Annexes

1. Budget
2. Administrative Board
3. Committee of Experts
4. Advisory Committees
5. Foundation staff
6. Foundation events 2003
7. External events 2003
8. Foundation publications 2003
9. Work programme 2003
10. Activity report of the Authorising Officer
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 website at http://www.eurofound.eu.int/


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1. SUMMARY

Research 57%
Information and Dissemination 20%
Translation 5%
Administration 18%

2. EXPENDITURE ANALYSIS (based on 2003 payments and carry-overs)

<table>
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<th>Activity</th>
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3. STAFFING

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Members of the Bureau

Government group

Vice-Chairperson of the Board
Marc Boisnel, Ministry of Social Affairs, Labour and Solidarity

Alternate
Kees J. Vos, Ministry of Social Affairs and Employment

Employers group

Vice-Chairperson of the Board
Jan Willem Van den Braak, Confederation of Netherlands Industry and Employers (VNO-NCW)

Employees group

Vice-Chairperson of the Board
Marijaana Valkonen, Central Organisation of Finnish Trade Unions (SAK)

European 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 of Industrial and Employers Confederations of Europe (UNICE)

Alternate
Bernard Le Marchand, European Federation of Medium-Sized and Major Retailers (FEMGED)

Employees group

Member
Walter Cerfeda, European Trade Union Confederation (ETUC)

Alternate
Sinead Tiernan, European Trade Union Confederation (ETUC)
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<td>Austria</td>
<td>Andreas Schaller</td>
<td>Birgit Stimmer</td>
<td>Heinrich Brauner</td>
<td>Christoph Parak</td>
<td>Renate Czeskleba</td>
<td>Nomination pending</td>
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<td></td>
<td>Federal Ministry for Social Security and Generations</td>
<td>Federal Ministry for Economy and Labour</td>
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<td>Austrian Association for Public and Social Economy</td>
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<td>Belgium</td>
<td>Michel De Gols</td>
<td>Luc Van Hamme</td>
<td>Roland Waeyaert</td>
<td>Arnout de Koster</td>
<td>Herman Fonck</td>
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<td>Ministry of Employment and Labour</td>
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<td>Organisation for self-employed and SMEs (UNIZO)</td>
<td>Federation of Enterprises in Belgium (FEB-VBO)</td>
<td>Confederation of Christian Trade Unions (ACV/CSC)</td>
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<td>Denmark</td>
<td>Peter Nedergaard</td>
<td>Dorte Preuss</td>
<td>Henriette Bennicke</td>
<td>Nils J Andreasen</td>
<td>Annette Bendixen</td>
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<td>Confederation of Danish Employers (DA)</td>
<td>Confederation of Employers’ Associations in Agriculture (SALA)</td>
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<td>Danish Confederation of Trade Unions (LO)</td>
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<td>Finland</td>
<td>Matti Salmenperä</td>
<td>Tuomo Alasoini</td>
<td>Tapani Saukkonen</td>
<td>Martti Virtanen</td>
<td>Marjaana Valkonen</td>
<td>Leila Kurki</td>
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<td>France</td>
<td>Marc Boisnel</td>
<td>Robert Mounier-Vehler</td>
<td>Florence Cordier</td>
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<td>Jean Vanoye</td>
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<td>Germany</td>
<td>Andreas Horst</td>
<td>Eva Högl</td>
<td>Rainer Schmidt-Rudloff</td>
<td>Renate Hornung-Draus</td>
<td>Dieter Pougin</td>
<td>Reinhard Dombre</td>
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<td>German Confederation of Trade Unions (DDG)</td>
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<td>Greece</td>
<td>Dimitrios Tangas</td>
<td>Manolis Mylonas</td>
<td>Eugenia Tsoumani-Spentza</td>
<td>Elias Tsimousopoulos</td>
<td>Alexandros Kalyvis</td>
<td>Dimitrios Moshogiannis</td>
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<td>Confederation of Greek Industries (SEB)</td>
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<td>General Confederation of Greek Labour (GSEE)</td>
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<td>William Justin</td>
<td>John Kelleher</td>
<td>Dermot Kilfen</td>
<td>Gavin Maric</td>
<td>Roshen Callender</td>
<td>Liam Berney</td>
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<td>Department of Enterprise and Employment</td>
<td>Department of the Environment and Local Government</td>
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<td>Irish Business and Employers Confederation (IBEC)</td>
<td>Services Industrial, Professional and Technical Union (SIPTU)</td>
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* to be confirmed
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<tr>
<td>Italy</td>
<td>Nomination pending</td>
<td>Michele Tiraboschi University of Modena and Reggio Emilia</td>
<td>Carlo Terraneo General Confederation of Italian Industry (Confindustria)</td>
<td>Stefania Rossi General Confederation of Italian Industry (Confindustria)</td>
<td>Giulia Barbucci* General Confederation of Italian Workers (CGIL)</td>
<td>Angelo Masetti Union of Italian Workers (UIL)</td>
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<tr>
<td>Spain</td>
<td>Pilar González Bayo* Ministry of Labour and Social Affairs</td>
<td>Carmen Briones Gonzalez Ministry of Labour and Social Affairs</td>
<td>Maria Angeles Asenjo Dorado National Confederation of Construction (CNC)</td>
<td>Rosario Escolar Polo State Society of Industrial Shares (SEPI)</td>
<td>Rosario Morillo Trade Union Confederation of Workers Commissions (CC OO)</td>
<td>Itigo Sagarna Odiriozola Basque Workers Solidarity (ELA-STV)</td>
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<td>Sweden</td>
<td>Inger Ohlsson National Institute for Working Life</td>
<td>Gunilla Malmborg Ministry of Social Affairs</td>
<td>Marie-Louise Thorsén-Lind Confederation of Swedish Enterprise</td>
<td>Sverker Rudeberg Confederation of Swedish Enterprise</td>
<td>Mats Ekenyre Swedish Confederation of Professional Employees (TCO)</td>
<td>Sten Gelkerstedt Swedish Trade Union Confederation (LO)</td>
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* to be confirmed
EFTA Representatives at EF Meetings as Observers

Government
Hanna Sigridur Gunnsteinsdottir, Ministry for Social Affairs, Iceland

Employers
Dagfinn Malnes, Confederation of Norwegian Business and Industry, Norway

Employees
Antony Kallevig, Norwegian Confederation of Trade Unions, Norway
Committee of Experts (as at 31/12/03)

The mandate of the Members of the Committee of Experts expired in October 2002. Pending the redrafting of the Foundation’s mandate in the light of EU enlargement, which is currently under way and is expected to come into force in May 2004, no new nominations are expected until after that date. Therefore, the Committee had no Members in 2003.
Advisory Committees (as at 31/12/03)

Advisory Committee for Working Conditions

Project 0240
Coordinator: Agnes Parent-Thirion

Representation
Governments: Inger Ohlsson (S)
 Birgit Stimmer (A)
 Michel de Gols (B) (alternate)

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

Workers: Hermann Fonck (B)
 Erik Pentenga (NL)

Commission: Jurgen Kretz, DG EMPL

Experts: Fred Huijgen (NL)
 Jouko Nätty (FIN)
 Françoise Piotet (F) (alternate)

Advisory Committee for Living Conditions

Project 0238
Coordinator: Robert Anderson

Representation
Governments: Anthony R. Martin (UK)
 Dimitrios Tangas (GR)
 George Clark (UK) (alternate)

Employers: Bernard le Marchand (deputy co-ordinator for Employers)
 Liam Doherty (IRL)
 Guusje Dolsma (NL) (alternate)

Workers: Rosheen Callender (IRL)
 Henri Lourdelle (B)
 Reinhard Dombre (D) (alternate)

Commission: Fernando Gil Alonso, DG EMPL
 Virginia Vitorino, DG Research

Experts: Michaela Moritz (A)
 Deirdre Carroll (IRL)
 John S. Ditch (UK) (alternate)
Advisory Committee for Industrial Relations

Project 0241
Coordinator: Stavroula Demetriades

Representation
Governments: Kim Taasby (DK)
              Cees J. Vos (NL)
              Pilar Gonzalez Bayo (ES) (alternate)
Employers: Emmanuel Julien (F)
            Carlo Terranno (IT)
            Natascha Waltke (UNICE) (alternate)
Workers: Annette Bendixen (DK)
         Claudio Stanzani (ETUC)
         Norbert Kluge (ETUC) (alternate)
Commission: Jurgen Kretz, DG EMPL
            Anneli Sillanpää, DG EMPL
Experts: Anders Rosdahl (DK)
         Fred Huijgen (NL)

Advisory Committee for Company Survey on Time

Project 0272
Coordinator: David Foden

Representation
Governments: Michel de Gols (B)
             Manolis Mylonas (GR)
             Nadine Welter (L) (alternate)
Employers: Alexandra Costa Artur (CECOA) (PT)
           Emmanuel Julien (MEDEF)
           Florence Cordier (EDF-GDF) (alternate)
Workers: Sinead Tiernan (ETUC)
         Herman Fonck (B) (CSC)
         Gloria Malasopina (I) (alternate)
Commission: Ann Branch DG EMPL
            Fernando Pereira DG EMPL
Experts: Juoko Natti (FIN)
        John Ditch (UK)
        Fred Huijgen (NL) (alternate)
Advisory Committees for transversal themes

