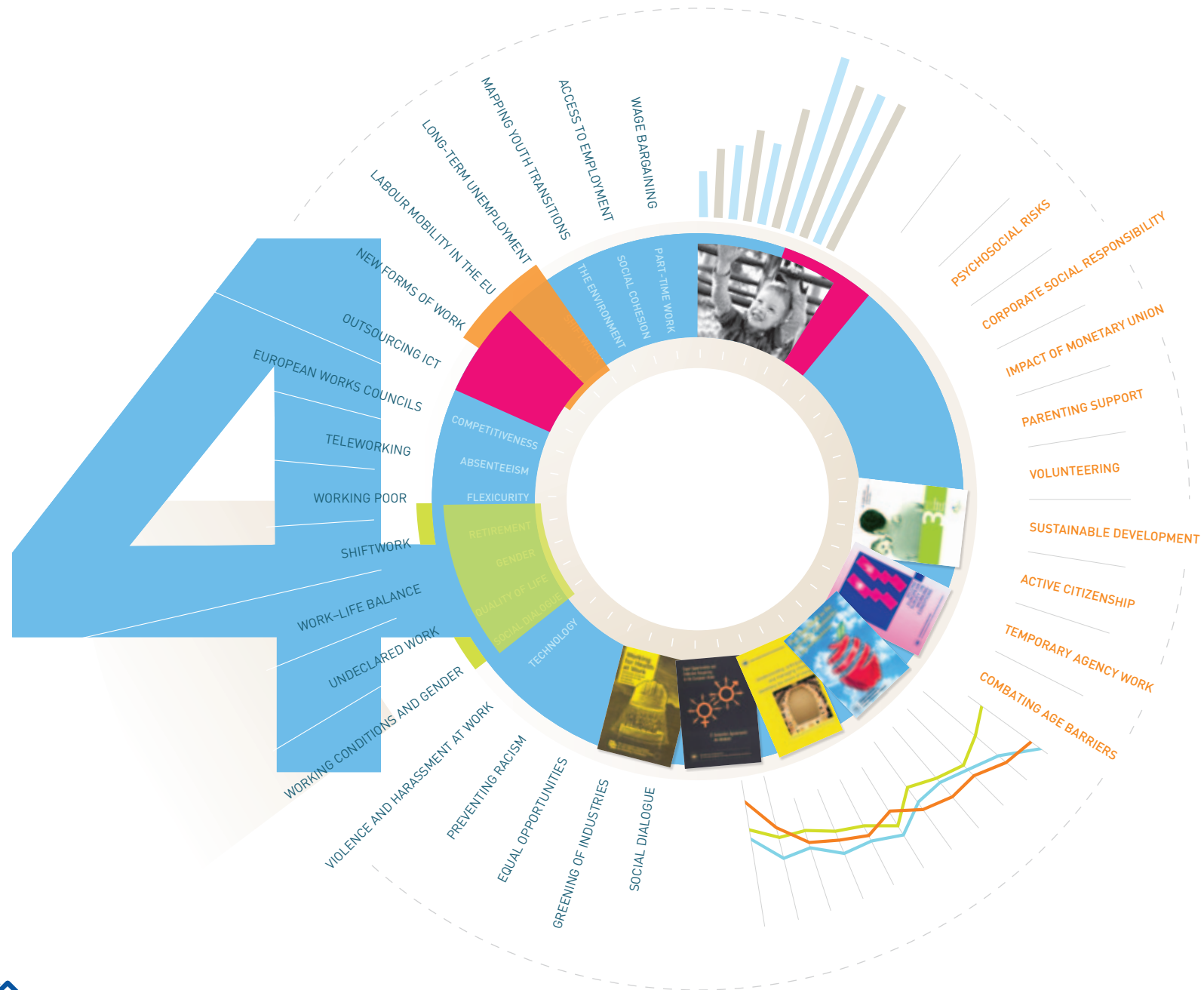


Eurofound: The first 40 years



“

The problems presented by the improvement of living and working conditions in modern society are increasingly numerous and complex [and it is] important that appropriate Community action should be built up on an inter-disciplinary scientific basis and at the same time that employers and workers should be associated in the action undertaken.”

