounting System)		Dublin main hall	Sheehan
4	Planning committee for European work organisation conference	115	Brussels EF	K O'Kelly
5	Integrated approaches to active welfare & employment policies	0194	Univ. of York	R Anderson
12	EMU in the private and public sector	0200	Dublin	T Kauppinen

April (cont.)	Title	Project	Venue	Organiser
19-20	Quality of work and employment indicators	0230	Brussels EF	P Paoli
23-24	Workshop for EMU network	0200	Dublin	T Kauppinen
27	Jobs in micro firms – Evaluation meeting	0201	Brussels EF	F Oliveira/ S Demetriades

May	Title	Project	Venue	Organiser
3-4	Meeting on secondary analyses on 3 rd European survey	0156	Dublin	P Paoli
10	Advisory Committee meeting Swedish national labour market administration	0007	EF Brussels	O Persson
14	Meeting on quality of work and employment indicators – Belgian presidency	0230	Brussels EF	P Paoli
15	1 st Advisory Committee meeting on living conditions	0222	Dublin	R Anderson
17	Pathways to social cohesion Coordination meeting	0220	Brussels EF	J Smith/R Anderson
17-18	IR Advisory Committee meeting	0238	Brussels EF	S Demetriades
17-18	Advisory Committee on External Evaluation	0221	Dublin	W O’Conghaile
18	4 th meeting on quality of work and employment indicators	0230	Brussels EF	P Paoli
28-29	1 st meeting of the Advisory committee on working conditions	0238	Dublin	P Paoli
28	Expert meeting on monitoring living conditions in the EU	0222	Leiden	R Anderson/ H Krieger
31/5-1/6	Meeting on Temporary agency work	0203	Dublin	P Paoli

June	Title	Project	Venue	Organiser
1	Bureau meeting	0001	Brussels	T Sheehan
6	European monitoring centre on change	0237	Dublin	J Smith
7-8	1 st meeting of Advisory Committee on information & communication	0238	Dublin	E Lagerlof
6-8	European social services conference	0209	Gothenburg	R Anderson
8	Meeting with PEC’s research group	0211	Barcelona	K O’Kelly
8	5 th meeting on quality of work and employment indicators	0230	Dublin	Paoli/Persson
11-12	Research/Coordination meeting on integrated approaches to active welfare	0194	Dublin	R Anderson
14	Seminar on Employment in household services	0202	Rome	P Carotenuto
18	Coordination meeting with key-note speakers of “Quality of work “ Belgian presidency conference	0230	Brussels EF	O Persson
18	Pathways to social cohesion Evaluation meeting	0220	Brussels	J Smith/R Anderson

June (cont.)	Title	Project	Venue	Organiser
20	RDB Metadata meeting	0192	Dublin	M de Boer
25-26	46 th meeting of the Committee of Experts	0002	Dublin	E Köhler
27-28	Group meeting of the Governments group of the AB	0001	Dublin	RP Bodin/ E Verborgh

July	Title	Project	Venue	Organiser
2-3	Group meeting of the workers group of the AB	0001	Dublin	RP Bodin/ E Verborgh
3-4	Group meeting of the employers group of the AB	0001	Dublin	RP Bodin/ E Verborgh
6	Bureau meeting	0001	Brussels B.	T Sheehan
6	Establishment of a Network of companies to analyse company policies	0225	Brussels EF	JM Miller
10	Work organisation and working conditions	0228	Brussels EF	P Paoli/ O Persson
11	5 th meeting on quality of work and employment indicators	0230	Brussels EF	P Paoli
16-17	Workshop on EMU's impact on the public sector	0200	Lisbon	T Kauppinen

August	Title	Project	Venue	Organiser
10	Discussion on equality plans	0215	Commission Office Dublin	M Latta
16	EWC database conversion to XML	0192	Dublin	B Schmidt
20	Meeting on quality of work and employment indicators (Belgian presidency)	0230	Brussels	P Paoli/ O Persson
23	Company network of change 1 st meeting of reference group	0225	Dublin	O Persson
27-29	Aventis European Works Council Meeting		Dublin	RP Bodin/ K O'Kelly

September	Title	Project	Venue	Organiser
6	3 rd meeting of the Advisory Committee on External Evaluation	0221	Brussels	W O'Conghaile
7	Bureau meeting	0001	Brussels	T Sheehan
7	2 nd meeting of Steering Committee of EMCC	0237	Brussels	J Smith
10	Advisory Committee meeting on Annual Conference	0239	Brussels	JM Miller
10	Quality of work and employment indicators	0230	Brussels	P Paoli
10-11	European brain storming seminar	0186	Aix en Provence	K O'Kelly
12	Work organisation and working conditions	0228	Dublin	O Persson

September (cont.)	Title	Project	Venue	Organiser
12	1 st meeting of advisory committee on Promoting better employment	0238	Brussels	Directorate
13	Evaluation meeting on "Coordination in integrated approaches to active welfare and employment policies"	0194	Brussels	R Anderson
17-19	Workshop on future information systems and web architecture strategies	0192	Dublin	B Schmidt
20-21	Belgian presidency conference: For a better quality of work	0230	Brussels	O Persson
27-28	2 nd meeting of Advisory Committee on working conditions	0238	Brussels	P Paoli