Project 0242  Promoting better employment
Responsibility:  Willy Buschak
Robert Anderson
David Foden
Elisabeth Lagerlöf

Representation
Governments:  Pilar Gonzalez Bayo (ES)
Robert Mounier-Vehier (FR)
Birgit Stimmer (A) (alternate)

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

Workers:  Jean Vanoye (F)
Andrew Watt (ETUC)

Commission:  Stefaan Herman, DG EMPL
Georg Fischer, DG EMPL

Experts:  Anders Rosdahl (DK)
Juoko Natti (FIN)
Françoise Piotet (F) (alternate)

Project 0243  Extending equal opportunities for men and women
Responsibility:  Sabrina Tesoka

Representation
Governments:  Birgit Stimmer (A)
Nadine Welter (LUX)
Rocio de la Hoz (ES) (alternate)

Employers:  Stefania Rossi (I)
Anastasia Koutsivitou (GR)
Tanja Nackmayr (D) (alternate)

Workers:  Rosario Morillo (ES)
Sinead Tiernan (ETUC)
Angelo Masetti (I) (alternate)

Commission:  Maria Tomassetti DG EMPL
Helga Ebeling, DG Research

Experts:  Fred Huijgen (NL)
Michaela Moritz
**Project 0244  Managing diversity**
Responsibility: Philippe Bronchain

**Representation**
Governments: Robert Mounier-Vehier (F)
João Veiga Moura (PT)
Luc Vanhamme (B) (alternate)

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

Workers: Wim Sprenger (NL)
Angelo Masetti (I)
Erik Pentenga (NL)

Commission: Barbara Nolan, DG EMPL

Experts: Anders Rosdahl (DK)

---

**Project 0245  Supporting social inclusion**
Responsibility: Robert Anderson

**Representation**
Governments: Gunilla Malmborg (S)
M.G. Blomsma, (NL)
Tony Martin (UK) (alternate)

Employers: Guusje Dolsma (NL)
Bernard Le Marchand (deputy coordinator of Employers group)
Cormac McConnell, IBEC (alternate)

Workers: Richard Exell (UK)
Henri Lourdelle (ETUC)

Commission: Hugh Frazer DG EMPL.E.2
Els Van Winckel, DG EMPL

Experts: Anders Rosdahl (DK)
Deirdre Carroll (IRL)
John S. Ditch (UK) (alternate)
Advisory committees

Project 0246  Examining the changing use of time
Responsibility: Agnès Parent-Thirion

Representation
Governments: Michel de Gols (B)
Martin Blomsma (NL)
William Jestin (IRL) (alternate)

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

Workers: Mats Essemeyr (S)
Ronald Janssen (ETUI)
Wim Sprenger (NL) (alternate)

Commission: Lars Erik Andreasen, DG EMPL
Ann Branch, DG EMPL

Experts: A. Moritz (A)
Jouki Nättilä (FIN)

Project 0235  Working conditions, living conditions and industrial relations in the Knowledge Society
Responsibility: Henrik Litske / Timo Kauppinen

Representation
Governments: Cees Vos (NL)
William Jestin (IRL)
Michel de Gols (B) (alternate) (w/Luc van Hamme (B))

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

Workers: Dieter Pœugin (D)
Juliane Bir (ETUC)

Commission: Peter Johnston, DG Info Society

Experts: Jouki Nättilä (FIN)
Marc Hesselmans (B)
Anders Rosdahl (DK) (alternate)
Project 0254  Mobility and migration into the EU: Social and employment impacts
Responsibility: Philippe Bronchain / Henrik Litske / Jean-Michel Miller

Representation
Governments: Martin Blomsma (NL)
Andrew Milton (UK)
William Jestin (IRL) (alternate)

Employers: Sverker Rudeberg (S)
S.J.L. Nieuwsma (NL)
Maria Angeles Asenjo (ES) (alternate)

Workers: Mats Essemyr (S)
Sinead Tiernan (ETUC)

Commission: Tim Mawson, DG EMPL

Experts: John S. Ditch (UK)
Fred Huijgen (NL)
Françoise Piotet (F) (alternate)

Advisory Committee for information and communication

Project 0247
Responsibility: Elisabeth Lagerlöf

Representation
Governments: Dimitrios Tangas (GR)
Hans-Peter Viethen (D)
Andreas Schaller (A) (alternate)

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

Workers: Angelo Masetti (I)
Jean Vanoye (F)
Juliane Bir (ETUC)

Commission: Ylva Tiveus DG Environment

Experts: Marc Heselmans (B)
Christina Theochari (GR)
Steering Committee for the European Monitoring Centre on Change (EMCC)

Project: 0237
Responsibility: Willy Buschak

Representation
Governments: Michel de Gols (B)
Cees J. Vos (NL)
Pilar Gonzalez Bayo (ES) (alternate)

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

Workers: Marjaana Valkonen (FIN)
Maria Helena Andre (ETUC)
Isabelle Barthes (B) (alternate)

Commission: Jürgen Scheftlein, DG ENTR
Dominique Be, DG EMPL

Experts: Michaela Moritz (A)
Marc Heselmans (B)

Foundation Seminar Series

Project: 02368
Responsibility: Isabella Biletta / Mattanja de Boer / Bernard Housset

Representation
Governments: Jerzy Ciechanski (Poland)
Paula Granja, IDICT (PT) (alternate)

Employers: to be nominated

Workers: Jean-Michel Joubier (FR)

Commission: Klaus Käding, DG EMPL
Dominique Be, DG EMPL
## Foundation staff (as at 31/12/03)

### Directorate
- Willy Buschak, Acting Director
- Wendy Ó Conghaile, Advisor to Directorate
- Barry O’Shea, Advisor to Directorate *
- Sylvie Jacquet, Brussels Liaison Officer
- Cécile Deneyes
- Annick Menzies

### Administration
- Terry Sheehan, Head of Section
- Sarah Hayes
- Eleanor Smiley (T)

### Finance
- Linda Byrne
- Jennifer Corcoran (T)
- Jean-Christophe Gayrand
- Leontine Mastenbroek
- Marika Ylitolva

### General Services
- Michael Cosgrave
- Kay Flynn (T)
- Alexandra Gryparis
- Ewan Hogan

### Information and Communication Technology
- Gloria Nistal, Head of Section

### Support and Operational Team
- Said El Aroussi
- Brian Gorman (T)
- Jim Halpenny
- Louise Shanley

### Web Technology Team
- Stephan Jaeger
- Barbara Schmidt

### Information and Communication Technology
- Elisabeth Lagerlöf, Head of Section
- Måns Mårtensson
- Antonella Pirami
- Michael Wimmer **

### Public Affairs Unit
- Brid Nolan, Programme Manager
- Sophie Flynn (T)
- Elisabeth Gouilleux-Cahill
- Doris Hirschfeld

### Content Management & Dissemination Unit
- Mattanja de Boer, Programme Manager
- Martin Flynn
- Sean Griffin
- Philip Ireland
- Mary McCaughey
- Chrysanthi Moschonaki
- Fiona Murray
- Hilary O’Donoghue
- Colm O’Neill
- Karin Teeuwen
- Jan Vandamme

### Language Services Unit
- Clare Deasley (T)
- Cristina Frawley
- Brigitte Mariacher
- Maria Santos

### Human Resources
- Raymond Comerford, Head of Section
- Heather Brown
- Aoife Caomhánach
- Matias Linder

### Operational Support
- Eberhard Köhler, Head of Operations
- Martine Deasy
- Agnes Geraghty (T)
- Patricia Kingston
- Bernadette Lovatt
- Ann McDonald
- Mary McNeice

### Research

#### Industrial Relations
- Stavroula Demetriades, Coordinator
- Isabella Biletta **
- Maria Byrne (T)
- Maria Cuesta
- Camilla Galli da Bino
- David Foden
- Timo Kauppinen
- Marina Patriarka
- Sylvaine Recorbet
- Christian Welz

---

(T) Temporary staff
* Seconded from European Commission
** Seconded National Expert


**Living Conditions**
Rob Anderson, Coordinator
Javier Bernier (T)
Bianca Bottoni **
Philippe Bronchain
Sarah Farrell
Inma Kinsella
Hubert Krieger
Henrik Litske
Teresa Renehan

**Working Conditions**
Agnès Parent-Thirion, Coordinator
Roseanna Creamer
Christine Gollin
Bernard Housset **
John Hurley
Sophia MacGoris
Jean-Michel Miller
Juhani Pekkola**
Sabrina Tesoka
Greet Vermeylen

**European Monitoring Centre on Change (EMCC)**
Jacques Terrenoire, Coordinator (T)
Gregorio de Castro
Catherine Cerf
Barbara Gerstenberger
Janet Smith

(T) Temporary staff
* Seconded from European Commission
** Seconded National Expert
Foundation events (own+joint) 2003