European Heads of State or Government of the nine Member States of the enlarged European Community meet for the first time at the Paris European Summit, 19–21 October 1972



Eurofound at 40



Hard to believe, perhaps, but the words cited opposite are those inscribed in the founding Regulation establishing the **European Foundation for the Improvement of Living and Working Conditions** back in 1975. Words that could just as easily be used today to describe both the context facing the European Union and the role of the Agency 40 years on.

They are testament, surely, to the sincere and consistent commitment of the then European Community, and its successors, to the social dimension – and a fundamental element in contributing to the last half century of Europe's undisputed economic and social progress. Manifested early on in the first social action programme in 1973, this unrelenting commitment to defining a social face to this new community of countries continued with the establishment of what later became 'Eurofound' in Dublin shortly afterwards. A tripartite European Agency to provide data and analysis to help shape policy in social and work-related matters was a bold and defining element in this move towards locking the social dimension into the development and growth of the ever-expanding Union.



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

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

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

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

At all times during these developments, the Agency has sought to act and react where it is most pertinent to the social policy agenda and priorities at EU level. As the EU faces another new and challenging chapter and as Eurofound marks 40 years of contribution, the Agency's role has never been more relevant – continuing to strive to deliver timely, topical and accessible information and analysis to help policymakers shape a better future for us all.

Key areas of work

“The aim of the Foundation shall be to contribute to the planning and establishment of better living and working conditions through action designed to increase and disseminate knowledge likely to assist this development. With this aim in view, the tasks of the Foundation shall be to develop and to pursue ideas on the medium and long term improvement of living and working conditions in the light of practical experience and to identify factors leading to change.”

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

LABOUR MARKET

European Monitoring Centre on Change

European Restructuring Monitor

Access to employment

Young people not in employment, education or training (NEETs)

Mapping youth transitions

Temporary agency work

Born global: Job creation in new international businesses

Labour mobility in the EU

New forms of employment

Jobs in small and micro firms

Restructuring in SMEs

Flexicurity

Greening of industries in the EU

Undeclared work

Employment options of the future

ICT outsourcing

Pacts for employment and competitiveness

INDUSTRIAL + WORKING RELATIONS + CONDITIONS

Teleworking

Technology and work organisation

Well-being at work

Working poor

Flexibility and working conditions

Work-life balance

Work organisation and innovation

Shiftwork

Preventing absenteeism at work

Part-time work

New forms of work organisation

Psychosocial risks

Violence and harassment at work

Sustainable work

Preventing racism in the workplace

Work-related stress

Working conditions and gender

Gender equality

Equal opportunities and collective bargaining

Pay developments

European works councils

Collective wage bargaining

Employee financial participation

Impact of the crisis on industrial relations

Information and consultation

Working time developments

Equal opportunities and collective bargaining

European sectoral social dialogue

Impact of Economic and Monetary Union

Representativeness of social partner organisations

Social dialogue and conflict resolution

Corporate social responsibility

Posted workers

QUALITY OF LIFE

Active citizenship

Network of Cities for Local Integration

Social cohesion

The environment

Combating age barriers

Active inclusion of young people with disabilities

Active welfare and employment policies

European Quality of Life Survey

Employment in household services

Integration of migrants

Ethnic entrepreneurship

Organisation of time over the life course

Sustainable development

Volunteering

Quality in social public services

Income from work after retirement

Innovative and sustainable cities

Parenting support

Household debt

Eurofound: 40 years in context

EU Treaties and enlargement of the EU

1951



Six founding Member States: Belgium, France, Federal Republic of Germany, Italy, Luxembourg, Netherlands

Population EC6 (1958): **169.1 million**

1951

Treaty of Paris: creation of European Coal and Steel Community

1957

Treaties of Rome: European Economic Community and European Atomic Energy Community

1965

Merger Treaty

1973



Accession of Denmark, Ireland, United Kingdom

Population EC9: **256.7 million**

1981



Accession of Greece

Population EC10:

271.4 million

1985

Schengen Treaty

1986



Accession of Portugal and Spain

Population EC12:

366.8 million

1986

Single European Act

1992

Maastricht Treaty

1951

1960

1975

1980

1990

Milestones in European social policy 1975–2015

1957

Treaties of Rome (Free movement of labour, equal pay)

Creation of the European Social Fund

1974

First social action programme

1975

Regulation establishing Eurofound

Regulation establishing the European Centre for the Development of Vocational Training (Cedefop)

Directives on collective redundancies and equal pay

1976

Directive on equal treatment for men and women in employment

1978

Action programme for safety and health at work

1980

Anti-poverty programme

1985

Launch of social dialogue (Val Duchesse initiative)

1986

Single European Act

1989

Charter of fundamental social rights of workers

Framework Directive on safety and health at work

1990

Regulation establishing the European Environment Agency (EEA)

1992

Maastricht Treaty

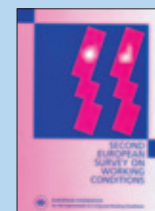
Council Recommendation on minimum income

1993

Single Market

Directive on working time

White paper on growth, competitiveness and employment



1995
Accession of Austria, Finland, Sweden
Population EU15: **372.9 million**

1997
Amsterdam Treaty

2004
Accession of Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia
Population EU25: **456.5 million**

2001
Nice Treaty

2007
Accession of Bulgaria and Romania
Population EU27: **494.2 million**

2007
Lisbon Treaty

2013
Accession of Croatia
Population EU28: **507.4 million** (1 Jan 2014)

2000

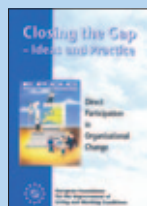
2015

1994
White Paper on European social policy
Directive on European works councils
Regulation establishing the European Agency for safety and health at work (EU-OSHA)

1996
Directive on posting of workers
Framework Agreement on parental leave

1997
Treaty of Amsterdam
Directive on part-time work
European employment strategy

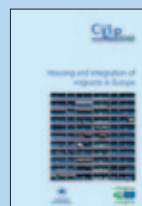
1999
Framework Agreement on fixed-term work



2000
Lisbon strategy for growth and jobs
Open method of coordination
Social exclusion strategy
EU Charter of fundamental rights
Directive on equal treatment in employment and occupation

2001
Strategy for sustainable development
Fifth Community action programme on equal opportunities (2001–2006)
European Company Statute

2002
Changeover to the euro in 12 EU Member States



2002–2006
Action programme to combat social exclusion

2003
Statute for a European cooperative society

2005
Commission Communication on restructuring
Green Paper on demographic change

2006
i2010: European Information Society for growth and employment



2006
Services Directive

2007
EU Programme for employment and social solidarity (Progress) (2007–2013)
European Regional Development Fund (2007–2013)
European Globalisation Adjustment Fund (EGF)
Community strategy on health and safety at work (2007–2012)
European Social Fund (2007–2013)
Global financial crisis

2008
Green paper on the European workforce for health
Directive on equal treatment of temporary workers

2009
Recast of European works councils Directive

2010
Europe 2020 strategy for smart, sustainable and inclusive growth
Directive on parental leave
European platform against poverty and social exclusion
European disability strategy (2010–2020)
Framework Agreement on inclusive labour markets
Framework Agreement on parental leave (revised)

2011
European Semester

2013
Youth Guarantee

2014
EU Programme for employment and social innovation (EaSI) (2014–2020)



Work milestones

1970s

Shiftwork | 1977 – 1985

Physical and psychological constraints at work | 1977 – 1980

New forms of work organisation | 1978 – 1982

Wage systems | 1979 – 1981

Worker participation | 1980 – 1983
Work-related stress | 1981 – 1995
Working time and leisure time | 1981 – 1985
Commuting between home and work | 1981 – 1985
Impact of retirement | 1982 – 1985
Teleworking | 1982 – 1985
Working with VDUs | 1982 – 1985
Legal and contractual limitations of working time | 1985 – 1989
Social impact of biotechnology | 1985 – 1989
Counselling for the long-term unemployed (Eurocounsel) | 1985 – 1997
European Health and Safety database (HASTE) | 1989 – 1993
Ageing at work | 1989 – 1995