October	Title	Project	Venue	Organiser
4	EIROnline progress meeting	0169b	Dublin	B Schmidt
10	Employment in household services	0202	Brussels	R Anderson
10	Meeting with reps. from Danish presidency	0180	Dublin	E Lagerlof
15	Meeting on IR in Japan and USA	0188	Dublin	G Sanchez
16	Clann Credo Conference*		Dublin	P O'Sullivan
18-19	IR Advisory Committee	0238	Dublin	S Demetriades
22	EIRO National centres meeting	0188	Dublin	S Demetriades
23	EMCC launch conference	0237	Brussels	J Smith
23	Strategy workshop	0192	Dublin	B Schmidt
24	Meeting with CSW on RDB and Web	0192	Dublin	M de Boer

November	Title	Project	Venue	Organiser
8-9	2 nd Advisory Committee meeting on Information and Communication	0247	Brussels EF	E Lagerlof
12	Discussion on 3 rd European Survey secondary analysis on time and intensity of work	0156	Paris Commission office	A Parent-Thirion
12-13	Conference on future trends in financial participation in Europe	0218	Dublin	Commission/EF K O'Kelly
14-15	4 th Advisory Committee meeting on Extern. Evaluation	0221	Dublin	W O'Conghaile
15	Meeting on Indicators	0230	Brussels	O Persson
15	Research Meeting	0235	Dublin	T Kauppinen
16	Survey on working conditions –links to national data sources	0156	Brussels	P Paoli
16	47 th meeting of the Committee of Exp.	0002	Dublin	E Kohler
21	2 nd Advisory Committee mtg on Living Conditions	0238	Dublin	Anderson/Litske
20-21	Corporate social responsibility & working conditions	0226	Dublin	JM Miller
21	1 st meeting of the selected contractors on flexibility	0227	Dublin	A Parent-Thirion

November (cont.)	Title	Project	Venue	Organiser
22-23	66 th meeting of the Administrative Board	0001	Dublin	Directorate
26	Research meeting on Monitoring living conditions in the EU	0222	Dublin	R Anderson
28	Implications on EIRO enlargement	0188	Dublin	S Demetriades
28-29	Collective agreements on employment and competitiveness – the Spanish experience	0211		K O’Kelly
29	Press conference European Commission/EUROSTAT report on the social situation in the EU	0222	Dublin	H Kreiger/ J Hurley
30	Seminar on Social situation in EU	0222	Dublin	DG Employment/ H Krieger

December	Title	Project	Venue	Organiser
3	Framework of analysis on time issues on future EF work	0233	Dublin	A Parent-Thirion
4	EMCC website/portal brainstorming session with experts	0237	Dublin	B Gerstenberger
7	Survey on working conditions: Advisory Committee meeting	0156	Brussels EF	O Persson
10	3 rd Steering Committee meeting EMC	0237	Brussels CCE	J Smith
10	1 st project group meeting – social responsibility & working conditions	0226	Brussels EF	JM Miller
11	Panel of companies – Corporate social responsibility	0226	Brussels EF	JM Miller
12-13	Workshop – the knowledge society and European foresight	0235	Dublin	T Kauppinen/ O Persson
13-14	Seminar on quality in social public services in Europe	0209	Barcelona	R Anderson
19	2 nd Advisory Committee on promotion better employment	0242	Brussels EF	RP Bodin

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International conferences 2001

January

18-19 Workshop “The Future of Work, Employment and Social Protection”, (Annecy), organised by ILO. R.-P. Bodin presented paper “Quelles sont les tendances émergentes dans les sociétés contemporaines et comment les interpréter?”.

22-24 Conference “Worklife 2000”, (Malmo), organised by the Swedish Presidency; National Institute for Working Life; Joint Industrial Safety Council; National Board of Occupational Safety and Health; National Labour Market Board. R. Anderson presented paper “Employment policies for an increasingly diversified work force” and was Rapporteur to “Diversity in working life”; H. Litske presented paper on “Environmental management and health and safety.” F. Oliveira was Chair of “Strategies for new employment and regional development” and Rapporteur to “Jobs in EU micro firms: the trade-off between quantity and quality”; T. Kauppinen was Rapporteur to Telework-labour market, health and well-being ; P. Paoli was Chair of “Occupational health and safety management”; and R.-P. Bodin was participant at Round table “Work Organisation”. Foundation exhibition (B. Nolan, V. Quinn, R. Creamer).

24-25 “Work Life and EU Enlargement” (additional meeting, to above conference, on Applicant countries). E. Verborgh was Chair of opening session; presented paper “Work Life and EU Enlargement” and presented concluding remarks; P. Paoli presented paper “European Survey on Working Conditions in the Enlargement Perspective.”

26-27 Seminar “Quality: Why and How? Trends in European Social Public Services for Needy Groups”, (Copenhagen), organised by Danish National Institute of Social Research. R. Anderson presented paper “Social Public Services - developments at EU Level”.

30-1 Conference “Il Lavoro che sara”, (Rome), organised by Ministero del lavoro; Italia Lavoro and ISFOL. (P. Cartenuto).

February

12-13 Seminar “Occupational Health and Safety for Applicant Countries”, (Brussels), organised by CEEP. P. Paoli presented the Foundation’s work on, and issues relating to, working conditions.

12-13 Meeting of ESAW, (Luxembourg), organised by Eurostat. (P. Paoli).