1  Event Date:  13 January 2003  
   Event Title:  EIRO National Centres meeting  
   Place:  Dublin  
   Participation:  Stavroula Demetriades, EIRO team

2  Event Date:  28 January 2003  
   Event Title:  EIRO event - Slovenia  
   Place:  Ljubljana, Slovenia  
   Participation:  Camilla Galli da Bino

3  Event Date:  30 January 2003  
   Event Title:  EIRO event - Slovak Republic  
   Place:  Bratislava, Slovak Republic  
   Participation:  Camilla Galli da Bino

4  Event Date:  06 February 2003  
   Event Title:  Missions of the Candidate Countries to EU  
   Place:  Brussels, Belgium  
   Participation:  Robert Anderson, Ray mond-Pierre Bodin, Stavroula Demetriades, Pascal Paoli, Eric Verborgh

5  Event Date:  04 March 2003  
   Event Title:  Life at work - quality issues for women and men  
   Place:  Dublin  
   Organiser:  SIPTU/Foundation  
   Participation:  Sabrina Tesoka, Brid Nolan

6  Event Date:  06 March 2003  
   Event Title:  Using information sources on industrial relations in Europe  
   Place:  Dublin  
   Organiser:  ETUCO/Foundation  
   Participation:  Fiona Murray

7  Event Date:  12 March 2003  
   Event Title:  Company Network Seminar: Managing business in the global village  
   Place:  Brussels, Belgium  
   Participation:  EMCC team

8  Event Date:  15 April 2003  
   Event Title:  Company Network Seminars: Responsible management - a total approach  
   Place:  Lyon, France  
   Participation:  EMCC team

9  Event Date:  29 April 2003  
   Event Title:  Combating violence and harassment in the workplace  
   Place:  Brussels, Belgium  
   Organiser:  Belgian Federal Ministry of Employment and Labour / Foundation  
   Participation:  Sabrina Tesoka
10 Event Date: 08 May 2003
Event Title: Launch of joint EF/EC Industrial Relations Annual Review of EU & Candidate Countries
Place: Brussels, Belgium
Participation: EIRO Team

11 Event Date: 12 May 2003
Event Title: Better work and life: Towards an inclusive and competitive enlarged Union
Place: Alexandroupolis, Greece
Organiser: Greek Ministry of Employment/Foundation
Participation: Raymond-Pierre Bodin, Stavroula Demetriades, Isabella Biletta

12 Event Date: 14 May 2003
Event Title: Breaking the barriers in practice
Place: Brussels, Belgium
Organiser: European Centre for employee ownership/Foundation
Participation: Christian Welz

13 Event Date: 26 May 2003
Event Title: Workshop on Social dialogue and EMU in the Candidate Countries
Place: Vienna, Austria
Participation: Raymond-Pierre Bodin, Timo Kauppinen, Elisabeth Lagerlöf, Michael Wimmer, Christian Welz

14 Event Date: 12 June 2003
Event Title: Company Network Seminar: Restructuring for growth and job creation
Place: Stockholm, Sweden
Participation: EMCC team

15 Event Date: 16 June 2003
Event Title: EIRO Training Seminar
Place: Dublin
Participation: Stavroula Demetriades

16 Event Date: 17 June 2003
Event Title: EP Public Hearing on industrial restructuring
Place: Brussels, Belgium
Organiser: European Parliament/Foundation
Participation: Introduction by Raymond-Pierre Bodin to Swedish case study TeliaSonera, Willy Buschak, Sylvie Jacquet

17 Event Date: 01 July 2003
Event Title: Expert meeting on Time issues
Place: Budapest, Hungary
Participation: Pascal Paoli

18 Event Date: 02 July 2003
Event Title: Expert Meeting on Gender and Working Conditions in Central and Eastern European Countries
Place: Prague, Czech Republic
Participation: Sabrina Tesoka
19 Event Date: 17 July 2003
Event Title: Working Poor - meeting
Place: Brussels, Belgium
Participation: Agnès Parent-Thirion

20 Event Date: 16 September 2003
Event Title: Meeting of Correspondents - Working Conditions Observatory
Place: Dublin
Participation: Willy Buschak, Working Conditions Observatory team

21 Event Date: 23 September 2003
Event Title: Company Network Seminar: Business transformation: which management models and leadership styles?
Place: Madrid, Spain
Participation: EMCC team, Elisabeth Lagerlöf

22 Event Date: 09 October 2003
Event Title: Living and Working Conditions in Europe in 2010
Place: Ljubljana, Slovenia
Participation: Willy Buschak, Elisabeth Lagerlöf, Wendy O’Conghaile, Eberhard Köhler, Sabrina Tesoka, Philippe Bronchain, Robert Anderson

23 Event Date: 09 October 2003
Event Title: Workshop on financial participation
Place: Brussels, Belgium
Participation: Christian Welz

24 Event Date: 20 October 2003
Event Title: The quality of industrial relations
Place: Dublin
Participation: Timo Kauppinen

25 Event Date: 21 October 2003
Event Title: EMCC sectoral workshop: the future of enterprise financing
Place: Brussels, Belgium
Participation: EMCC team

26 Event Date: 29 October 2003
Event Title: Social Dialogue and Conflict Prevention in the Candidate Countries
Place: Prague, Czech Republic
Participation: Willy Buschak, Timo Kauppinen, Christian Welz

27 Event Date: 06 November 2003
Event Title: Industrial Relations in Europe, Japan & USA
Place: Dublin
Participation: EIRO team

28 Event Date: 12 November 2003
Event Title: Seminar on Mobility and Migration
Place: Dublin
Participation: Philippe Bronchain
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<tr>
<th>Event Date</th>
<th>Event Title</th>
<th>Place</th>
<th>Organiser</th>
<th>Participation</th>
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</thead>
<tbody>
<tr>
<td>17 November 2003</td>
<td><strong>EIRO event - Italy</strong></td>
<td>Rome, Italy</td>
<td>EIRO Italian National Centre/Foundation</td>
<td>Camilla Galli da Bino</td>
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<tr>
<td>17 November 2003</td>
<td><strong>Illness and Inclusion conference</strong></td>
<td>Calabria, Italy</td>
<td>Italian Presidency/Foundation</td>
<td>Willy Buschak, Robert Anderson, Philippe Bronchain, Teresa Renehan</td>
</tr>
<tr>
<td>20 November 2003</td>
<td><strong>Industrial Change in Europe: current situation, prospects, responsibilities</strong></td>
<td>Brussels, Belgium</td>
<td>EESC/Foundation</td>
<td>Willy Buschak, Robert Anderson, Stavroula Demetriades, Jacques Terrenoire</td>
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<tr>
<td>27 November 2003</td>
<td><strong>Euforia conference</strong></td>
<td>Brussels, Belgium</td>
<td></td>
<td>Timo Kauppinen</td>
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<tr>
<td>27 November 2003</td>
<td><strong>EIRO National Centres meeting</strong></td>
<td>Dublin</td>
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<td>02 December 2003</td>
<td><strong>Strategies to combat social exclusion</strong></td>
<td>Dublin</td>
<td></td>
<td>Living conditions team</td>
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<tr>
<td>11 December 2003</td>
<td><strong>Violence and harassment in the workplace seminar</strong></td>
<td>Brussels, Belgium</td>
<td></td>
<td>Jean-Michel Miller</td>
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<tr>
<td>12 December 2003</td>
<td><strong>Tripartite Conference: The right of information and consultation in practice in an enlarged Europe</strong></td>
<td>Warsaw, Poland</td>
<td>ILO/Ministry Economy Poland/Foundation</td>
<td>David Foden, Stavroula Demetriades, Camilla Galli da Bino</td>
</tr>
</tbody>
</table>

© European Foundation for the Improvement of Living and Working Conditions, 2004
1. **Event Date:** 21 January 2003  
   **Event Title:** Economic and Social Aspects of Migration  
   **Place:** Brussels, Belgium  
   **Organiser:** OECD/European Commission  
   **Participation:** Philippe Bronchain, Hubert Krieger

2. **Event Date:** 23 January 2003  
   **Event Title:** International seminar on flexible and innovative ways to achieve work-life balance and social inclusion  
   **Place:** Dublin  
   **Organiser:** Trinity College Dublin  
   **Participation:** Philippe Bronchain: Work, life balance - an EU perspective

3. **Event Date:** 24 January 2003  
   **Event Title:** European Forum against Poverty and Social Exclusion  
   **Place:** Rome, Italy  
   **Organiser:** Italian Democratici di Sinista/EP PSE Group  
   **Participation:** Raymond-Pierre Bodin

4. **Event Date:** 29 January 2003  
   **Event Title:** Advisory Committee on Care Work in Europe  
   **Place:** Brussels, Belgium  
   **Organiser:** DG Research  
   **Participation:** Robert Anderson

5. **Event Date:** 30 January 2003  
   **Event Title:** 20th Anniversary event IRES  
   **Place:** Paris, France  
   **Organiser:** IRES  
   **Participation:** Raymond-Pierre Bodin

