



European Foundation for the Improvement of Living and Working Conditions

# Annual report 2008

# Annexes

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# Foundation budget 2008

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## 1. Summary of revenue (EUR '000)

EU subsidy	20,308	99%
Revenue for services rendered	143	1%
	20,451	

## 2. Summary of expenditure (EUR '000)

Observatories and Surveys	5,831	29%
Employment and Competitiveness	1,064	6%
Industrial Relations and Work Place Development	2,220	11%
Living Conditions and Quality of Life	2,440	12%
Information and Communication	5,221	26%
Administration and Support	3,263	16%
	20,038	

## 3. Analysis of expenditure (EUR '000)

	Observatories and surveys		Employment and competitiveness		Industrial relations and work place development		Living conditions and quality of life		Information and communication		Administration and support		Total	
		%		%		%		%		%		%		%
<b>Staff</b>	1,380	14	558	6	1,575	16	1,486	15	2,196.3	22	2,778	28	9,973	50
<b>Administrative</b>	245	14	94	6	265	15	242	14	376	22	485	28	1,707	9
<b>Operational</b>	4,206	50	412	5	381	5	711	9	2,648	32	0	0	8,358	42
<b>Total</b>	5,831	29	1,064	6	2,220	11	2,440	12	5,221	26	3,263	16	20,038	100

Country	Representatives of national governments		Representatives of employer organisations		Representatives of employee organisations	
	Member	Alternate	Member	Alternate	Member	Alternate
<b>Austria</b>	<b>Andreas Schaller</b> Federal Ministry for Social Security, Generations and Consumer Protection	vacant	<b>Heinrich Brauner</b> Federation of Austrian Industry (IV)	<b>Christoph Parak</b> Union of Public and Cooperative Economy of Austria (UPCEA)	<b>Karin Zimmermann</b> Austrian Federation of Trade Unions (ÖGB)	<b>Martin Bolkovac</b> Union of Salaried Private Sector Employees (GPA-DJP)
<b>Belgium</b>	<b>Michel De Gols</b> Ministry of Employment, Labour and Social Dialogue	<b>Jan Baten</b> Ministry of Employment, Labour and Social Dialogue	<b>Roland Waejaert</b> Organisation for Self-employed and SMEs (UNIZO)	<b>Paul Clerinx</b> Federation of Enterprises in Belgium (FEB-VBO)	<b>Herman Fonck</b> Confederation of Christian Trade Unions (ACV/CSC)	<b>François Philips</b> Belgian General Federation of Labour (FGTB/ABVV)
<b>Bulgaria</b>	<b>Lazar Lazarov</b> Ministry of Labour and Social Policy	<b>Dragomir Draganov</b> Ministry of Labour and Social Policy	<b>Krasimir Dachev</b> Bulgarian Chamber of Commerce And Industry	<b>Galia Bozhanova</b> Bulgarian Industrial Association – Union of the Bulgarian Business	<b>Ivan Kokalov</b> Confederation of Independent Trade Unions in Bulgaria (CITUB)	<b>Ekaterina Ribarova</b> Confederation of Independent Trade Unions in Bulgaria (CITUB)
<b>Cyprus</b>	<b>Orestis Messios</b> Ministry of Labour and Social Insurance	<b>Yiota Kambouridou</b> Ministry of Labour and Social Insurance	<b>Michael Antoniou</b> Cyprus Employers and Industrialists Federation	<b>Lena Panayiotou</b> Cyprus Employers and Industrialists Federation	<b>Christos Karydis</b> Cyprus Workers' Confederation (SEK)	<b>Andreas Matsas</b> Cyprus Workers' Confederation (SEK)
<b>Czech Republic</b>	<b>Vlastimil Váňa</b> Ministry of Labour and Social Affairs	<b>Martina Kajánková</b> Ministry of Labour and Social Affairs	<b>Vladimíra Drbalová</b> Confederation of Industry of the Czech Republic	<b>Vladimír Kopačka</b> Association of Small and Medium-Sized Enterprises and Crafts (AMSP) of the Czech Republic	<b>Hana Málková</b> Czech-Moravian Confederation of Trade Unions (CMKOS)	<b>Tomas Pavelka</b> Czech-Moravian Confederation of Trade Unions (CMKOS)
<b>Denmark</b>	<b>Ole Bondo Christensen</b> Ministry of Employment	<b>Kim Taasby</b> Ministry of Employment	<b>Sven-Peter Nygaard</b> Confederation of Danish Employers	<b>Nils J Andreasen</b> Danish Confederation of Employers' Associations in Agriculture (SALA)	<b>Jens Wiene</b> Salaried Employees and Civil Servants Council (FTF)	<b>Niels Sørensen</b> Danish Confederation of Trade Unions (LO)
<b>Estonia</b>	<b>Märt Masso</b> Ministry of Social Affairs	<b>Katrin Raadom</b> Ministry of Social Affairs	<b>Eve Päärendson</b> Estonian Employers' Confederation (ETTK)	<b>Tarmo Kriis</b> Estonian Employers' Confederation (ETTK)	<b>Kalle Kalda</b> Association of Estonian Trade Unions (EAKL)	<b>Vaike Parkel</b> Employees' Unions' Confederation (TALO)
<b>Finland</b>	<b>Pirjo Harjunen</b> Ministry of Employment and the Economy	<b>Juhani Pekkola</b> Ministry of Labour	<b>Seppo Saukkonen</b> Confederation of Finnish Industries (EK)	<b>Anu Sajavaara</b> Confederation of Finnish Industries (EK)	<b>Juha Antila</b> Central Organisation of Finnish Trade Unions (SAK)	<b>Leila Kurki</b> Finnish Confederation of Salaried Employees (STTK)
<b>France</b>	<b>Joël Blondel</b> Ministry of Social Affairs, Labour and Solidarity	<b>Mireille Jarry</b> Ministry of Social Affairs, Labour and Solidarity	<b>Nathalie Chadeyron</b> EDF-GDF	<b>Emmanuel Julien</b> Movement of French Enterprises (MEDEF)	<b>Laurence Thery</b> Confédération Française Démocratique du Travail (CFDT)	<b>Rafaël Nedzynski</b> General Confederation of Labour (FO-FGTA)
<b>Germany</b>	<b>Andreas Horst</b> Ministry of Labour and Social Affairs	<b>Vera Bade</b> Ministry of Labour and Social Affairs	<b>Wolfgang Goos</b> German Federal Association of Employers in the Chemical Industry (BAVC)	<b>Renate Hornung-Draus</b> Confederation of German Employers' Association (BDA)	<b>Dieter Pougin</b> German Confederation of Trade Unions (DGB)	<b>Reinhard Dombre</b> German Confederation of Trade Unions (DGB)
<b>Greece</b>	<b>Constantinos Petinis</b> Ministry of Employment & Social Protection	<b>Triantafyllia Totoy</b> Ministry of Employment & Social Protection	<b>Rena Bardani</b> Confederation of Greek Industries (SEV)	<b>Christina Georganda</b> Hellenic Federation of Enterprises (SEV)	<b>Alexandros Kalivis</b> Confederation of Workers of Greece (GSEE)	<b>Konstantinos Issychos</b> Confederation of Workers of Greece (GSEE)
<b>Hungary</b>	<b>Mária Ladó</b> Ministry of Employment Policy and Labour	<b>Éva Tímea Kiss</b> Ministry of Social Affairs and Labour	<b>Antal Csúport</b> National Association of Strategic and Public Utility Companies (STRATOSZ)	<b>Istvan Komoroczki</b> Union of Agrarian Employers (AMSZ)	<b>Erzsébet Hanti</b> National Confederation of Hungarian Trade Unions (MSZOSZ)	<b>Lázló Gyimesi</b> Forum for the Cooperation of Trade Unions (SZEF)
<b>Ireland</b>	<b>Anne Coleman-Dunne</b> Department of Enterprise, Trade and Employment	<b>Riona Ní Fhlanghaile</b> Department of the Environment, Heritage and Local Government	<b>Brendan McGinty</b> Irish Business and Employers Confederation (IBEC)	<b>Eamonn McCoy</b> Irish Business and Employers Confederation (IBEC)	<b>Rosheen Callender</b> Services Industrial, Professional and Technical Union (SIPTU)	<b>Liam Berney</b> Irish Congress of Trade Unions (ICTU)