European Working Conditions Survey (EWCS) | 1990 – present
European Employment and Industrial Relations glossaries (EMIRE) | 1991 – 1998
Living and working in the information society | 1992 – 2000
Active citizenship | 1993 – 1997
Employee direct participation in organisational change (EPOC) | 1993 – 1998
Information transfer seminars for central and eastern European countries | 1993 – 1998
Local partnership and social cohesion | 1994 – 1997
Prevention of racism at the workplace | 1994 – 1998
Information and consultation in European multinational companies | 1994 – 1999
Monitoring of working time developments | 1994 – 2000
Innovative forms of work organisation | 1994 – 2000
Equal opportunities and collective bargaining | 1995 – 1998
Employment Options of the Future | 1996 – 2000
European Industrial Relations Observatory | 1997 – 2014
Social public services | 1997 – 2000
Education and training for sustainable development | 1997 – 2000
Pacts for employment and development | 1997 – 2002
SMEs and job creation | 1998 – 2000
Promoting gender equality at the workplace | 1998 – 2002
Social implications of EMU | 1999 – 2002
Employee financial participation | 1999 – 2003

2012

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

2012

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

Directors

Wiebe de Jong

1976

1979

Clive Purkiss

1985

Raymond-Pierre Bodin

2000

Jorma Karppinen

2003

2005

Juan Menéndez-Valdés

2008

2010

Deputy Directors

Giuseppe Querenghi

Bent Pedersen

Eric Verborgh

Willy Buschak

Erika Mezger



Clive Purkiss and Eric Verborgh



Raymond-Pierre Bodin



Willy Buschak and Jorma Karppinen



Erika Mezger and Juan Menéndez-Valdés

1975-1985

Dublin, 18 February 1977

FOUR-YEAR ROLLING PROGRAMME OF THE
EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF
LIVING AND WORKING CONDITIONS
(1977 - 1980)

(endorsed by the Administrative Board
at the meeting held on
17 and 18 February 1977)

Loughinstown house, shankill, co. dublin. telephone:

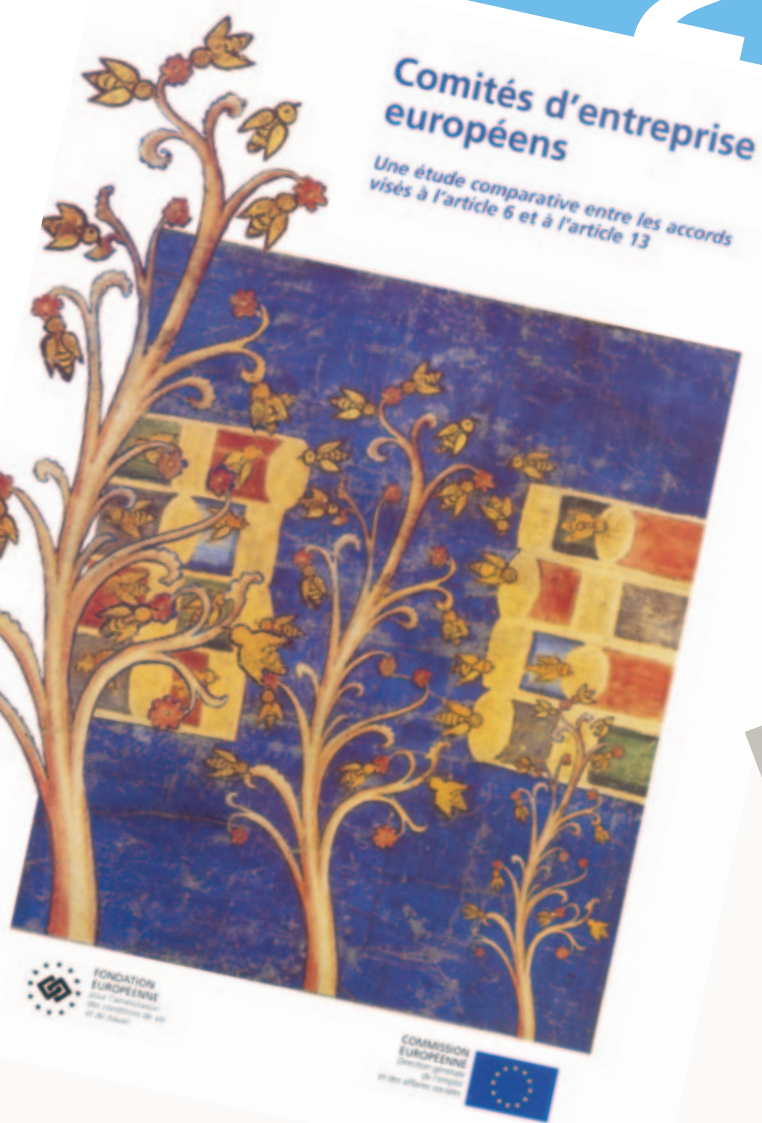
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1985-1995