6. **Event Date:** 31 January 2003  
   **Event Title:** Meeting on Corporate Social Responsibility  
   **Place:** Lyon, France  
   **Organiser:** ANACT  
   **Participation:** Jean-Michel Miller

7. **Event Date:** 31 January 2003  
   **Event Title:** Workshop 'Family and welfare: policy/relevant findings'  
   **Place:** Brussels, Belgium  
   **Organiser:** DG Research, European Commission  
   **Participation:** Rob Anderson

8. **Event Date:** 06 February 2003  
   **Event Title:** Lunchtime debates at the European Commission  
   **Place:** Brussels, Belgium  
   **Organiser:** European Commission  
   **Participation:** Pascal Paoli: Working conditions in the candidates countries
9 Event Date: 06 February 2003  
Event Title: Fourth Annual Global Forum on Equity Pay  
Place: Davos, Switzerland  
Organiser: European Centre for Employee Ownership  
Participation: Christian Welz

10 Event Date: 12 February 2003  
Event Title: The future of Europe - A Commission perspective  
Place: Dublin  
Organiser: Institute of European Affairs  
Participation: Wendy O'Conchaille

11 Event Date: 20 February 2003  
Event Title: Third Family and Welfare Cluster Dialogue Workshop  
Place: Brussels, Belgium  
Organiser: European Commission  
Participation: Agnès Parent-Thirion

12 Event Date: 25 February 2003  
Event Title: Joint seminar on stress at work  
Place: Brussels, Belgium  
Organiser: UNICE  
Participation: Eric Verborgh

13 Event Date: 27 February 2003  
Event Title: Mainstreaming Equality Conference  
Place: Dublin  
Organiser: The Equality Authority  
Participation: Sabrina Tesoka, Brid Nolan

14 Event Date: 28 February 2003  
Event Title: Social Integration and the Disabled  
Place: Thessaloniki, Greece  
Organiser: CEDEFOP  
Participation: Philippe Bronchain

15 Event Date: 04 March 2003  
Event Title: The economic and budgetary implications of global ageing - Joint Conference  
Place: Brussels, Belgium  
Organiser: European Commission DG ECFIN and CSIS  
Participation: Robert Anderson

16 Event Date: 13 March 2003  
Event Title: IRES - presentation of Foundation reports  
Place: Paris, France  
Organiser: IRES  
Participation: Agnès Parent-Thirion
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<tr>
<th>Event Date</th>
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<th>Participation</th>
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<tr>
<td>13 March 2003</td>
<td>Social dialogue seminar on gender equality</td>
<td>Brussels, Belgium</td>
<td>ETUC</td>
<td>Stavroula Demetriades, Sabrina Tesoka</td>
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<tr>
<td>19 March 2003</td>
<td>Work Stress and Health</td>
<td>Toronto, Canada</td>
<td>American Psychological Association / National Institute for Occupational Safety and Health</td>
<td>Pascal Paoli</td>
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<td>21 March 2003</td>
<td>CEDEFOP Advisory Group on lifelong learning</td>
<td>Thessaloniki, Greece</td>
<td>CEDEFOP</td>
<td>Hubert Krieger</td>
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<tr>
<td>21 March 2003</td>
<td>DG Research project 'European Family Care'</td>
<td>Ancona, Italy</td>
<td>DG Research</td>
<td>Robert Anderson</td>
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<tr>
<td>25 March 2003</td>
<td>Les conditions de travail en enquêtes -DARES</td>
<td>Paris, France</td>
<td>Ministry of Labour and Social Affairs</td>
<td>Pascal Paoli</td>
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<td>27 March 2003</td>
<td>Lunchtime Debates: Violence and harassment in the workplace</td>
<td>Brussels, Belgium</td>
<td>European Commission, Training Unit</td>
<td>Sabrina Tesoka</td>
</tr>
<tr>
<td>Event Date</td>
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<td>Participation</td>
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<td>27 March 2003</td>
<td><strong>Mental Illness and Stigma</strong></td>
<td>Athens, Greece</td>
<td>Greek Ministry of Health</td>
<td>Robert Anderson: Rapporteur for workshop on social inclusion; paper on strategies for employment of people with mental illness</td>
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<td>28 March 2003</td>
<td><strong>Central and Eastern European Employee Ownership Network</strong></td>
<td>Ljubljana, Slovenia</td>
<td>Marc Mathieu EFES</td>
<td>Christian Welz</td>
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<tr>
<td>28 March 2003</td>
<td><strong>Preparing the Positive Aspects of Globalisation</strong></td>
<td>Florence, Italy</td>
<td>TIDE Project Secretariat</td>
<td>Janet Smith</td>
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<tr>
<td>03 April 2003</td>
<td><strong>Changing Family Structures, Policy and Practice</strong></td>
<td>Loughborough, UK</td>
<td>IPROSEC</td>
<td>Agnès Parent-Thirion</td>
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<tr>
<td>11 April 2003</td>
<td><strong>European Industry Federations Seminar - Developing sectoral collective bargaining in the Candidate Countries</strong></td>
<td>Budapest, Hungary</td>
<td>ETUC</td>
<td>Mark Carley: Report on industrial relations in the EU and CCs</td>
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<tr>
<td>27 April 2003</td>
<td><strong>National Women's Forum 2003</strong></td>
<td>Galway</td>
<td>Rosheen Callender, SIPTU</td>
<td>Brid Nolan</td>
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<td>28 April 2003</td>
<td><strong>Undeclared work: a threat for the welfare state</strong></td>
<td>Leuven, Belgium</td>
<td>European Centre of Workers Questions</td>
<td>Robert Anderson: Paper on household services, informal economy</td>
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<td>04 May 2003</td>
<td><strong>Access and Quality in Health Care</strong></td>
<td>Patras, Greece</td>
<td>Patras University/Ministry of Health and Welfare</td>
<td>Robert Anderson</td>
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</table>
33  Event Date: 05 May 2003  
   Event Title: Quality of Work and Employment in Europe  
   Place: Lyon, France  
   Organiser: INT  
   Participation: Pascal Paoli

34  Event Date: 07 May 2003  
   Event Title: Atypical forms of work and life course working time  
   Place: Düsseldorf, Germany  
   Organiser: Hans Boeckler Foundation  
   Participation: Hubert Krieger

35  Event Date: 15 May 2003  
   Event Title: Conséquences sur les comités d'entreprise européens des restructurations, fusions, cessions  
   Place: Paris, France  
   Organiser: Europe et Société  
   Participation: David Foden

36  Event Date: 15 May 2003  
   Event Title: Foresight in the Enlarged European Research and Innovation Area  
   Place: Ioannina, Greece  
   Organiser: GSRT  
   Participation: Timo Kauppinen: Presentation of EUFORIA project

37  Event Date: 16 May 2003  
   Event Title: European Forum on Local Development  
   Place: Rhodos (Lalissos), Greece  
   Organiser: Ministry of Labour  
   Participation: Henrik Litske: Workshop on social economy

38  Event Date: 16 May 2003  
   Event Title: Industrial Policy in an enlarged Europe  
   Place: Brussels, Belgium  
   Organiser: ETUC  
   Participation: Raymond-Pierre Bodin

39  Event Date: 18 May 2003  
   Event Title: Managing Diversity Workshop  
   Place: Manchester, United Kingdom  
   Organiser: European Social Network  
   Participation: Philippe Bronchain

40  Event Date: 19 May 2003  
   Event Title: Gender Mainstreaming of Public Policies: from Theory to Reality  
   Place: Maastricht, Netherlands  
   Organiser: EIPA/European Centre for the Regions  
   Participation: Sabrina Tesoka
41  Event Date:  22 May 2003  
   Event Title:  Managing Social Risks through Transitional Labour Markets  
   Place:  Berlin, Germany  
   Organiser:  WZB Wissenschaftszentrum Berlin für Sozialforschung  
   Participation:  Hubert Krieger: Discussant in a plenary session in 'Working times changes'  

42  Event Date:  26 May 2003  
   Event Title:  10th ETUC Congress  
   Place:  Prague, Czech Republic  
   Organiser:  ETUC  
   Participation:  Raymond-Pierre Bodin, Willy Bu schak  

43  Event Date:  31 May 2003  
   Event Title:  International Agora Conference 'Policy, practice and partnership: implementing lifelong learning'  
   Place:  Thessaloniki, Greece  
   Organiser:  CEDEFOP  
   Participation:  Hubert Krieger: Presentation on time over working life project  

44  Event Date:  02 June 2003  
   Event Title:  European Forum on Population Ageing Research  
   Place:  Brussels, Belgium  
   Organiser:  European Forum on Population Ageing Research - University of Sheffield  
   Participation:  Robert Anderson  

45  Event Date:  06 June 2003  
   Event Title:  Mainstreaming Social Inclusion  
   Place:  Dublin  
   Organiser:  Combat Poverty Agency  
   Participation:  Raymond-Pierre Bodin: Opening address  

46  Event Date:  08 June 2003  
   Event Title:  6th International Congress on Work Injuries Prevention, Rehabilitation and Compensation  
   Place:  Rome, Italy  
   Organiser:  INAIL  
   Participation:  Pascal Paoli  

47  Event Date:  13 June 2003  
   Event Title:  Working conditions  
   Place:  Paris, France  
   Organiser:  DARES  
   Participation:  Pascal Paoli  

48  Event Date:  16 June 2003  
   Event Title:  Corporate Social Responsibility  
   Place:  Lisbon, Portugal  
   Organiser:  IDICT  
   Participation:  Philippe Bronchain
49 Event Date: 16 June 2003  
Event Title: Gender Equality Conference  
Place: Brussels, Belgium  
Organiser: EPSU  
Participation: Sabrina Tesoka: Latest trends in working conditions - upward or downward equality?