Country	Representatives of national governments		Representatives of employer organisations		Representatives of employee organisations	
	Member	Alternate	Member	Alternate	Member	Alternate
<b>Italy</b>	<b>Valerio Speziale</b> Ministry of Labour and Social Politics	<b>Lorenzo Fantini</b> Ministry of Labour and Social Politics	<b>Stefania Rossi</b> General Confederation of Italian Industry (Confindustria)	<b>Paola Astorri</b> General Confederation of Italian Industry (Confindustria)	<b>Cinzia Del Rio</b> Unione Italiana del Lavoro (UIL)	<b>Uliano Stendardi</b> Confederazione Italiana Sindacati dei Lavoratori (CISL)
<b>Latvia</b>	<b>Ineta Tāre</b> Ministry of Welfare	<b>Ineta Vjakse</b> Ministry of Welfare	<b>Iļona Kiukucāne</b> Employers Confederation of Latvia (LDDK)	<b>Liene Vancāne</b> Employers' Confederation of Latvia (LDDK)	<b>Linda Romele</b> Free Trade Union Confederation of Latvia (LBAS)	<b>Kaspars Rācenājs</b> Free Trade Union Confederation of Latvia (LBAS)
<b>Lithuania</b>	<b>Rita Kazlauskienė</b> Ministry of Social Security and Labour	<b>Evaldas Bacevičius</b> Ministry of Social Security and Labour	<b>Jonas Guzavičius</b> Confederation of Lithuanian Industrialists (LPK)	<b>Edmundas Jankevičius</b> Confederation of Lithuanian Industrialists (LPK)	<b>Janina Matuiziene</b> Lithuanian Trade Union Confederation (LPSK)	<b>Vaidotas Petronis</b> Lithuanian Labour Federation (LDF)
<b>Luxembourg</b>	<b>Nadine Welter</b> Ministry of Labour and Employment	<b>Jean Zahlen</b> Ministry of Labour and Employment	<b>Nicolas Welsch</b> National Railway Society of Luxembourg	<b>Magalie Lysiak</b> Business Federation Luxembourg (FEDIL)	<b>Viviane Goergen</b> Christian Trade Union Confederation (LCGB)	<b>René Pizzaferrri</b> Luxembourg Confederation of Independent Trade Unions (OGB-L)
<b>Malta</b>	<b>Noel Vella</b> Ministry of Education, Youth and Employment	<b>Anna Borg</b> Employment and Training Corporation (ETC)	<b>Joseph Farrugia</b> Malta Employer's Association (MEA)	<b>Joseph Montebello</b> Malta Federation of Industry (MF01)	<b>William Portelli</b> Confederation of Malta Trade Unions (CMTU)	vacant
<b>Netherlands</b>	<b>Lauris Beets</b> Ministry of Social Affairs and Employment	<b>Martin Blomsma</b> Ministry of Social Affairs and Employment	<b>Gerard A.M. van de Grind</b> Dutch Organisation for Agriculture & Horticulture (LTO)	<b>Jan Boersma</b> Dutch Organisation for Agriculture & Horticulture (LTO)	<b>Erik Pentenga</b> Federation of Dutch Trade Unions (FNV)	vacant
<b>Poland</b>	<b>Jerzy Ciechański</b> Ministry of Social Policy	<b>Agnieszka Chłoń-Domińczak</b> Ministry of Labour and Social Policy	<b>Małgorzata Rusewicz</b> Polish Confederation of Private Employers (PKPP)	<b>Adam Ambrozik</b> Confederation of Polish Employers (KPP)	<b>Bogdan Olszewski</b> Independent and Self-Governing Trade Union 'Solidarność' (NSZZ)	<b>Piotr Ostrowski</b> All-Poland Alliance of Trade Unions (OPZZ)
<b>Portugal</b>	<b>Paulo Morgado de Carvalho</b> Ministry of Labour and Social Solidarity	<b>Fernando Ribeiro Lopes</b> Ministry of Labour and Social Solidarity	<b>Heitor Salgueiro</b> Association of Portuguese Industry (CIP)	<b>Pedro Almeida Freire</b> Association of Portuguese Trade and Services (CCP)	<b>Vítor Manuel Vicente Coelho</b> General Workers' Federation (UGT-P)	<b>Joaquim Dionisio</b> Confederation of Portuguese Workers (CGTP)
<b>Romania</b>	<b>Sorin Ioan Botezatu</b> Ministry of Labour, Social Solidarity and Family	<b>Mirela Argaseala</b> Ministry of Labour, Family and Equal Opportunities	<b>Dan Anghelescu</b> Patronatul National Român (PNR)	<b>Ion Sorici</b> Citadina League of the Public and Communal Services in Romania	<b>Dumitru Fornea</b> MERIDIAN National Trade Union Confederation	<b>Steluta Enache</b> National Trade Union Bloc (BNS)
<b>Slovakia</b>	<b>Miloslav Heteš</b> Ministry of Labour, Social Affairs and Family	<b>Elena Paliková</b> Ministry of Labour, Social Affairs and Family	<b>Viola Kromerová</b> Slovak Tradesman Union	<b>Martina Kunáková</b> Slovak Tradesman Union	<b>Eva Mešťanová</b> Confederation of Trade Unions of the Slovak Republic (KOZ SR)	<b>Margarita Döményová</b> Confederation of Trade Unions of the Slovak Republic (KOZ SR)
<b>Slovenia</b>	<b>Vladka Komel</b> Ministry of Labour, Family and Social Affairs	<b>Metka Štoka-Debevec</b> Ministry of Labour, Family and Social Affairs	<b>Marjan Ravnik</b> Chamber of Craft of Slovenia (OZS)	<b>Tatjana Pajnikihar</b> Association of Employers of Slovenia (ZDS)	<b>Pavle Vrhovec</b> Association of Free Trade Unions of Slovenia (ZSSS)	<b>Maja Konjar</b> Association of Free Trade Unions of Slovenia (ZSSS)
<b>Spain</b>	<b>Ana Cristina López López</b> Ministry of Work and Social Security	<b>Joaquin Martínez Soler</b> Ministry of Work and Social Security	<b>Maria Angeles Asenjo Dorado</b> National Confederation of Construction (CNC)	<b>Rafael García Melgar</b> Spanish Confederation of Employers' Organizations (CEOE)	<b>Lola Morillo</b> Confederation of Workers Commission (CC.OO)	vacant
<b>Sweden</b>	<b>Bo Barrefelt</b> Ministry of Employment Division for Labour Law and Work Environment	<b>Marie Åkhagen</b> Ministry of Employment Division for Labour Law and Work Environment	<b>Sverker Rudeberg</b> Confederation of Swedish Enterprises	<b>Christian Ardhe</b> Confederation of Swedish Enterprises	<b>Mats Essemymr</b> Swedish Confederation of Professional Employees (TCO)	<b>Sten Gellerstedt</b> Swedish Trade Union Confederation (LO-S)
<b>United Kingdom</b>	<b>William Wells</b> Department for Business, Enterprise and Regulatory Reform	<b>Suzanne Moroney</b> Department for Work and Pensions	<b>Marion Seguret</b> Confederation of British Industry (CBI)	<b>Neil Carberry</b> Confederation of British Industry (CBI)	<b>Richard Exell</b> Trade Union Congress (TUC)	<b>Peter Coldrick</b> Trade Union Congress (TUC)