15-16 Workshop on “Citizen Project”, (Dublin), organised by Centre for Employment Initiatives (UK). (J. Smith).

22-23 Conference on “Social and Labour Market Policies: Investing in Quality”, (Brussels), Swedish Presidency event with European Commission. (R. Anderson, S. Demetriades).

27-28 Colloque “Impact de la Société de l’information sur les relations professionnelles et sociales dans l’union européenne. Maintien aménagement ou renouvellement du contrat social?”, (Paris), organised by Europe et Société. R.-P. Bodin presented paper “Les conséquences pour les salariés dans l’organisation du travail et les conditions de travail”.

March

1 Conference “Von den Nachbarn lernen”, (Cologne), organised by Ministerium für Arbeit und Soziales, Qualifikation und Technologie (H. Krieger).

6-8 Conference “Globalisation, European and Trade Unions”, (Brussels), organised by ETUI. (T. Kauppinen).

15-16 Research Forum “Impact of Information Technology on Civil Society”, (Washington, US), organised by Independent Sector, USA. (R. Anderson).

15-16 International Symposium “Working Time”, (Amsterdam), organised by ATOS, Beleidsadvies enonderzoek bv. (H. Krieger).

16-17 Conference “Social Dialogue in the Candidate Countries”, (Bratislava), organised by ETUC, CEEP, UNICE, UEAPME. (T. Kauppinen).

19-20 Conference “Foresight for a Competitive and Sustainable Europe”, (Stockholm), Swedish Presidency event with DG Research. (T. Kauppinen).

28 Conference “Working Life”, (Quebec), organised by Comité Santé, Sécurité du Travail (CSST). P. Paoli presented paper “Working Conditions in Europe”.

29 Seminar “Importance of Social Capital”, (Dublin), organised by Irish Department of Social, Community and Family Affairs. (J. Smith; H. Krieger).

29 Seminar “Working Life”, (Quebec), organised by IRSS. P. Paoli presented paper on “Working Conditions in Europe”.

29-30 Workshop “Care Work Security”, (Geneva), organised by ILO (Programme on Socio-Economic Security). R. Anderson took part in discussion “Legitimizing Care and Gender Equality”.

April

20-21 Workshop “Managing work/family conflict in Europe”, (Barcelona), organised by the European Academy of Management (EURAM). R. Anderson presented paper “Working and Caring”. (J. Smith).

24 Meeting “Corporate governance-social responsibility of companies in EU, (Brussels), organised by European Parliament (supported by ECOSOC). (H. Litske, J.M. Miller).

24 Workshop “Quality of Work”, (Bilbao), Swedish Presidency event with EU Commission and European Agency for Safety and Health at Work. (P. Paoli).

25-27 Conference “3rd European meeting of Employee Shareownership”, (The Hague), organised by EFES (European Federation of Employee Shareownership). C. Galli da Bino made presentation on Foundation. Foundation exhibition (C. Da Bino, V. Quinn).

26-27 Conference “New Forms of Employment and Working Time in Service Economy”, (Brussels), organised by ETUI; Institut für Arbeit und Technik. (H. Krieger).

26-28 Conference “IREC 2001”, (Madrid), organised by IREC. K. O’Kelly presented paper “Collective Agreement for Employment and Competitiveness” and chaired workshop. Foundation exhibition (C. Galli da Bino).

27 Seminar “Working Conditions” (Brussels) organised by PREVENT. P. Paoli presented paper “3rd Survey on Working Conditions”.

May

7 Workshop “Health and Safety in Small Enterprises”, (Stockholm) organised by SALTSA. F. Oliveira presented paper “Health and Safety in Small Enterprises”.

9-12 Seminar “Urban Futures Development and Diversity”, (Sodertalje), organised by Swedish Ministry of Industry. (J. Hurley) Foundation exhibition (V. Quinn).

10-11 Conference “Work Conditions Statistics”, (Dublin), organised by Eurostat and CEIES. P Paoli presented the 3rd Survey of Working Conditions.

10 Expert meeting “Worklife and EU Enlargement Programme”, (Brussels), organised by the European Commission. (F. Oliveira).

14-15 International Workshop “Changing Patterns in Working Time”, (Vienna), organised by the Austrian Federal government. E. Köhler presented paper “European Trends in WorkingTime”.

17 Conference “Congress A+A2001 Statistical Indicators in Occupational Safety and Health”, (Dusseldorf), organised by BIA (Dusseldorf) J.M. Miller presented the 3rd Survey of Working Conditions in the EU.

17 Conference “TNO Annual Conference”, (Amsterdam), organised by TNO Arbeid . P. Paoli presented the 3rd Survey of Working Conditions in the EU.

21 Conference “Partnership and Growth”, (Norrköping), Swedish Presidency event with SAF; LO; TCO and SACO. R.-P. Bodin presented paper “Forms of Work and Employment in Europe - Diversity and Continuity”. (Exhibition stand R. Creamer).

21-23 Conference “XML Europe 2001” (Berlin) organised by GCA Graphic Communications Association. (M. de Boer, B. Schmidt).

24-25 Conference “Managing Participation in the Firm”, (Bilbao), organised by Cluster Conocimiento. K.O’Kelly presented the EPOC Survey.

31-1 Conference “Local Employment Practice, Diversity and Mobility for Growth”, (Malmo), Swedish Presidency event with Swedish Association of Local Authorities and Swedish Federation of County Councils. R. Anderson presented a paper “European employment situation - new challenges/problems in the local labour markets”.