1995–2005



2005–2015





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

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

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

Markus Beyrer, *Director-General BUSINESSEUROPE*

“That is why the Foundation’s mission and its capacity to provide a toolkit for the European institutions, the Member States and civil society is crucial. It ensures that the key actors in European social policy are equipped to make more informed decisions about managing the processes of change. That mission could not be more relevant than now.”

Eamon Gilmore TD, *Former Irish Tánaiste (Deputy Prime Minister) and Minister for Foreign Affairs and Trade, EU Presidency Chair at the opening of the Foundation Forum, Dublin Castle, February 2013*

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

Catherine Day, *Secretary-General, European Commission*

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

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

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

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

“Eurofound has provided substantial support to EU and national policymakers over the last 40 years to improve living and working conditions in the European Union. The high-quality analysis and data provided by Eurofound has been crucial in addressing the consequences of the current economic and social crisis and in finding ways to put the European Union back on the path to recovery.”

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

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

Guy Ryder, *Director-General, International Labour Organization*



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

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

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

Barbara Helfferich, *Director, European Anti-Poverty Network*

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

Bernadette Ségol, *General Secretary, European Trade Union Confederation*

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

Sir Christopher Pissarides, *Professor of Economics and Political Science, (London School of Economics), Nobel Prize laureate in Economic Sciences 2010*

facts from Eurofound



1 European Restructuring Monitor (ERM) – information source on past and current company restructurings

2 17% – the difference in earnings between men and women in Europe, known as the gender pay gap (*Social partners and gender equality*)

3 European Industrial Relations Observatory (EIRO) – news and analysis on industrial relations developments 1997–2014

4 1 in 3 – the number of Europeans who carried out some type of unpaid voluntary work in 2012 (*Third European Quality of Life Survey 2012*)

5 Foundation Forum – Since 2002, Eurofound has brought together high-level experts to debate priority issues in social policy

6 1 in 4 – the number of workers in Europe reporting that work affects their health negatively (*Fifth European Working Conditions Survey 2010*)

7 Foundation Seminar Series – Eurofound's bi-annual exchange with tripartite national teams of experts on European and national employment and social issues

8 73% – the proportion of European companies that practises some form of teamwork (*Third European Company Survey 2013*)

9 NEETs – ground-breaking research into young people 'not in employment, education or training', which contributed to the adoption of the Youth Guarantee in 2013

10 60% – the proportion of European establishments where the employee representation is jointly involved with management in the decision-making process on the most important recent change in the firm (*Third European Company Survey 2013*)

11 European Working Conditions Survey – monitoring the changing world of work for over 20 years

12 84% – the proportion of the EU workforce who feel the work they do is useful 'always' or 'most of the time' (*Fifth European Working Conditions Survey 2010*)

13 European Quality of Life Survey – highlighting the views and concerns of Europeans since 2003

14 High-skilled service activities – these represent 6 of the 10 occupations recording job growth in Europe in the period 2011–2013 (*ERM Annual Report 2013*)

15 Governing Board – ensures tripartite representation of EU governments, employers and workers in planning and implementation of all Eurofound work



16 **13%** – the proportion of employees in European SMEs with a ‘green’ job in 2012 (*Greening of industries in the EU: Anticipating and managing the effects on quantity and quality of jobs*)

17 **European Jobs Monitor** – tracking shifts in job structure in European labour markets

18 **17%** – the proportion of women who are board members in the largest publicly listed companies in the EU (‘Too few women in leadership positions across the EU’, 2014)

19 **European Industrial Relations glossaries** – winner of the Jason Farradane prize (Institute of Information Scientists) in 1992

20 **1 in 3** – the share of European companies providing paid time off for training to employees (*Third European Company Survey 2013*)

21 **European Company Survey** – 10 years of exploring European companies: what makes a company a winner?