Country	Representatives of national governments		Representatives of employer organisations		Representatives of employee organisations	
	Member	Alternate	Member	Alternate	Member	Alternate
<b>EFTA-EEA</b>	<i>Observers</i>					
	<b>Torkel Sandegren</b> Norwegian Ministry of Labour and Inclusion, Norway		<b>Ingrid Malt</b> Confederation of Norwegian Business and Industry (NHO), Norway		<b>Anthony Kallevig</b> Norwegian Confederation of Trade Unions, Norway	
<b>Representatives of the Commission</b>						
	<b>Armindo Silva</b> DG Employment, Social Affairs and Equal Opportunities	<b>Andrew Chapman</b> DG Employment, Social Affairs and Equal Opportunities	<b>Michael Hübel</b> DG Health and Consumer Protection	<b>Charles Price</b> DG Health and Consumer Protection	<b>Dimitri Corpakis</b> DG Research	<b>Ronan O'Brien</b> DG Research

## Members of the Bureau

### Government Group

#### *Vice-Chairperson of the Governing Board*

Mária Ladó, Ministry of Social Affairs and Labour, Hungary

#### *Coordinator*

Michel De Gols, Ministry of Employment and Labour, Belgium

#### *Additional Representative*

Jerzy Ciechański, Ministry of Social Policy, Poland

#### *Alternate*

Lauris Beets, Ministry of Social Affairs and Employment, Netherlands

Andreas Schaller, Federal Ministry for Social Security, Generations and Consumer Protection, Austria