June

7-9 Conference “Social Economy”, (Gavle), Swedish Presidency event. (R. Anderson).

18-19 Workshop “Practices of Financial Participation in Europe”, (Leiden), organised by the University of Nijmegen. (K. O’Kelly).

18-19 Conference “Post New Economy: Trends, Forces and Impacts around the Globe”, (London), organised by the Royal Institute of International Affairs. (W.O’Conghaile, T. Kauppinen).

20 Conference “Practices of Financial Participation in Europe”, (Brussels), organised by the ESOP Centre. K.O’Kelly presented paper “Importance of Financial Participation in EU”.

20-21 Conference “Launch of Work Life EU Enlargement Project”, (Stockholm), organised by National Institute for Working Life. T. Kauppinen presented paper “EMU and EURO: Anticipating Change in Industrial Relations in the Candidate Countries”. O. Persson chaired workshop. (E. Verborgh).

25-29 Conference “IIRA 6th European Conference”, (Oslo), organised by IIRA. K.O’Kelly presented paper “European social model and its impact on EU Industrial Relations”; F. Oliveira presented paper “Employment in micro firms”; T. Kauppinen presented papers “Wages development before EMU” and “Globalisation: 24 hour society”. S. Demetriades presented paper “Roles of social partners in vocational training”. Foundation exhibition (R. Creamer).

27-29 Conference “Partnerships and social responsibility in the new economy”, (Copenhagen), organised by the Copenhagen Centre. (H. Litske).

29-1 Annual meeting “Socio-economics”, (Amsterdam), organised by SACE. (T. Kauppinen).

July

3-6 “2001 Biennial Conference”, (Bundoran), organised by Irish Congress of Trade Unions. Foundation exhibition (C. Galli da Bino, R. Creamer).

6-7 Conference “Wage Policy in the Eurozone”, (Brussels), organised by Observatoire Sociale Européenne. (T. Kauppinen).

16 Launch of Social Inclusion Strategy 2000/2001, (Dublin), organised by Department of Social, Community and Family Affairs. (H. Litske).

August

28-01 Conference “Visions and divisions - Challenges to European Sociology”, (Helsinki), organised by European Sociological Association. M.Latta presented paper “Flexibility and Precarious Work”.

September

3-4 Seminar “Future Mental Health Challenges in Europe: the impact of other policies on mental health” Belgian Presidency event with STAKES and European Commission. (R. Anderson) presented paper “Service developments for adults with mental health problems”.

12 Seminar “Family Friendly Working Arrangements”, (Dublin), organised by the Enterprise, Trade and Employment. (A.Parent-Thirion).

12-14 Conference “Telework” 2001 - 8th European Assembly on New Ways to Work”, (Helsinki), organised by the Ministry of Labour; University of Tampere with support of EC . T. Kauppinen presented paper “European Knowledge Society Foresight”. Foundation exhibition (C. Galli da Bino).

13 Launch of the 5th Community Programme on Community Strategy on Equal Opportunities for Women and Men, (Brussels), Belgian Presidency event. (R. Anderson, P. Cartenuto).

14-15 Conference “Indicators for Social Inclusions: Making European Union Objectives Work”, (Antwerp), Belgian Presidency event. (R. Anderson).

26 Conference “Employment and Retirement Among the Over-55s”, (Dublin), organised by the National Council on Ageing and Older People. (R. Anderson).

28 Conference “Local Partnerships Promoting Social Cohesion”, (Berlin), organised by Technische Universität Berlin. R. Anderson presented paper “Local Partnerships in the EU”.

October

2 Conference “Europe: Challenges for Care and Welfare”, (Rotterdam), organised by the National Institute for Care and Welfare; Ministry of Public Health, European Parliament. R. Anderson presented paper “Priorities for welfare: European perspectives”.

2-3 Seminar “Travail/Santé”, (France), organised by CGT (R.-P. Bodin).

5 Seminar “The Future of Social Services in Europe”, (Brussels), organised by Policy Advisers DG Employment; German Ministry for Family, Senior Citizens, Women and Youth. R. Anderson acted as Chair.

8-9 Seminar “European Strategy on Social Inclusion”, (Brussels), organised by ETUC. R. Anderson presented paper “Minimum Income”.

9 Conference “Arbeitsbedingungen in Oesterreich”, (Klosterneuburg), organised by Oestereichisches Bundesinstitut fuer Gesundheitswesen. J.M. Miller presented paper “Europaeische Umfrage ueber Arbeitsbedingungen in den Mitgliedsstaaten”.

11 Conference “Giving Change a meaning - good business practice in Europe”, (Paris), organised by BEPRAC. (R.-P. Bodin, J. Smith).

15 Conference “Forschungs- und Technologie-Politik”(Berlin), organised by BDA-Arbeitskreis. J.M. Miller presented paper “Europaeische Umfrage ueber Arbeitsbedingungen in den Mitgliedsstaaten”.

17 Symposium “Gemeinsam Arbeitsunfaelle verhindern-Erfolg ist kein Zufall”, (Vienna), organised by Austrian General Worker's Compensation Board. J.M. Miller presented paper “Arbeitsbedingungen in der Europaeischen Union - Erkenntnisse einer Umfrage der Stiftung”.