22 **From 38% to 45%** – the proportion of people in Europe reporting some degree of difficulty making ends meet from 2007 to 2011 (*Third European Quality of Life Survey*)

23 **Ageing workforce** – Eurofound's work includes a database of over 200 cases of good company practice



24 **20%** – the share of poor-quality jobs across Europe as a whole in 2010 (*Fifth European Working Conditions Survey*)

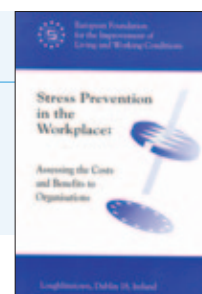
25 **European Industrial Relations Dictionary** – one-stop shop for information on employment and industrial relations at EU level

26 **6.6 million** – the number of EU nationals who were working in another EU country in 2012, representing 3.1% of the total working population (*Labour migration in the EU: Recent trends and policies*)

27 **Working time** – this topic (shiftwork, part-time work, working time schemes, work-life balance) has been explored by Eurofound since 1975

28 **1.2 million** – the rise in the number of people in employment in Europe in the second quarter of 2014 compared to a year previously, a sign of positive growth (*ERM Quarterly 3/2014*)

29 **Work-related stress** – the subject of research since 1996, culminating in the 2014 joint report with EU-OSHA on psychosocial risks



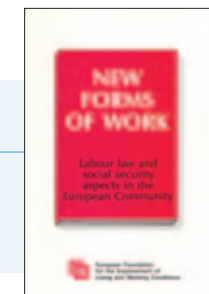
30 **40%** – the proportion of companies in Europe that say they have difficulties recruiting staff with the right skills (*Third European Company Survey 2013*)

31 **EurWORK** – European Observatory of Working Life: integrating Eurofound's long-established observatories on industrial relations (EIRO) and working conditions (EWCO) in 2014

32 **25%** – the share of workers in the EU declaring they experience work-related stress during all or most of their working time (*Fifth European Working Conditions Survey*)

33 **Survey mapping tool** – Eurofound's interactive online tool for data visualisation

34 **New forms of employment** – Eurofound's innovative research over two decades into new ways of working and technological developments



35 **16,628** – the number of new jobs in the European retail sector announced in the third quarter of 2014 (*European Restructuring Monitor*)

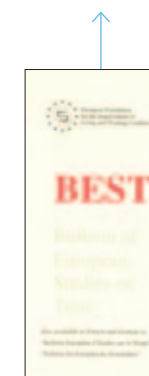
36 **EMCC** – European Monitoring Centre on Change: promoting understanding of changes in the world of work, employment and restructuring since 2001

37 **1.26%** – the estimated economic loss (GDP share) in Europe as a result of having 14.6 million young people aged 15–29 who are not in employment, education or training (NEETs) (*Mapping youth transitions in Europe*)

38 **CLIP** – Eurofound research that supported the social and economic integration of migrants across a network of 30 cities

39 **7%** – the proportion of households in Europe who have difficulties in making ends meet (*Third European Quality of Life Survey*)

40 **BEST Bulletin on shiftwork** – pioneering research into working time arrangements and their impact on health and quality of life









“Europe is facing considerable challenges: increasing employment and supporting business to compete in a globalised world while simultaneously striving to improve the working conditions and quality of life for all Europeans. Eurofound provides invaluable input into the policymaking of the EU to achieve these ambitious goals, and I look forward to working with the Agency as we forge a stronger, dynamic and more equal Union.”

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

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

Juan Menéndez-Valdés, Director of Eurofound



European Foundation for the Improvement of Living and Working Conditions

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of the European Union**

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