Nadine Welter, Ministry of Labour and Employment, Luxembourg

### Employer Group

#### *Vice-Chairperson of the Governing Board*

Stefania Rossi, General Confederation of Italian Industry

#### *Coordinator*

Maxime Cerutti, BusinessEurope

#### *Additional Representative*

Vladimíra Drbalová, Confederation of Industry of the Czech Republic

*Alternate*

Maria Angeles Asenjo, National Confederation of Construction (CNC), Spain

Neil Carberry, Confederation of British Industry

**Employee Group**

*Chairperson of the Governing Board*

Herman Fonck, Confederation of Christian Trade Unions (ACV/CSC), Belgium

*Coordinator*

Reiner Hoffmann, European Trade Union Confederation (ETUC)

*Additional Representative*

Hana Málková, Czech-Moravian Confederation of Trade Unions (CMKOS)

*Alternate*

Mats Essemyr, Swedish Confederation for Professional Employees (TCO)

Erik Pentenga, Federation of Dutch Trade Unions (FNV)

*Alternate Coordinator*

Martin Hutsebaut, European Trade Union Institute (ETUI-REHS)

**European Commission**

*Vice-Chairperson of the Governing Board*

Armindo Silva, DG Employment, Social Affairs and Equal Opportunities

*Alternate*

Andrew Chapman, DG Employment, Social Affairs and Equal Opportunities

# 3

## Foundation staff (as at 31 December 2008)

### **Directorate**

Jorma Karppinen, Director  
(vacant), Deputy Director  
Eberhard Köhler, Advisor to Directorate  
Sylvie Jacquet, Head of Brussels Liaison Office  
Silvia Arzilli  
Cécile Deneys  
Lidia Jankowska

### **Administration**

Markus Grimmeisen, Head of Unit  
Sarah Hayes  
Bronislava Kovacicova

### **Finance**

Jean-Christophe Gayrand, Accounting Officer  
Gema María Castro Martín  
Gerald King (T)  
Bernadette Landy-Lovatt  
Leontine Mastenbroek

### **General facilities**

Kay Flynn  
Ewan Hogan  
Maija Mannervesi-Ernst  
Leslie Privett  
Simon Tyner

### **Information and Communication Technologies**

Jim Halpenny, Head of Unit  
Linda Byrne  
Said El Aroussi  
Brian Gorman  
Alan O'Meara (T)  
Louise Shanley

### **Information and Communication**

Mary McCaughey, Head of Unit  
Mary Kelly  
Måns Mårtensson

### **Customer Relations**

Catherine Preston, Customer Relations Manager  
May-Britt Billfalk  
Elisabeth Gouilleux-Cahill  
Seán Griffin  
Doris Hirschfeld  
Brid Nolan  
Colm O'Neill  
Janka Robinson  
Bernice Turner

### **Communication products**

Barbara Gerstenberger, Head of Communication Products  
Martin Flynn  
Cristina Sequeira Frawley  
Patrick Grabolle  
Philip Ireland  
Stephan Jaeger  
Inma Kinsella  
Aidan McKeown  
Fiona Murray  
Hilary O'Donoghue  
Sylvie Seigné-Monks

### **Human Resources**

Raymond Comerford, Head of Unit  
Aoife Caomhánach

### **Catering Services**

Helen Ritchie  
Maura O'Brien

### **Operational Support**

Mattanja de Boer, Head of Unit  
Wojciech Kostka  
Mary McNeice  
Małgorzata Radzimowska  
Vittorio Rossi (T)  
Barbara Schmidt

### **Research Teams**

#### **Monitoring and Surveys**

Agnès Parent-Thirion, Head of Unit  
Catherine Cerf  
Roseanna Creamer  
David Foden  
Camilla Galli da Bino  
Sophia MacGoris  
Branislav Mikulic  
Sara Riso  
Jan Vandamme  
Greet Vermeulen

*Employment and Competitiveness*

Donald Storrie, Acting Head of Unit  
Diarra Diop (T)  
John Hurley  
Radosław Owczarzak

*Industrial Relations and Workplace Development*

Stavroula Demetriades, Head of Unit  
Isabella Biletta  
Gregorio de Castro  
Katarzyna Jurczak  
Izabela Książak-Klepcka  
Jean-Michel Miller  
Marina Patriarka  
Sylvaine Recorbet  
Christian Welz

*Living Conditions and Quality of Life*

Robert Anderson, Head of Unit  
Javier Bernier  
Klára Fóti  
Christine Gollin  
Hubert Krieger  
Anna Ludwinek  
Teresa Renehan  
Sarah Farrell

**T:** Temporary staff

# 4

## Advisory Committees

### Advisory Committee for Working Conditions

#### Project 0240

Coordinator: Stavroula Demetriades

#### Representation

Governments: Andreas Horst (DE)  
Valerio Speziale (IT)  
Petra Hribernig (AT)

Employers: Maxime Cerutti (BE)  
Heitor Salgueiro (PT)  
Maria Angeles Asenjo Dorado (ES)

Employees: Herman Fonck (BE)  
Erik Pentenga (NL)  
Pavle Vrhovec (SI)

Commission: Dimitrios Dimitriou, DG Employment, Social Affairs and Equal Opportunities  
Jean-Francois Lebrun, DG Employment, Social Affairs and Equal Opportunities

### Advisory Committee for European Working Conditions Survey

#### Project 0433

Coordinator: Branislav Mikulic (Deputising for Agnès Parent-Thirion)

#### Representation

Governments: Ana Cristina Lopez (ES)  
Constantinos Petinis (GR)  
Michel De Gols (BE)

Employers: Maria Angeles Asenjo (ES)  
Heitor Salgueiro (PT)

Employees: Herman Fonck (BE)  
Erik Pentenga (NL)