19-20 Conference “Towards a New Architecture for Social Protection in Europe?”, (Leuven), Belgian Presidency event (A. Parent-Thirion).

22 Workshop “EU Labour and Social Policy”, (Nicosia), organised by TAIEX Office and EU Commission. S. Demetriades chaired the opening session and presented papers (1) “Equal Opportunities for Men and Women in the EU” (2) “Regulation of Working Conditions in the EU” (3) “Health and Safety at Work”.

22-24 Seminar “Reunion du BTS pour les pays candidats et le groupe travailleurs du CCHS”, (Prague), organised by BTS. P. Paoli presented the first results from the Survey on Working Conditions in Candidate Countries.

23-26 Seminar “Accidentes y Condiciones de Trabajo, conocer para Mejorar”, (Cuenca), organised by Fundació de Riesgos Laborales. P. Paoli presented paper “La construcción de indicadores de las condiciones de trabajo en Europa”.

25-26 Conference “Role of Social Services in Sustainable Social Development”, (Berlin), organised by Observatory for the Development of Social Services in Europe. (H. Litske).

26-27 Conference “Coping with stress and depression - related problems in Europe”, (Brussels), Belgian Presidency event. R. Anderson presented paper “Workplace Health Promotion”.

29-30 Conference “Unity and Diversity - the contribution of the social sciences and the humanities to the ERA”, (Bruges), Belgian Presidency event. (R. Anderson).

30 Round Table “Public Services”, (Dublin), organised by Party of European Socialists (Proinsias De Rossa MEP). (W. O’Conghaile).

November

1-3 Forum “Global Employment Forum”, (Geneva), organised by ILO. (M. Wimmer).

2-4 Conference “New Social Policies in the European Region”, (Aalborg), organised by COST. R. Anderson presented paper “Policy developments for integration of Vulnerable Groups”.

6-7 Conference “European Week for Safety and Health - Accident Prevention”, (Brussels), organised by Health and Safety Agency. E. Lagerlöf chaired workshop.

8-9 Seminar “Security and Health at Work and Health Inspection”, (Porto), organised by APIT (Labour Inspectorate). O. Persson presented paper “Quality of Work”.

8-9 Conference “La Notion de Responsabilité Sociale en Europe: pour Qui? Pour Quoi Faire?”, (Paris), organised by Université Européenne du Travail et Liaisons Sociales Europe. J.M. Miller presented paper “Conditions de travail et qualité de l'emploi”. (S. Demetriades).

8-10 Conference “Third Exhibition on Training and Employment” (PREST 2001), (Bilbao), organised by CIDEC. T. Kauppinen presented paper “Telework”.

9-10 Seminar “Non-monetary indicators of social exclusion and social inclusion”, (Antwerp), organised by OASES, ISG, GES (DG Employment). (R. Anderson).

14 Meeting “Labour Standards Committee”, (Brussels), organised by ETUC. A. Parent-Thirion presented first findings of the 3rd Survey on Working Time Issues.

15 Conference “Égalité professionnelle hommes-femmes. Quels enjeux pour la performance de l'entreprise et quelles démarches?”, (Paris), organised by ANVIE. S. Demetriades presented the Foundation's research on gender equality.

15-16 Conference “Industrial Relations/Human Resources Management”, (Nijmegen), organised by Nijmegen Business School. Foundation exhibition (C. Galli da Bino).

16 1st Irish Older Workers Forum, (Dublin), organised by Age Action. R. Anderson acted as Chair.

16 Colloquium “Femmes et Santé au travail”, (Brussels), Belgian Presidency event. S. Demetriades presented paper “Working Conditions, Women and Health”.

19 Workshop “Patterns of Financial Participation Schemes in Europe”, (Leiden), organised by Nijmegen School of Management. (K.O'Kelly).

19-20 Seminar "Quality of Work and Indicators", (Stockholm), organised by National Institute of Working Life, Ministry of Industry, Employment and Communication, LO, Metall. O. Persson presented paper "Quality of Work and Indicators".

20 Seminar "People management in EU mergers and restructuring", (Brussels), organised by Hewitt. (J. Smith).

20-21 Conference on European Social Agenda and the EU's International Partners", (Brussels), organised by the European Commission. (E. Verborgh).

21 Seminar "Legal Framework for Socially Responsible Restructuring of Enterprises", (Turin), organised by ILO. B. Gerstenberger-Sztana gave presentation on European Monitoring Centre on Change and presentation on the Foundation.

21-22 Conference "Mergers and Restructuring in EU metal industry", (Brussels), organised by EMF. J. Smith gave presentation on European Monitoring Centre on Change.

22 Conference "Les Comités d'entreprise européens face aux fusions, concentrations, alliances et restructurations", (Paris), organised by Europe et Société. (S. Demetriades) Foundation exhibition (C. Galli da Bino).

22-23 Conference “Prevention of work-related accidents: a different strategy in a changing world of work”, (Brussels), Belgian Presidency event and European Agency for Safety and Health at Work. E. Lagerlöf chaired mini-symposium.

22-23 Conference “Development in European Services - Implications for work, skills and gender equality”, (Brussels), organised by DG Research. S. Demetriades presented paper “Gender equality - Foundations's research”.

27-28 Conference “Corporate Social Responsibility”, (Brussels), Belgian Presidency event and European Commission. J.M. Miller presented the Foundation's research on Corporate Social Responsibility. (R.-P. Bodin, H. Litske, H. Krieger).