50 Event Date: 17 June 2003  
Event Title: Interagency Collaborative Working  
Place: Dublin  
Organiser: Dublin Employment Pact  
Participation: Robert Anderson: Integrated Local Labour Market Services - Some lessons from European practice

51 Event Date: 19 June 2003  
Event Title: EP Hearing on Economically dependant work  
Place: Brussels, Belgium  
Organiser: ESAC Committee  
Participation: David Foden: Presentation of EIRO comparative study on economically dependent workers, employment law and industrial relations across the EU

52 Event Date: 19 June 2003  
Event Title: Group of Specialists on Employment for Marginalised Groups  
Place: Strasbourg, France  
Organiser: Council of Europe  
Participation: Robert Anderson

53 Event Date: 20 June 2003  
Event Title: Horeca/Tourism  
Place: Brussels, Belgium  
Organiser: HOTREC/EFFAT  
Participation: Sabrina Tesoka: Results of survey on working conditions in the hospitality sector

54 Event Date: 20 June 2003  
Event Title: Family in the health care system: a cost raising or a cost -reducing factor?  
Place: Tutzing, Germany  
Organiser: European Observatory on the Social Situation, Demography and Family  
Participation: Robert Anderson: Health risk and resources in the life course and in different living arrangements

55 Event Date: 24 June 2003  
Event Title: Expert Forum on OSH Monitoring  
Place: Bilbao, Spain  
Organiser: Health and Safety Agency  
Participation: Pascal Paoli

56 Event Date: 26 June 2003  
Event Title: Workshop on lifelong learning  
Place: Dublin  
Organiser: Equal Adaptability European Thematic Group - European Commission  
Participation: Hubert Krieger
57 Event Date: 26 June 2003
Event Title: ORIGIN - Annual Meeting
Place: Brussels, Belgium
Organiser: DG Personnel and Administration
Participation: Sabrina Tesoka: Preventing violence and moral harassment at work

58 Event Date: 01 July 2003
Event Title: Irish Congress of Trade Unions Biennial Conference
Place: Tralee
Organiser: ICTU
Participation: Camilla Galli da Bino, Hilary O'Donoghue

59 Event Date: 03 July 2003
Event Title: Promoting the rights of disabled people through quality services
Place: Luxembourg
Organiser: Fondation APEMH
Participation: Robert Anderson: Chair working group

60 Event Date: 21 July 2003
Event Title: Work, Stress and Health
Place: Brisbane, Australia
Organiser: OHS - Australia
Participation: Pascal Paoli: Key note speaker

61 Event Date: 08 September 2003
Event Title: IIRA Congress
Place: Berlin, Germany
Organiser: IIRA
Participation: Willy Buschak, Stavroula Demetriades, Timo Kauppinen, Camilla Galli da Bino

62 Event Date: 16 September 2003
Event Title: Network of Researchers
Place: Paris, France
Organiser: Université Européenne du Travail
Participation: Jacques Terrenoire

63 Event Date: 18 September 2003
Event Title: Ageing and Pensions
Place: Bologna, Italy
Organiser: Ministry of Labour, Rome
Participation: Hubert Krieger: Reorganisation of time over the life course

64 Event Date: 18-19 September 2003
Event Title: EUROSTAT event: 89th DGINS Conference
Place: Vougliameni, Athens, Greece
Organiser: Directorate General for Social Statistics
Participation: Willy Buschak
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<tr>
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<tr>
<td>18 September 2003</td>
<td><strong>Quality at work and quality of service in local public transport</strong></td>
<td>Brussels, Belgium</td>
<td>CEEP, UITP, IRU, CER, FTF</td>
<td>Stavroula Demetriades</td>
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<tr>
<td>23 September 2003</td>
<td><strong>Managing the ageing of the workforce</strong></td>
<td>Athens, Greece</td>
<td>Hellenic Management Association</td>
<td>Robert Anderson: Presentation - Common traits in practices of good age management from across Europe</td>
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<tr>
<td>24 September 2003</td>
<td><strong>Europäische Sozialpolitische Gespräche</strong></td>
<td>Brussels, Belgium</td>
<td>German Representation in Brussels</td>
<td>Willy Buschak: Presentation of EF activities, expertise and monitoring tools</td>
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<td>25 September 2003</td>
<td><strong>Forum Franco-Allemand</strong></td>
<td>Kehl, Germany</td>
<td>Ministry of Social Affairs of Bad Württemberg</td>
<td>Sabrina Tesoka</td>
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<tr>
<td>06 October 2003</td>
<td><strong>Workhealth Project</strong></td>
<td>Athens, Greece</td>
<td>FIOSH, Germany; Institute for Social and Preventive Medicine, Athens</td>
<td>Juhani Pekkola</td>
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<tr>
<td>08 October 2003</td>
<td><strong>Social protection in dependent situations</strong></td>
<td>Madrid, Spain</td>
<td>Instituto de Seguridad Social 'Juan Luis Vives'</td>
<td>Philippe Bronchain</td>
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<td>09 October 2003</td>
<td><strong>Enlargement, immigration policies and labour market</strong></td>
<td>Modena, Italy</td>
<td>Italian Ministry of Labour</td>
<td>Hubert Krieger: New migration puzzle - East/West migration in an enlarging union</td>
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<tr>
<td>09 October 2003</td>
<td><strong>Birmingham seminar of EPP Workers' group</strong></td>
<td>Birmingham, United Kingdom</td>
<td>EPP group</td>
<td>EMCC: Presentation of Foundation's activities related to Industrial changes - mergers and restructuring</td>
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</table>
73 Event Date: 10 October 2003  
Event Title: Health and Work, 5th Colloquium  
Place: Montpellier, France  
Organiser: Federation Nationale des Accidentes du Travail et Handicap  
Participation: Agnès Parent-Thirion

74 Event Date: 10 October 2003  
Event Title: Women in Industrial Research - Speeding up Changes in Europe  
Place: Berlin, Germany  
Organiser: EU-Bureau of German Federal Ministry of Education and Research  
Participation: Sabrina Tesoka

75 Event Date: 16 October 2003  
Event Title: Round Table on Poverty and Social Exclusion  
Place: Turin, Italy  
Organiser: European Commission  
Participation: Robert Anderson: Speaker in workshop on citizenship and access to rights; papers on quality in Social Public Services

76 Event Date: 19 October 2003  
Event Title: The power of Local Action: 2003 International Healthy Cities Conference  
Place: Belfast, Northern Ireland  
Organiser: WHO  
Participation: Henrik Litske: Papers on Social Inclusion through local partnerships with civil society

77 Event Date: 20 October 2003  
Event Title: Managing diversity in health and social care in the interest of all citizens  
Place: Gothenburg, Sweden  
Organiser: European Social Network  
Participation: Philippe Bronchain: Building on diversity, a contribution to a better Europe

78 Event Date: 27 October 2003  
Event Title: Carrefour international de l’innovation sociale et territoriale  
Place: Poitiers, France  
Organiser: Robert Villeneuve  
Participation: Jacques Terrenoire

79 Event Date: 03 November 2003  
Event Title: Expert Forum on OSH Monitoring  
Place: Bilbao, Spain  
Organiser: European Agency for Safety and Health at Work  
Participation: Jean-Michel Miller

80 Event Date: 03 November 2003  
Event Title: Innovative measures in case of restructuring  
Place: Brussels, Belgium  
Organiser: Eurocadres  
Participation: Jacques Terrenoire
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<td>EurOhse 2003 - Health and Safety at Work</td>
<td>London, United Kingdom</td>
<td>EurOhs Magazine</td>
<td>Willy Buschak: Researching for a better future</td>
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<tr>
<td>06 November</td>
<td>Group of Specialists on Employment for Marginalised Groups</td>
<td>Strasbourg, France</td>
<td>Council of Europe</td>
<td>Robert Anderson</td>
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<td>07 November</td>
<td>Le Temps de Vivre</td>
<td>Paris, France</td>
<td>Ministry of Labour, France</td>
<td>Agnès Parent-Thirion: Presentation of survey results on time</td>
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<tr>
<td>09 November</td>
<td>Workers' Protection and Solidarity in the enlarged Europe</td>
<td>Vienna, Austria</td>
<td>IFBWW</td>
<td>Jean-Michel Miller: Presentation of data on European survey</td>
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<tr>
<td>24 November</td>
<td>Scenario Building Workshop for Europe's Printing Industry</td>
<td>Brussels, Belgium</td>
<td>Janet Smith</td>
<td>Janet Smith</td>
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<td>25 November</td>
<td>Measuring attitudes and values in Europe: the contribution of the European Social Survey</td>
<td>Brussels, Belgium</td>
<td>DG Research and European Social Survey</td>
<td>Henrik Litske</td>
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<td>25 November</td>
<td>Forum Célidé: political and industrial restructuring in Europe</td>
<td>Paris, France</td>
<td>CFDT</td>
<td>Gregorio De Castro, Elisabeth Gouilleux -Cahill</td>
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89 Event Date: 27 November 2003
Event Title: Migrants' dignity and social integration
Place: Seville, Spain
Organiser: Council of Europe
Participation: Philippe Bronchain