Commission: To be nominated

## Advisory Committee for Living Conditions and Quality of Life

### Project 0238

Coordinator: Robert Anderson

### Representation

Governments: Andreas Schaller (AT)  
Vlastimil Vána (CZ)  
Martin Blomsma (NL)

Employers: Bernard Le Marchand (FR)  
Jan Boersma (NL)  
Antal Csuport (HU)

Employees: Rosheen Callender (IE)  
Henri Lourdelle (BE)  
Reinhard Dombre (DE)

Commission: Ralf Jacob, DG Employment, Social Affairs and Equal Opportunities  
Bartek Lessaer, DG Employment, Social Affairs and Equal Opportunities

## Advisory Committee for Industrial Relations

### Project 0241

Coordinator: Stavroula Demetriades

### Representation

Governments: Metka Stoka-Debevec (SI)  
Orestis Messios (CY)  
Mariá Ladó (HU)

Employers: Wolfgang Goos (DE)  
Emmanuel Julien (FR)  
Slavi Pirs (SI)

Employees: Mats Essemyr (SE)  
Marco Cilento (BE)  
Erzsebet Hanti (HU)

Commission: Dimitrios Dimitriou, DG Employment, Social Affairs and Equal Opportunities  
Heinrich Wollny, DG Employment, Social Affairs and Equal Opportunities

## Foundation Seminar Series

### Project: 0268

Coordinator: Isabella Biletta  
Brid Nolan

### Representation

Governments: Jerzy Ciechański (PL)  
Rita Kazlauskiene (LT)

Employers: Bernard Le Marchand (BE)  
Antal Csuport (HU)  
Joseph Montebello (MT)

Employees: Replacement required for  
Wolfgang Greif (AT),  
Agata Baranowska (PL) and  
Angelo Masetti (IT)

Commission: Christiane Westphal, DG Employment, Social Affairs and Equal Opportunities

## Advisory Committee for the European Company Survey

### Project: 0358

Coordinator: Greet Vermeylen

### Representation

Governments: Michel de Gols (BE)  
Vladka Komel (SI)

Employers: Seppo Saukkonen (FI)  
Heitor Salgueiro (PT)

Employees: Bogdan Olszewski (PL)  
Norbert Kluge (BE)  
Laurence Thery (FR)

Commission: Dimitriou Dimitriou, DG Employment, Social Affairs and Equal Opportunities  
Heinrich Wollny, DG Employment, Social Affairs and Equal Opportunities

## Advisory Committee for Information & Communication

### Project 0247

Coordinator: Mary McCaughey

### Representation

Governments: Jan Baten (BE)  
Vladka Komel (SI)  
Lauris Beets (NL)

Employers: Heinrich Brauner (AT)  
Bernard Le Marchand (FR)  
Josef Fornůšek (CZ)

Employees: Daniele Melli (BE)

Commission: Andrew Chapman, DG Employment, Social Affairs and Equal Opportunities

## Advisory Committee for EMCC

### Project: 0280

Coordinator: Donald Storrie

### Representation

Governments: Michel de Gols (BE)  
Joaquin Martinez Soler (ES)  
Juhani Pekkola (FI)

Employers: Maxime Cerutti (BE)  
Roberto Suarez (ES)  
Liliane Volozinskis (BE)

Employees: Maria Helena Andre (BE)  
Judith Kirton-Darling (BE)

Commission: Elisabeth Hamdouch, DG Enterprise and Industry  
Jean-François Lebrun, DG Employment, Social Affairs and Equal Opportunities

# 5

## Eurofound events 2008

- Date:* 11 February 2008  
*Title:* **Stakeholder Enquiry Service: Liability in subcontracting processes in the European construction sector, Kick-off meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Gregorio de Castro, John Hurley
- Date:* 14 -15 February 2008  
*Title:* **Advisory Committee for Working Conditions**  
*Place:* Brussels, Belgium  
*Organiser:* Monitoring and Surveys  
*Participants:* Agnès Parent-Thirion, Greet Vermeylen, Brano Mikulic
- Date:* 20 February 2008  
*Title:* **Foundation Seminar Series Advisory Committe meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Isabella Biletta, Marina Patriark, Kasia Jurczak, Izabela Kziazak-Klepcka
- Date:* 21 February 2008  
*Title:* **Information and Communication Advisory Committee**  
*Place:* Brussels, Belgium  
*Organiser:* Information and Communicaitons  
*Participants:* Cristina Frawley, Barbara Gerstenberger, Sylvie Jacquet, Mary Kelly, Måns Mårtensson, Mary McCaughey, Fiona Murray, Brid Nolan, Catherine Preston
- Date:* 21-22 February 2008  
*Title:* **Industrial Relations Advisory Committee meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Stravroula Demetriades, Christian Welz, Isabella Biletta, Jean-Michel Miller, Gregorio de Castro, Kasia Jurczak, Patriarka Marina, Maria Cuesta, Izabela Kziazak-Klepcka, Sylvaine Recorbet
- Date:* 28-29 February 2008  
*Title:* **NOCs Annual Meeting**  
*Place:* Dublin, Ireland  
*Organiser:* Information and Communicaitons  
*Participants:* Catherine Preston
- Date:* 4 March 2008  
*Title:* **Joint EF-EP conference on impact of globalisation on structural change and employment**  
*Place:* Brussels, Belgium  
*Organiser:* Brussels Liaison Office and European Parliament  
*Participants:* Silvia Arzilli, Barbara Gerstenberger, Sylvie Jacquet, Jorma Karppinen, Radoslaw Owczarzak, Donald Storrie, Christian Welz

*Date:* 10 March 2008  
*Title:* **Employment and Competitiveness Advisory Committee**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Donald Storrie, Enrique Fernandez, Timo Kauppinen, Radoslaw Owczarzak, John Hurley

*Date:* 14 March 2008  
*Title:* **Bureau Meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen

*Date:* 17 March 2008  
*Title:* **Launch the Active Ageing Resource Packs**  
*Place:* Brussels, Belgium  
*Organiser:* Information and Communication  
*Participants:* Jorma Karppinen, Robert Anderson, Sylvie Jacquet

*Date:* 25 – 26 March 2008  
*Title:* **Roadshow to Netherlands**  
*Place:* The Hague, Netherlands  
*Organiser:* Information and Communicaiton  
*Participants:* Jorma Karppinen, Måns Mårtensson, Brid Nolan

*Date:* 27 – 28 March 2008  
*Title:* **Roadshow to France**  
*Place:* Paris, France  
*Organiser:* Information and Communicaiton  
*Participants:* Jorma Karppinen, Måns Mårtensson, Brid Nolan

*Date:* 3 April 2008  
*Title:* **Living Conditions Advisory Committee meeting**  
*Place:* Dublin, Ireland  
*Organiser:* Living Conditions and Quality of Life  
*Participants:* Robert Anderson, Hubert Krieger, Teresa Renehan, Gerlinde Ziniel

*Date:* 4 April 2008  
*Title:* **Expert meeting on Collective Redundancies**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Catherine Cerf, John Hurley, Donald Storrie

*Date:* 4 April 2008  
*Title:* **European cities integrating migrants**  
*Place:* Brussels, Belgium  
*Organiser:* Living Conditions and Quality of Life  
*Participants:* Silvia Arzilli, Christine Gollin, Sylvie Jacquet, Jorma Karppinen, Hubert Krieger, Teresa Renehan

- Date:* 17 April 2008  
*Title:* **Web training session at European Parliament**  
*Place:* Brussels, Belgium  
*Organiser:* Brussels Liaison Office  
*Participants:* Silvia Arzilli, Sylvie Jacquet, Patriarka Marina
- Date:* 28 - 29 April 2008  
*Title:* **IFAs: stepping stone towards the internationalisation of industrial relations, 2nd Workshop**  
*Place:* Rome, Italy  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Christian Welz
- Date:* 16 May 2008  
*Title:* **Bureau Meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen
- Date:* 19-20 May 2008  
*Title:* **Roadshow to Czech Republic**  
*Place:* Czech Republic, Czech Republic  
*Organiser:* Information and Communication  
*Participants:* Jorma Karppinen, Måns Mårtensson, Brid Nolan
- Date:* 22 May 2008  
*Title:* **Dynamics of the European Sectoral Social Dialogue**  
*Place:* Brussels, Belgium  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Christian Welz
- Date:* 27-28 May 2008  
*Title:* **Advisory Committee on the Establishment Survey**  
*Place:* Dublin, Ireland  
*Organiser:* Monitoring and Surveys  
*Participants:* Greet Vermeylen
- Date:* 3-5 June 2008  
*Title:* **Conference on Global Competition and European Companies: Locations Decisions**  
*Place:* Poznan, Poland  
*Organiser:* Information and Communication  
*Participants:* Jorma Karppinen, Mary McCaughey, Donald Storrie, Barbara Gerstenberger, Brid Nolan, Bernice Turner, Mary Kelly
- Date:* 5 June 2008  
*Title:* **Childcare conference**  
*Place:* Ankara, Turkey  
*Organiser:* Living Conditions and Quality of Life  
*Participants:* Robert Anderson, Gerlinde Ziniel

- Date:* 10-11 June 2008  
*Title:* **Ad hoc Advisory Committee Working Conditions /Evaluation meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Monitoring and Surveys  
*Participants:* David Foden, Agnès Parent-Thirion, Greet Vermeylen
- Date:* 11-12 June 2008  
*Title:* **Seminar on Mobility (with WLMP)**  
*Place:* Budapest, Hungary  
*Organiser:* Living Conditions and Quality of Life and Swedish Work Life Programme  
*Participants:* Hubert Krieger
- Date:* 12 June 2008  
*Title:* **Social Affairs attaches Working Lunch on Employability and flexicurity**  
*Place:* Brussels, Belgium  
*Organiser:* Brussels Liaison Office  
*Participants:* Isabella Biletta, Sylvie Jacquet, Jorma Karppinen, Greet Vermeylen
- Date:* 17 June 2008  
*Title:* **Industrial Relations trend in the EU 27 - G7**  
*Place:* Helsinki, Finland  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Christian Welz, Timo Kauppinen, Sylvaine Recorbet
- Date:* 23 - 25 June 2008  
*Title:* **Foundation seminar series – Developing workers' skills: actors and actions, 2008, 1st session**  
*Place:* Dublin, Ireland  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Isabella Biletta, Jean-Michel Miller, Gregorio de Castro, Kasia Jurczak, Patriarka Marina, David Foden, Agnès Parent-Thirion, Donald Storrie, Maria Cuesta, Izabella Ksiazak-Klepcka, Sylvaine Recorbet, Jan Van Damme
- Date:* 30 June – 1 July 2008  
*Title:* **Workers Group Meeting**  
*Place:* Dublin, Ireland  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen
- Date:* 30 June – 1 July 2008  
*Title:* **Governments Group**  
*Place:* Dublin, Ireland  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen

<i>Date:</i>	1 July 2008
<i>Title:</i>	<b>Employers Group Mtg</b>
<i>Place:</i>	Dublin, Ireland
<i>Organiser:</i>	Directorate and Administration
<i>Participants:</i>	Jorma Karppinen, Markus Grimmeisen
<i>Annex</i>	Eurofound Events
<i>Date:</i>	2 July 2008
<i>Title:</i>	<b>78th Meeting of the Governing Board</b>
<i>Place:</i>	Dublin, Ireland
<i>Organiser:</i>	Directorate and Administration
<i>Participants:</i>	Jorma Karppinen, Markus Grimmeisen
<i>Date:</i>	7 – 8 July 2008
<i>Title:</i>	<b>Global comparison of working conditions</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	Industrial Relations and Workplace Developments
<i>Participants:</i>	Kasia Jurczak, Isabella Biletta, Izabella Ksiazak-Klepcka, Maija Lyly-Yrjanainen
<i>Date:</i>	5 September 2008
<i>Title:</i>	<b>Bureau Meeting</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	Directorate and Administration
<i>Participants:</i>	Jorma Karppinen, Markus Grimmeisen
<i>Annex</i>	Eurofound Events
<i>Date:</i>	16 September 2008
<i>Title:</i>	<b>Roadshow to Greece</b>
<i>Place:</i>	Greece
<i>Organiser:</i>	Information and Communication
<i>Participants:</i>	Timo Kauppinen, Måns Mårtensson, Brid Nolan, Greet Vermeulen
<i>Date:</i>	18-19 September 2008
<i>Title:</i>	<b>Industrial Relations and Workplace Developments Advisory Committee meeting</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	Industrial Relations and Workplace Developments
<i>Participants:</i>	Stravroula Demetriades, Christian Welz, Isabella Biletta, Jean-Michel Miller, Gregorio de Castro, Kasia Jurczak, Patriarka Marina, Maria Cuesta, Izabella Ksiazak-Klepcka, Sylvaine Recorbet
<i>Date:</i>	18 September 2008
<i>Title:</i>	<b>Employment and Competitiveness Advisory Committee</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	Employment and Competitiveness
<i>Participants:</i>	Donald Storrie, Timo Kauppinen, Radoslaw Owczarzak, John Hurley

- Date:* 24 September 2008  
*Title:* **Living Conditions and Quality of Life Advisory Committee/Evaluation Meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Living Conditions and Quality of Life  
*Participants:* Robert Anderson, Klara Foti, Hubert Krieger, Anna Ludwinek, Teresa Renehan
- Date:* 25 September 2008  
*Title:* **Working Conditions Advisory Committee Meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Industrial Relations and Workplace Development  
*Participants:* Stravroula Demetriades, Isabella Biletta, Jean-Michel Miller, Greet Vermeyleen, Camilla Galli da Bino
- Date:* 29-30 September 2008  
*Title:* **Information and Communication Advisory Committee**  
*Place:* Dublin, Ireland  
*Organiser:* Information and Communication  
*Participants:* Cristina Frawley, Barbara Gerstenberger, Sylvie Jacquet, Mary Kelly, Måns Mårtensson, Mary McCaughey, Fiona Murray, Brid Nolan,
- Date:* 1 October 2008  
*Title:* **Swedish WLMP conf on mobility in NMS**  
*Place:* Stockholm, Sweden  
*Organiser:* Living Conditions and Quality of Life Work Life Mobility Programme, Sweden  
*Participants:* Hubert Krieger
- Date:* 1 October 2008  
*Title:* **Company network seminar: Flexibility policies at the company level: a common interest?**  
*Place:* Brussels, Belgium  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Gregorio de Castro
- Date:* 2-3 October 2008  
*Title:* **Quality of work in Europe: 2010 and beyond**  
*Place:* Lyons, France  
*Organiser:* Information and Communication and ANACT  
*Participants:* Greet Vermeyleen, David Foden, Bernice Turner, May-Britt Billfalk
- Date:* 3 October 2008  
*Title:* **Third multi-sectoral meeting on comprehensive sectoral analysis of emerging competences and economic activities in EU**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness and Living Conditions and Quality of Life and European Commission  
*Participants:* Klara Foti, Radoslaw Owczarzak

- Date:* 8 October 2008  
*Title:* **MEPs Working breakfast: Restructuring Job creation and job losses, Launch of ERM report**  
*Place:* Brussels, Belgium  
*Organiser:* Brussels Liaison Office and European Parliament MEP Silva Peneda  
*Participants:* Silvia Arzilli, John Hurley, Sylvie Jacquet, Jorma Karppinen, Mary McCaughey, Donald Storrie
- Date:* 9-10 October 2008  
*Title:* **Expert panel workshop on textiles, wearing apparel and leather products**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Radoslaw Owczarzak
- Date:* 15 October 2008  
*Title:* **Government Group Meeting**  
*Place:* Dublin, Ireland  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen
- Date:* 16 October 2008  
*Title:* **Bureau Meeting**  
*Place:* Dublin, Ireland  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen
- Date:* 16 October 2008  
*Title:* **All Groups of the Governing Board**  
*Place:* Dublin, Ireland  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen
- Date:* 17 October 2008  
*Title:* **78th Meeting of the Governing Board**  
*Place:* Dublin, Ireland  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen
- Date:* 21 October 2008  
*Title:* **Expert meeting on the impact of the Services Directive**  
*Place:* Dublin, Ireland  
*Organiser:* Employment and Competitiveness  
*Participants:* Diarra Diop, Donald Storrie

- Date:* 23-24 October 2008  
*Title:* **Expert workshop on electricity, gas, water and waste**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Radoslaw Owczarzak
- Date:* 30-31 October 2008  
*Title:* **Expert wokshop on chemicals, pharmaceuticals, rubber & plastic products**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Radoslaw Owczarzak
- Date:* 3 - 4 November 2008  
*Title:* **Expert workshop on electromechanical engineering**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Radoslaw Owczarzak
- Date:* 5 - 7 November 2008  
*Title:* **Foundation seminar series Developing workers' skills: actors and actions, 2008, 2nd session**  
*Place:* London, United Kingdom  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Isabella Biletta, Marina Patriark, Kasia Jurczak, Izabela Kziazak-Klepcka
- Date:* 6 - 7 November 2008  
*Title:* **Expert workshop on non metallic materials**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Radoslaw Owczarzak
- Date:* 6 - 7 November 2008  
*Title:* **Joint Conference Together on Diversity: A European conference on Community Development and interculturalism**  
*Place:* Dublin, Ireland  
*Organiser:* Living Conditions and Quality of Life and Combat Poverty Agency  
*Participants:* Hubert Krieger, Anna Ludwinek
- Date:* 6 - 7 November 2008  
*Title:* **Network of European Observatories (NEO) Seminar**  
*Place:* Dublin, Ireland  
*Organiser:* Monitoring and Surveys  
*Participants:* David Foden
- Date:* 13 November 2008  
*Title:* **EU Think tanks briefing and Brussels official launch of migration resource pack**  
*Place:* Brussels, Belgium  
*Organiser:* Brussels Liaison Office and Information and Communication  
*Participants:* Sylvie Jacquet, Jorma Karppinen, Hubert Krieger, Anna Ludwinek, Jean-Michel Miller