27-29 Employment Week 2001, (Brussels), organised by DG Employment and Social Affairs European Commission with European Parliament. Foundation exhibition (V. Quinn, J. Pornon).

27-29 Conference “TMS and Work Organisation”, (Paris), organised by ANACT. P Paoli presented paper “Work Organisation and Health”.

30-1 Conference “Quality of Work and Employee Involvement in EU”, (Modena), organised by Association of International & Comparative Studies on Labour Law and Industrial Relations; Modena University. S. Demetriades presented paper on European Works Councils. T. Kauppinen presented paper “Industrial Relations at National Level”. Foundation exhibition (C. Galli da Bino).

December

4 Seminar “EU Labour and Social Policy”, (Malta), organised by European Commission; TAIEX office. S. Demetriades presented papers on the Foundation's research on gender equality and working time.

6 Conference “New ICT Curricula for the 21st Century”, (Brussels), organised by Career Space. (J. Smith).

6-7 Seminar “Indicators on Decent Work”, (Geneva), organised by ILO. (P. Paoli).

6-7 Forum “Euroemploi”, (Paris), organised by Ministry of Employment France; RACINE. A. Parent-Thirion presented paper “Workshop Conciliation and Life Phases”.

6-7 Conference “Health Information Systems”, (Brussels), organised by European Public Health Association. (R. Anderson).

7-8 Conference “AGE, taking stock, taking shape”, (Brussels), organised by AGE (European Older People's Platforms). (R. Anderson).

14 Conference “European Works Councils in Practice”, (Coventry), organised by University of Warwick. (S. Demetriades).

14 Conseil Superior, (Brussels), organised by Conseil Superior Union (FGTB). P. Paoli presented paper “Working Conditions in Europe”.

17 Conference “Working Conditions in Europe”, (Brussels), Belgian Presidency event. P. Paoli presented results of 3rd Survey of Working Conditions in Europe.

7

Foundation publications 2001

INDUSTRIAL RELATIONS

Summary	EF/00/81	Pacts for employment and competitiveness: German, Italian, Danish, Dutch, Spanish, Portuguese, Finnish
Summary	EF/00/19	Labour market participation German, French
Summary	EF/00/44	The impact of EMU on industrial relations German, Italian, Danish, Dutch, Portuguese, Finnish, Swedish, French
Report English	EF/00/29	Direct participation and modernisation of work organisation
Summary	EF/00/26	Employment options and labour market participation French, German
Report French	EF/00/74	Co-ordination in activation policies
Periodical English	EF/01/15	Eiobserver 2/01
Report English	EF/01/16	Eiro Annual review 2000
Summary	EF/01/17	Recent trends in employee financial participation in the EU English, French
Periodical English	EF/01/46	Eiobserver 3/01
Report English	EF/01/12	Recent trends in employee financial participation in the EU
Periodical English	EF/01/54	Eiobserver 4/01
Report English	EF/01/24	Negotiating collective agreements on employment and competitiveness
Periodical English	EF/01/65	Eiobserver 5/01
Summary	EF/01/57	Employee share ownership and profit-sharing in the EU Available as PDF only, English, French
Promotional English	EF/01/71	Employee financial participation - Summary of research results
Report English	EF/01/56/EN	Employee share ownership and profit sharing in the EU

Periodical EF/01/70 Eirobserver 6/01
English

WORKING CONDITIONS

Periodical EF/00/09 BEST 1/00
German

Summary EF/0022 Self employment? Choice or necessity
Spanish

Summary EF/00/21 Full-time verses part-time
French, Spanish,

Report EF/00/07 Flexibility and working conditions A qualitative and comparative study
in 7 EU Member States
German, French

Periodical EF/01/08 BEST 2/2000
English, German

Summary EF/01/26 Working time preferences at different phases of life
Italian, Danish, Portuguese, Finnish, Swedish, English, French, Dutch, German, Spanish, Greek

Summary EF/00/128 Ten years of working conditions in the EU
German, Italian, Danish, Dutch, Greek, Spanish, Portuguese, Finnish, Swedish, French

Summary EF/01/49 Gender, employment and working time preferences in Europe
English, German, Dutch, Spanish, Portuguese, Finnish, Swedish

Summary EF/01/58 Employment and working time in Europe
English, Italian, Swedish, Danish, Portuguese, Finnish, Dutch, Spanish

Summary EF/01/22 Jobs in EU micro firms
English, French, German, Italian, Danish, Dutch, Spanish, Portuguese,, Finnish, Swedish

Report EF/01/27 Working time preferences at different phases of life
English

Report EF/01/21 Third European survey on working conditions 2001
English

Report EF/01/45 Gender, employment and working time preferences in Europe
English

Report EF/01/68 For a better quality of work Conference report
English, French, German, Dutch

Summary EF/01/59 Atypical forms of work
English, Dutch
Available as PDF only; Portuguese, Finnish, Swedish, Greek, Danish, Italian