90 Event Date: 30 November 2003
Event Title: Financial Participation of Workers and Social Responsibility of Enterprises
Place: Rome, Italy
Organiser: CISL and FEAS
Participation: Christian Welz

91 Event Date: 05 December 2003
Event Title: Symposium des Infirmieres du Travail
Place: Tours, France
Organiser: Commission Internationale de Sante au Travail
Participation: Sabrina Tesoka

92 Event Date: 05 December 2003
Event Title: Beyond 2003, European Year of People with Disabilities - what challenges for a more inclusive society?
Place: Rome, Italy
Organiser: European Commission, Italian Ministry of Labour
Participation: Robert Anderson

93 Event Date: 09 December 2003
Event Title: Health and Safety for Trade Unions from Central and Eastern Europe
Place: Vienna, Austria
Organiser: International Federation of Building and Wood Workers
Participation: Jean-Michel Miller: Working conditions Survey in the Accession countries
## Industrial Relations

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<td>EF/03/03</td>
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<td>Challenges and opportunities for social dialogue and tripartism</td>
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<td>Social dialogue and EMU in candidate countries</td>
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<td>Industrial relations developments in Europe 2002</td>
<td>Report</td>
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<td>Handbook of knowledge society foresight</td>
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<td>Industrial relations and employee financial participation</td>
<td>Infosheet</td>
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## Living Conditions

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<td>Illness, disability and social inclusion</td>
<td>Summary*</td>
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<tr>
<td>Monitoring quality of life in Europe</td>
<td>Infosheet</td>
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<td>Monitoring quality of life in Europe</td>
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<td>A new organisation of time over working life</td>
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<td>A new organisation of time over working life</td>
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<td>Working time preferences and work-life balance in the EU Member States</td>
<td>Report*</td>
<td>EF/03/28</td>
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<td>As time goes by</td>
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<td>Care workers - matching supply and demand</td>
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## Living Conditions and Working Conditions

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<td>Monitoring Living Conditions and Quality of Life in Europe: Developing the Conceptual Framework</td>
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<td>Integrated approaches to active welfare and employment policies: Greece</td>
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<td>Towards a sustainable corporate social responsibility</td>
<td>Report</td>
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<td>Corporate responsibility towards society: A local perspective</td>
<td>Report*</td>
<td>EF/03/27</td>
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<td>Corporate social responsibility and working conditions</td>
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<td>Corporate social responsibility and working conditions</td>
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<td>EF/03/89</td>
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<tr>
<td>EU - Presidency Conference: Better work and life</td>
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## Working Conditions

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<tr>
<td>Work organisation and health at work in the EU</td>
<td>Report*</td>
<td>EF/02/46</td>
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<td>Working conditions in candidate countries and the EU</td>
<td>Résumé</td>
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<td>Age and working conditions in the EU</td>
<td>Other</td>
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<td>Preventing violence and harassment at the workplace</td>
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<td>Preventing violence and harassment at the workplace</td>
<td>Report</td>
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<td>Third European survey on working conditions 2000</td>
<td>Summary*</td>
<td>EF/03/07</td>
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<td>Time constraints at work and health risks in Europe</td>
<td>Summary*</td>
<td>EF/03/08</td>
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<td>Sectoral profiles of working conditions</td>
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### WORKING CONDITIONS (cont.)

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<td>Time and work: duration of work</td>
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<td>Time and work: work intensity</td>
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<td>Employment and labour market insertion strategies as a tool for social inclusion</td>
<td>Conference summary*</td>
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<td>Industrial restructuring</td>
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<td>Economically dependent workers, employment law and industrial relations</td>
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<td>Age and working conditions in the EU</td>
<td>Report</td>
<td>EF/02/107</td>
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<td>Flexibility and social protection</td>
<td>Report*</td>
<td>EF/03/55</td>
<td>English</td>
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<td>Working conditions in acceding and candidate countries</td>
<td>Report</td>
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### EMCC

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<td>EMCC Flyer Managing business internationalisation</td>
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<td>EMCC Flyer Company network</td>
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<td>EMCC Flyer Responsible management a total approach</td>
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<td>EMCC Flyer Future stories using scenarios to anticipate change in the graphics and media sector</td>
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<td>Does the economic performance of family business differ from that of other businesses? A review of literature</td>
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<td>EMCC Flyer Restructuring for growth and job creation</td>
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<td>EMCC Promotional leaflet</td>
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<td>Financial markets and the funding of enterprises in the EU - What future?</td>
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<td>EMCC Workshop: Funding the growth of enterprises</td>
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<td>EMCC Promotional leaflet</td>
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<td>The future of financial services - changing times (Sector Futures)</td>
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<td>EF/03/85</td>
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<td>Shaping the future of ICT (Sector futures)</td>
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<td>The future of publishing and media (Sector futures)</td>
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<td>Background information on the contribution of ICT to industrial change in graphical and media enterprises: Overview</td>
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<td>Background information on the contribution of ICT to industrial change in graphical and media enterprises: Publishers</td>
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<td>Background information on the contribution of ICT to industrial change in graphical and media enterprises: Audiovisual industries</td>
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<td>Background information on the contribution of ICT to industrial change in graphical and media enterprises: Equipment and material suppliers</td>
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<td>Background information on the contribution of ICT to industrial change in graphical and media enterprises: Printers</td>
<td>Report*</td>
<td>EF/03/83</td>
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EMCC (cont.)

- Background information on the contribution of ICT to industrial change in graphical and media enterprises: Advertising agencies Report* EF/03/84 English
- Impact of ICT on the fishing industry - Two scenarios Report* EF/03/103 English

TRANSVERSAL THEMES

- Social inclusion through local partnerships with civil society Found. Paper EF/03/77 English

CORPORATE PRODUCTS

- Communiqué 1/03 7-Newsletter EF/03/02 English, French
- Communiqué 2/03 7-Newsletter EF/03/37 English, French
- Communiqué 3/03 7-Newsletter EF/03/61 English, French
- Communiqué 4/03 7-Newsletter EF/03/76 English, French
- Communiqué 5/03 7-Newsletter EF/03/97 English, French
- Communiqué 6/03 7-Newsletter EF/03/111 English, French
- National Liaison centre France Promotional EF/03/19 French
- National Liaison centre Austria Promotional EF/03/20 German
- National Liaison centre Italy Promotional EF/03/21 Italian
- National Liaison centre The Netherlands Promotional EF/03/22 Dutch
- National Liaison centre Spain Promotional EF/03/23 Spanish
- National Liaison centre Belgium Promotional EF/03/24 French and Dutch
- National Liaison centre Sweden Promotional EF/03/25 Swedish
- Annual Report 2002 Corp. Prod. EF/03/18 English, French
- Web version Annual report 2002 Corp. Prod. EF/03/47 German, Italian, Danish, Dutch, Greek, Spanish, Portuguese, Finnish, Swedish
- Annexes Annual report 2002 Corp. Prod. EF/03/49 English

All publications are available on the Foundation website at www.eurofound.eu.int.
Publications marked * are printed on demand.
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<tr>
<th>No.</th>
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<th>Phase</th>
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<th>Key dissemination events</th>
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</table>
| 0222| Monitoring living conditions and quality of life in the EU | Concept development                                     | Completed  | Monitoring quality of life in Europe – conceptual framework report and information sheet  
Quality of life in Europe: an illustrative report – online report | 9-10 October, Modena, ‘Enlargement, immigration policies and labour market’  
16 October, Turin, ‘Round table on poverty and social exclusion’  
25-26 November, Brussels, ‘Measuring attitudes and values in Europe’ |
|     |                                                      | Survey and analysis of data                              | Ongoing    |                                                                                  |                                                                                          |
|     |                                                      | Updating and extension of statistical database of comparable EU-wide data sources | Ongoing    |                                                                                  |                                                                                          |
| 0224| A new organisation of time over working life         | Concept development                                     | Completed  | A new organisation of time over working life – info sheet, report and summary      | 22-26 January, Dublin, International seminar on ‘Flexible and innovative ways to achieve work-life balance and social inclusion’  
19-23 March, Paris, ANPE ‘Entretiens de l'emploi’  
22-23 May, Berlin, ‘Managing social risks through transitional labour markets’  
31 May-1 June, Thessaloniki, Presidency Agora Conference ‘Policy, practice and partnership: Getting to work on lifelong learning’  
17-19 September, Brussels, Conference on ‘Time use research’  
18 September, Bologna, ‘Ageing & Pensions’ |
|     |                                                      | Phase 2 research: analysis of working time arrangements and case studies | Ongoing    |                                                                                  |                                                                                          |
### Living Conditions (cont.)