LIVING CONDITIONS

Summary	EF/00/25	Combining family and career
German, Spanish, French, Italian, Swedish		
Summary	EF/00/76	Economic instruments for sustainable development
English		
Leaflet	EF/01/03	Household services in the EU
English, French, German, Italian		
Summary	EF/00/76	Economic instruments for sustainable development
German, Italian, Danish, Dutch, Greek, Spanish, Finnish, Swedish, French		
Report	EF/00/127	Quality in social public service
English, French, German, Spanish		
Report	EF/01/05	Sustainable development, SMEs and new enterprises: Conference report
English		
Summary	EF/01/01	Quality in social public services
English, Spanish, Italian, Swedish, French, German, Greek, Portuguese		
Report	EF/01/06	Design for sustainable development Success factors
English		
Summary	EF/01/02	Employment in household services
English, French, Danish, Swedish, Italian, Finnish, Spanish, Dutch, German, Greek		
Report	EF/01/13	Employment in household services
English, French, German		
Summary	EF/00/128	Ten years of working conditions in the EU
English		
Report	EF/01/25	Professional education and training for sustainable development in SMEs
English		

GENERAL PUBLICATIONS

Newsletter	EF/01/04	Communiqué 2/01 Jan/Feb
English/French		
Newsletter	EF/01/11	Communiqué 3/01 March
English/French		
Report	EF/00/126	Analysing and anticipating change to support socio-economic progress
English, French, German, Italian, Danish, Portuguese, Swedish, Spanish, Dutch, Finnish, Greek		
Report	EF/01/09	Official 4 year programme Long version
All Community languages		
Newsletter	EF/01/18	Communiqué 4/01 April
English/French		

Newsletter English/French	EF/01/43	Communiqué 6/01 May/June
Newsletter English/French	EF/01/51	Communiqué 7/01 July
General English, French	EF/00/15	Annual Report 2000
Newsletter English/French	EF/01/62	Communiqué 9/01 August/September
Brochure All 11 Community languages	EF/01/42	For better work and a better life in a changing Europe
Newsletter English/French	EF/01/66	Communiqué 10/01 October
Newsletter English/French	EF/01/69	Communiqué 11/01 November
Newsletter English/French	EF/01/73	Communiqué 12/01 December

Activity based accounts

1. SUMMARY

Research	47%
Information and Dissemination	29%
Translation	10%
Administration	14%

2. ANALYSIS

Expenditure	Research		Information and Dissemination		Translation		Administration		Total	
		%		%		%		%		%
Staff	3 192 627	41	2 068 835	27	752 963	10	1 758 417	23	7 772 842	51
Administrative	404 748	37	276 469	25	95 701	9	322 080	29	1 098 998	7
Operational	3 469 802	55	2 042 972	33	765 000	12	0	0	6 277 774	42
Total	7 067 177	47	4 388 276	29	1 613 664	10	2 080 497	14	15 149 614	100

3. STAFFING

	Posts filled				
	Research	Information and Dissemination	Translation	Administration	Total
Grade A	15	6	5	3	29
Grade B	4	5	0	6	15
Grade C	9	11	3	9	32
Grade D	0	0	0	1	1
Total	28	22	8	19	77

Advisory committees

Advisory committee for working conditions

Project 0240

Coordinator: P. Paoli

Representation:

Governments: Inger Ohlsson (S)
Birgit Stimmer (A)

Employers: Marie-Louise Torsén-Lind (S)
Natascha Waltke (UNICE)
Maria Angeles Asenjo (ES) (alternate)

Workers: Hermann Fonck (B)
Roger Sjöstrand (ETUC)
Jean-Paul Peulet (F) (alternate)

Commission: Norbert Wunner, DG EMPL D.3
Werner Simon, DG EMPL E.1

Committee of Experts: Bengt Furåker (S)
Jouko Nätti (FIN)

Advisory committee for living conditions

Project 0238

Coordinator: R. Anderson

Representation:

Governments: George Clark
Dimitrios Tangas (GR)

Employers: Bernard le Marchand (deputy co-ordinator for Employers)
Ann Gibbons (IRL)

Workers: Stefanos Lemos (GR)
1 to be nominated

Commission: Werner Simon, DG EMPL E.1
Fadila Boughanemi, DG RTD.K.3

Committee of Experts: Dr. Michaela Moritz (A)
Deirdre Carroll (IRL)

Advisory committee for industrial relations

Project 0241

Coordinator: S. Demetriades

Representation:

Governments: Charlotte Gede (DK)
Cees J. Vos (NL)

Employers: Emmanuel Julien (F)
Natascha Walkte (UNICE)
Carlo Terraneo (alternate)

Workers: Annette Bendixen (DK)
Penny Clarke (ETUC)
Reiner Hoffmann (ETUI) (alternate)

Commission: Norbert Wunner, DG EMPL D.3
Anneli Sillanpää, DG EMPL D.1

Committee of Experts: Anders Rosdahl (DK)
Norbert Altmann (D)

Five advisory committees for transversal themes

Project 0242: Promoting Better Employment

Responsibility: R.P. Bodin

Representation:

Governments: Ignacio Matía Prim (ES)
Robert Mounier-Vehier (FR)

Employers: Arnout de Koster (B)
Christian Ardhe (expert) (S)
Renate Hounung-Draus (alternate)

Workers: Jean-Paul Peulet (F)
Representative of ETUI
David Feickert (alternate) (UK)

Commission: Stefaan Herman, DG EMPL A.1
Georg Fischer, DG EMPL A.1

Committee of Experts: Anders Rosdahl (DK)
Bengt Furåker (S)

Project 0243: Extending Equal Opportunities for Men and Women

Responsibility: S. Tesoka

Representation:

Governments: Birgit Stimmer (A)
Bernadette Gisinger-Schindler (A)

Employers: Stefania Rossi (I)
Anastasia Koutsivitou (GR)
Carlotta Köster (BDA) (D) (alternate)

Workers: Rosario Morillo (ES)
Sinead Tiernan (ETUC)

Commission: Daniela Rofi, DG EMPL G.1
Nicole Dewandre, DG RTD.C.5

Committee of Experts: Fred Huijgen (NL)

Project 0244: Managing Diversity

Responsibility: E. Verborgh

Representation:

Governments: Dimitrios Tangas (GR)
An expert to be nominated by Portuguese Board Member

Employers: Maria Angeles Asenjo (ES)
Simon Blake (UK)
Sophie Crosby, IBEC (alternate)

Workers: Wim Sprenger (NL)
1 to be nominated

Commission: Marco Ferri, DG EMPL.B.1
Barbara Nolan, DG EMPL.D.4

Committee of Experts: Anders Rosdahl (DK)
Norbert Altmann (D)

Project 0245: Supporting Social Inclusion

Responsibility: A. Parent-Thirion

Representation:

Governments: Gunilla Malmberg (S)
M.G. Blomsma, (NL)

Employers: Michel Damez Fontaine (F)
Bernard Le Marchand (deputy co-ordinator of Employer's group)
Cormac McConnell, IBEC (alternate)

Workers: David Feickert (UK)
Henri Lourdelle (ETUC)
Richard Exell (alternate)

Commission: Ruth Paserman, DG EMPL.E.2
Els Van Winckel, DG EMPL.A.1

Committee of Experts: Anders Rosdahl (DK)
Deirdre Carroll (IRL)

Project 0246: Examining the Changing Use of Time

Responsibility: W. O'Conghaile

Representation:

Governments: Michel de Gols (B)
William Jestin (IRL)

Employers: Rainer Schmidt-Rudloff, BDA
Elias Tsamoussopolos (GR)
Rachel O'Flynn, IBEC (alternate)

Workers: Mats Essemyr (S)
Representative from ETUI
Wim Sprenger (NL) (alternate)

Commission: Lars Erik Andreasen, DG EMPL.D.3
Carlos Perez Maestro, DG EMPL.D.1

Committee of Experts: Bengt Furåker (S)
Jouki Nätti (FIN)

Advisory committee on external evaluation

Project: 0221

Responsibility: W. O’Conghaile

Representation:

Governments: Michel de Gols (B)

Employers: Marie-Louise Thorsen-Lind (S)

Workers: Wim Sprenger (NL)

Commission: Carlos Perez-Maestro, DG EMPL.D.1
Dietmar Braun, DG EMPL.G.5

Committee of Experts: Michaela Moritz (A)

Advisory committee for developmental activities

Project: 0235: Working Conditions, living conditions and industrial relations in the Knowledge Society

Responsibility: Timo Kauppinen / Barry O’Shea

Representation:

Governments: Juhani Pekkola
William Jestin (IRL)

Employers: Alexandra Costa Artur (P)
Roberto Suarez
Barbara Dorn (D) (alternate)

Workers: Dieter Pougin (D)
Antonio Giacche (ETUC)

Commission: Marco Ferri, DG EMPL.B.1
Francesco Ianniello, DG.ENTR.B.3

Committee of Experts: Anders Rosdahl (DK)
Bengt Furåker (S)
Jouki Nätti (FIN)

Advisory committee for communication and information issues

Project 0247

Responsibility: E. Lagerlöf

Representation:

Governments: Dimitrios Tangas (GR)
Hans-Peter Viethen

Employers: Bernard Le Marchand (F)
Heinrich Brauner (A)
Rainer Schmidt-Rudloff, BDA (alternate)

Workers: Angelo Masetti (I)
Waltraud Etz (ETUC)

Commission: Dominic Brett DG EMPL.G.4
Bodo Richter DG EMPL.G.4

Committee of Experts: Marc Heselmans (B)
Christina Theochari (GR)

Advisory committee for annual conference

Project: 0239

Responsibility: E. Lagerlöf

Representation:

Governments: Charlotte Gede (DK)
1 expert from Spain to be nominated by I. Matía Prim

Employers: Alexandra Costa Artur (PT)
Natascha Waltke (UNICE)

Workers: Marjaana Valkonen (FIN)
Jean Lapeyre (ETUC)

Commission: Fadila Boughanemi, DG.RTD.K.3
Anneli Sillanpää, DG EMPL.D.1

Committee of Experts: Christina Theochari (GR)
Marc Heselmans (B)

Steering committee for EMCC

Project: 0237

Responsibility: Janet Smith / Barbara Gerstenberger

Representation:

Governments: Michel de Gols (B)
Cees J. Vos (NL)

Employers: Renate Hornung-Draus (D)
Natascha Waltke (UNICE)
Liliane Volozinskis (alternate)

Workers: Marjaana Valkonen (FIN)
Penny Clarke (ETUC)
Isabelle Barthes

Commission: Jürgen Scheftlein, DG ENTR.D.1
Carlos Perez Maestro, DG EMPL. D.1

Committee of Experts: Michaela Moritz (A)

European Foundation for the Improvement of Living and Working Conditions.

Annual report 2001- Annexes

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