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<td>Phase 2 research: Reintegrating into/ maintaining people with serious illness and disabilities in the workforce - overview of existing measures - case studies</td>
<td>Ongoing</td>
<td>Conference summary of Italian Presidency conference will be published online first quarter of 2004</td>
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<td>0270</td>
<td>Strategies to combat social exclusion and unemployment in disadvantaged regions</td>
<td>Concept development &lt;br&gt; Case studies</td>
<td>Ongoing</td>
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<td>16-17 May, Rhodes (Greece), European forum on local development &lt;br&gt; 19-22 October, Belfast, ‘The power of local action’ &lt;br&gt; 2 Dec, Dublin, Foundation workshop, ‘Strategies to combat social exclusion and unemployment in disadvantaged regions: The role of regional social capital’</td>
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<td>0292</td>
<td>Labour supply in care services</td>
<td>Concept development, case studies and database of successful measures</td>
<td>Ongoing</td>
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<td>28-29 April, Leuven, ‘Undeclared work: A threat for the welfare state’</td>
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## Working Conditions

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<td>European Working Conditions surveys</td>
<td>Survey</td>
<td>Completed</td>
<td>Working conditions in acceding and candidate countries – report, résumés and info sheets</td>
<td>6 February, Brussels, Midday conference in the European Commission</td>
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<td>0227</td>
<td>Negotiating the conditions of flexibility</td>
<td>Research and concept development</td>
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<td>Preventing violence and harassment in the workplace</td>
<td>Research, literature review</td>
<td>Completed</td>
<td>Preventing violence and harassment in the workplace – info sheet, report and summary</td>
<td>29 April, Brussels, Conference, ‘Preventing violence and harassment in the workplace’</td>
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<td>0261</td>
<td>Indicators of quality of work and employment</td>
<td>Research, concept development in the area of wages and quality of employment</td>
<td>Ongoing</td>
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<td>Third working conditions survey – sectoral surveys</td>
<td>Secondary analysis of survey data</td>
<td>Completed</td>
<td>Sectoral profiles of working conditions in the hotel / restaurants and road transport sectors – report and summary</td>
<td>17 September, Brussels, EU sectoral social dialogue committee presentation</td>
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<td>0263</td>
<td>Links to working conditions surveys</td>
<td>Analysis and comparison of working conditions survey methodologies</td>
<td>Completed</td>
<td>Working Conditions surveys: A comparative analysis – online report</td>
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<td>0278</td>
<td>European Working Conditions Observatory</td>
<td>Web-based information service</td>
<td>Ongoing</td>
<td>Online publication of news updates, topic reports and survey data reports from a network of correspondents as well as Foundation own work</td>
<td>11-12 December, Brussels, First European Working Conditions Observatory (EWCO) seminar, ‘Preventing violence and harassment in the workplace’</td>
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<tr>
<td>No.</td>
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| 0116 | European works councils                                | To provide information and analysis on agreements and on the operations of European works councils | Ongoing   | A study of 40 EWCs based in France, Germany, Italy, Sweden and United Kingdom is under way. | 24 April, Brussels, European Works Councils Study Group meeting organised by EESC Speaker: David Foden  
15-16 May, Paris, Colloquium, ‘Conséquences sur les comités d’entreprises européens des restructurations, fusions, cessions dans les entreprises européennes’ Speaker: David Foden  
| 0118 | European employment and industrial relations glossaries and database | To monitor trends and developments in industrial relations                          | Ongoing   | EU volume under way.                                                              | EIRO national events:  
• Ljubljana, 28 January  
• Bratislava, 30 January  
• Rome, 17 November  
• Warsaw, 12 December  
19 June, Brussels, EP hearing on economically dependent work Speaker: Stavroula Demetriades  
8-12 September, Berlin, IIRA World Congress, Foundation reception, publication exhibition  
| 0188 | European industrial relations observatory (EIRO)       | To monitor trends and developments in the field of industrial relations             | Ongoing   | EIRO Annual Review 2002 (joint EF/EC publication); Annual Review EU, USA, Japan; Annual updates (Pay, Working Time, Industrial Action; Six comparatives studies; Four thematic features; Approx. 860 articles; Six issues of EIRObserver; EIRO promotional card (all languages). |  
| 0200 | Europeanisation of industrial relations                | To address the aspects of modernisation of employment relations and the role of social partners in a changing environment of industrial relations | Completed | The quality of industrial relations in the European public sector |  

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### Industrial Relations (cont.)

<table>
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<th>Title of project</th>
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<td>Pacts for employment and competitiveness (PECs)</td>
<td>To increase awareness and understanding of the contribution of industrial relations initiatives to the improvement of employment and competitiveness</td>
<td>Completed</td>
<td>PECs in railway sector</td>
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<tr>
<td>0218</td>
<td>Financial participation</td>
<td>To explore current practices in the Member States To explore new developments in financial participation schemes and especially in SMEs within the Member States.</td>
<td>Completed</td>
<td>The policies and views of peak organisations to financial participation – report Industrial relations and employee financial participation – info sheet</td>
<td>6-7 February, Davos, Fourth annual global forum on equity pay, organised by the European Centre for Employee Ownership Speaker: Christian Welz 28-29 March, Brdo pri Kranju, Slovenia, Conference, ‘Strengthening the Central and East European employee ownership network to promote financial participation of workers’, organised by EFES Speaker: Christian Welz</td>
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<tr>
<td>0283</td>
<td>Joint Greek EU Presidency conference ‘Better work and life: Towards an inclusive and competitive enlarged Union’</td>
<td>To explore how improving quality of work can contribute to achieving better jobs in the enlarged European economy and how quality in both economic and social fields can be achieved and promoted through strong partnerships.</td>
<td>Completed</td>
<td>Better work and life: Towards an inclusive and competitive enlarged Union – conference summary</td>
<td>12-13 May, Alexandroupolis, Joint EU Presidency conference, ‘Better work and life: Towards an inclusive and competitive enlarged Union’ Speakers: Raymond-Pierre Bodin, Stavroula Demetriades, Isabella Biletta</td>
</tr>
<tr>
<td>0271</td>
<td>Quality of Industrial relations</td>
<td>Research on quality indicators of industrial relations taking into account national legislation, collective agreements and other official documents at EU and national level.</td>
<td>Ongoing</td>
<td>Study on comparative indicators of the quality of the industrial relations</td>
<td>20-21 October, Dublin, Industrial relations experts workshop, ‘The quality of industrial relations: concepts, indicators and country profiles’ Speakers: Timo Kauppinen, Stavroula Demetriades</td>
</tr>
</tbody>
</table>
### Industrial Relations (cont.)

<table>
<thead>
<tr>
<th>No.</th>
<th>Title of project</th>
<th>Nature of activity</th>
<th>Phase</th>
<th>Reports received</th>
<th>Key dissemination events</th>
</tr>
</thead>
<tbody>
<tr>
<td>9200</td>
<td>EMU and ACC</td>
<td>Conflict resolution mechanisms in the acceding countries</td>
<td>Completed</td>
<td>Social dialogue and EMU in the candidate countries (Estonia, Hungary, Malta, Poland and Slovenia) – report</td>
<td>26-28 May, Vienna, workshop ‘Social dialogue and EMU in Cyprus, Czech Republic, Latvia, Lithuania and Slovakia’ Speakers: Timo Kauppinen, Christian Welz</td>
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<td></td>
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<td></td>
<td>Social dialogue and EMU in 10 acceding countries – report</td>
<td>29-31 October, Prague, workshop ‘Social dialogue and conflict resolution mechanisms in Cyprus, the Czech Republic, Latvia, Lithuania and Slovakia’ Speakers: Willy Buschak, Timo Kauppinen, Christian Welz</td>
</tr>
</tbody>
</table>

### EMCC

<table>
<thead>
<tr>
<th>No.</th>
<th>Title of project</th>
<th>Nature of activity</th>
<th>Phase</th>
<th>Reports received</th>
<th>Key dissemination events</th>
</tr>
</thead>
<tbody>
<tr>
<td>0266</td>
<td>EMCC Company Network Seminars</td>
<td>Exchange and identification of good practice</td>
<td>Developmental/ongoing.</td>
<td>Final reports and case studies were received for each of the seminars held throughout 2003 (available on the EMCC portal)</td>
<td>12-13 March, Brussels, ‘Managing Business Internationalisation’ 15-16 April, Lyon, ‘Responsible management, a total approach’ 11-12 June, Stockholm, ‘Restructuring for growth and job creation’ 23-24 September, Madrid, ‘The importance of leadership and culture in managing change’ Further dissemination took place after the events through the posting of the seminar reports and case studies on the EMCC portal</td>
</tr>
<tr>
<td>0273</td>
<td>EMCC Information System - (ERM) European Restructuring Monitor</td>
<td>Monitoring activity. Dissemination</td>
<td>Developmental/ongoing.</td>
<td>Supply of data and information to the EMCC on company restructuring in the European Union as announced in financial newspapers and journals and the development of a web-enabled database to capture this information. Weekly updates of fact sheets on the ERM database. Quarterly bulletins</td>
<td>Continuous dissemination of updated information fact sheets and quarterly reports through the EMCC portal</td>
</tr>
<tr>
<td>No.</td>
<td>Title of project</td>
<td>Nature of activity</td>
<td>Phase</td>
<td>Reports received</td>
<td>Key dissemination events</td>
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</tr>
<tr>
<td>0273</td>
<td>EMCC Information System - Sector Futures</td>
<td>Monitoring activity. Dissemination</td>
<td>Developmental ongoing</td>
<td>Supply of regular updates to the EMCC on foresight studies regarding developments in the following industrial sectors (three per sector): Textiles and leather; IT; automotive; graphics and media; financial services; health and social services</td>
<td>Continuous dissemination of updated Sector Futures bulletins via their publication on the EMCC portal</td>
</tr>
<tr>
<td>0274</td>
<td>EMCC Research</td>
<td>Research, monitoring activity, developmental activity</td>
<td>Near conclusion – some of the deliverables due in 2003 will be available early 2004</td>
<td>The following two sectors were researched during 2003: automotive and textiles and leather. For each sector the following were produced: - Mapping of the sector - Case and clusters studies - Scenarios - Data sources</td>
<td>Planned for 2004</td>
</tr>
<tr>
<td>0275</td>
<td>EMCC Business School Network</td>
<td>Debate Discussion Feasibility</td>
<td>In progress</td>
<td>A feasibility study will be handed over at the beginning of 2004. This will present the EMCC with findings and recommendations as to the viability of establishing a Network of Business Schools during the course of 2004</td>
<td>None foreseen</td>
</tr>
<tr>
<td>0276</td>
<td>EMCC Sectoral Workshops</td>
<td>Presentation and validation of sectoral research studies carried out during 2002</td>
<td>Research/Developmental</td>
<td>Inception reports, case studies and final reports belonging to these two workshops were received during 2002 and have already been mentioned in the 2002 Annual Report. The workshops themselves produced two final reports during 2003; these are available on the EMCC Portal.</td>
<td>22-23 May, Dublin, ‘Using scenarios to anticipate change in the graphics and media industry’ 21-22 October, Brussels, ‘The future of enterprise financing’</td>
</tr>
</tbody>
</table>
## Transversal themes

<table>
<thead>
<tr>
<th>No.</th>
<th>Title of project</th>
<th>Nature of activity</th>
<th>Phase</th>
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</tr>
</thead>
<tbody>
<tr>
<td>0242</td>
<td>Promoting better employment</td>
<td>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.</td>
<td>Final</td>
<td></td>
<td>19-23 March, Paris, ANPE ‘Entretiens de l’emploi’ 27-30 March, Athens, Presidency conference on ‘Mental illness &amp; stigma’</td>
</tr>
<tr>
<td>0243</td>
<td>Extending equal opportunities for men and women</td>
<td>To provide the Foundation with a strategic framework to identify areas for continuing activities and initiatives in the field of equal opportunities for men and women and to synthesise relevant existing Foundation research findings.</td>
<td>Final</td>
<td>Quality of women’s work and employment tools for change: Foundation paper A second paper is in preparation: Equal opportunities in services of general interest (education, care and social services)</td>
<td>13 January, Reuters, Press Release 4 March, Dublin, SIPTU, Liberty Hall</td>
</tr>
<tr>
<td>0244</td>
<td>Managing diversity</td>
<td>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.</td>
<td>Ongoing</td>
<td>Two Foundation papers in preparation: (i) Valuing diversity, a contribution to social cohesion, (ii) Managing diversity, a tool for better employment and competitiveness. Following the Advisory Committee meeting it was decided to merge the two with a view to publication in 2004 under the working title of Building on diversity, a contribution to a better Europe.</td>
<td></td>
</tr>
<tr>
<td>0245</td>
<td>Supporting social inclusion</td>
<td>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.</td>
<td>Ongoing</td>
<td>Completion of Foundation Paper no 4, Social inclusion: Local partnerships with civil society (For publication early 2004). Foundation papers in preparation: Social partners and social inclusion and Access and quality of public welfare services</td>
<td>19-22 October, Belfast, ‘The power of local action’</td>
</tr>
</tbody>
</table>
### Transversal themes (cont.)

<table>
<thead>
<tr>
<th>No.</th>
<th>Title of project</th>
<th>Nature of activity</th>
<th>Phase</th>
<th>Reports received</th>
<th>Key dissemination events</th>
</tr>
</thead>
<tbody>
<tr>
<td>0246</td>
<td>Examining the changing use of time</td>
<td>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.</td>
<td>Ongoing</td>
<td>Foundation paper in preparation: <em>Working time in Europe: trends and challenges.</em> A second paper looking at the implications of the 24-hour network society is also being prepared.</td>
<td></td>
</tr>
</tbody>
</table>

### Development Activities

<table>
<thead>
<tr>
<th>No.</th>
<th>Title of project</th>
<th>Nature of activity</th>
<th>Phase</th>
<th>Reports received</th>
<th>Key dissemination events</th>
</tr>
</thead>
</table>
| 0235 | Working conditions, living conditions and industrial relations in the knowledge of society | Developmental research              | II phase 2002-2003 | *Handbook of Knowledge Society Foresight*  
*EUFORIA project: European Knowledge Society Foresight,* The EUFORIA Synthesis Report + summary  
*The Knowledge Society in Finland, Germany and Greece – three reports + summaries*  
*Advancement of the knowledge society in the European Union, USA and Japan – report + summary*  
*European Knowledge Society Delphi – report + summary*  
*Knowledge Society Barometer – summary.* | EUFORIA for Europe Conference in November 2003 and Expert conferences in March and September 2003                                                                 |
| 0254 | Mobility and migration into the EU                                              | Explorative debate                  | I-II     | The Foundation in collaboration with the European Commission produced a chapter dedicated to migration in the report on industrial relations in 2002  
(Industrial relations developments in Europe 2002 – Ref. EF/03/38/EN). | **12 November**, Dublin, ‘Mobility and migration into the EU: social and employment impacts’                                                                 |
### Information and Communication activities

<table>
<thead>
<tr>
<th>Nature of activity</th>
<th>Statistical information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information centre Enquiries to the centre</td>
<td>565</td>
</tr>
<tr>
<td>Foundation website User sessions Eurofound</td>
<td>1,517,963</td>
</tr>
<tr>
<td></td>
<td>User sessions EIRO</td>
</tr>
<tr>
<td></td>
<td>User sessions EMCC</td>
</tr>
<tr>
<td>Multilingual programme of publications/electronic publications Number of publications produced</td>
<td>262</td>
</tr>
<tr>
<td>Publication licences Licences granted</td>
<td>22</td>
</tr>
<tr>
<td>Communiqué and relations with the press Bi-monthly newsletter</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Press releases</td>
</tr>
<tr>
<td>Marketing activities Information visits to Foundation</td>
<td>66</td>
</tr>
<tr>
<td></td>
<td>Exhibitions</td>
</tr>
<tr>
<td>Dissemination activities Publications sent out and dispatching to conferences and events</td>
<td>137,053</td>
</tr>
</tbody>
</table>
Introduction

Article 40, paragraph one, of the Financial Regulation as adopted by the Administrative Board on 28 March 2003 requires the Authorising Officer to report annually to the Administrative Board on the performance of his duties by means of an Authorising Officer's Report. This is an abridged version focusing on internal management and control systems.

Management and internal control systems applied in 2003

Control Environment

The Financial Regulation provides for the establishment of an Advisory Committee on Procedures and Contracts to deal with the submission to the Administrative Board of contracts exceeding €250,000. In practice, this body also deals with all contracts where the cumulative value over three or five years exceeds €11,799.

An administrative unit within the Foundation has been given responsibility for carrying out a general advisory and verification function for all contract and tendering related matters. This unit has also provided training in procurement activities for all relevant staff.

The following control measures were introduced:

- Establishment of an organisational structure based on centralised implementation of financial functions.
- Utilisation of the SI2 accounting system which provides for mandatory independent verification of key financial transactions.
- Appointment of advisors to the Directorate to carry out ex ante and ex post appraisal of financial activities.
- Allocation of specific responsibilities for the execution of finance-related tasks on the basis of decisions made by the Authorising Officer (Acting Director).

Performance/risk assessment
Performance/risk assessment is an integral part of the planning and implementation of projects.

Information and communication
Structures for information and communication functioned well in 2003. These included: monthly Management Committee meetings, monthly Communication Planning Committee meetings, regular unit/group meetings and general staff meetings.

The Foundation's website provided updated information on operational and administrative matters.

The Foundation's website was fully operational and is being further developed.

Operational information systems functioned well and are being further developed.
European Foundation for the Improvement of Living and Working Conditions.

**Annual report 2003 - Annexes**

2004 – 47 pages – 21 x 29.7 cm