- Date:* 18 November 2008  
*Title:* **Integration of migrants conference (for 5 German speaking countries)**  
*Place:* Frankfurt, Germany  
*Organiser:* Living Conditions and Quality of Life and City of Frankfurt and Heinrich Boll Federation and Robert Bosch Federation  
*Participants:* Hubert Krieger
- Date:* 19 November 2008  
*Title:* **Launch of the resume and first findings of the second EQoLS**  
*Place:* Brussels, Belgium  
*Organiser:* Living Conditions and Quality of Life  
*Participants:* Robert Anderson
- Date:* 20-21 November 2008  
*Title:* **Expert workshop on computer, electronic and optical products**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Radoslaw Owczarzak
- Date:* 24-25 November 2008  
*Title:* **Changing job structure in Europe and the USA**  
*Place:* Dublin, Ireland  
*Organiser:* Employment and Competitiveness  
*Participants:* Diarra Diop, Enrique Fernandez, John Hurley, Donald Storrie
- Date:* 27-28 November 2008  
*Title:* **IR in the EU, Japan, USA & other global economies**  
*Place:* Paris, France  
*Organiser:* Industrial Relations and Workplace Developments  
*Participants:* Isabella Biletta, Demetriades Stavroula, Camilla Galli da Bino, Izabela Ksiazak-Klepacka
- Date:* 1-5 December 2008  
*Title:* **Eurofound exhibition at European Parliament**  
*Place:* Brussels, Belgium  
*Organiser:* Information and Communication and European Parliament  
*Participants:* Silvia Arzilli, Hirschfeld Doris, Sylvie Jacquet, Barbara Gerstenberger, Jorma Karppinen, Fiona Murray, May-Britt Billfalk
- Date:* 4 December 2008  
*Title:* **Annual exchange seminar with social affairs attaches**  
*Place:* Brussels, Belgium  
*Organiser:* Brussels Liaison Office  
*Participants:* Silvia Arzilli, Sylvie Jacquet, Jorma Karppinen

*Date:* 4 December 2008  
*Title:* **Expert workshop on building of ships and boats**  
*Place:* Brussels, Belgium  
*Organiser:* Employment and Competitiveness  
*Participants:* Donald Storrie

*Date:* 5 December 2008  
*Title:* **Bureau Meeting**  
*Place:* Brussels, Belgium  
*Organiser:* Directorate and Administration  
*Participants:* Jorma Karppinen, Markus Grimmeisen

# 6

## External events 2008

- Date:* 9 January 2008  
*Title:* **Kick-off meeting to project “Comprehensive sectoral analysis of emerging competences and economic activities in the EU”**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* Donald Storrie
- Date:* 11 January 2008  
*Title:* **Social players, relaunching Europe and Globalization**  
*Place:* Brussels, Belgium  
*Organiser:* Lasaire and EESC  
*Staff:* Sylvie Jacquet
- Date:* 21 January 2008  
*Title:* **Women in decision making posts**  
*Place:* Brussels, Belgium  
*Organiser:* Eurocadres  
*Staff:* Kasia Jurczak
- Date:* 24 January 2008  
*Title:* **Decent work for all-mobilising the EU and its partners**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* Jorma Karppinen
- Date:* 28 January 2008  
*Title:* **ETF gender equality workshop for the Nordic/Baltic states**  
*Place:* Vilnius, Lithuania  
*Organiser:* European Transport Workers’ Federation  
*Staff:* Gregorio de Castro
- Date:* 31 January 2008  
*Title:* **Friends of Europe: European Policy Summit - Demographic Changes**  
*Place:* Brussels, Belgium  
*Organiser:* Friends of Europe  
*Staff:* Robert Anderson, Jorma Karppinen
- Date:* 31 January 2008  
*Title:* **Workshop on Integration of migrants and implementing diversity policies in local and regional administration**  
*Place:* Brussels, Belgium  
*Organiser:* DG EMPL / EPSU - European Federation of Public Service Unions  
*Staff:* Hubert Krieger

<i>Date:</i>	31 January – 2 February 2008
<i>Title:</i>	<b>Agir final conference</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	Groupe Alpha
<i>Staff:</i>	Donald Storrie
<i>Date:</i>	5 February 2008
<i>Title:</i>	<b>Transnational collective bargaining</b>
<i>Place:</i>	Paris, France
<i>Organiser:</i>	Europe and Society
<i>Staff:</i>	Christian Welz
<i>Date:</i>	14 February 2008
<i>Title:</i>	<b>A European Social Model for the future</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	EURISPES
<i>Staff:</i>	Sylvie Jacquet, Jorma Karppinen
<i>Date:</i>	14 February 2008
<i>Title:</i>	<b>Managing Demographic Change in Europe – a Conference on Green Approaches</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	European Parliament - The Greens/European Free Alliance
<i>Staff:</i>	Hubert Krieger
<i>Date:</i>	14 February 2008
<i>Title:</i>	<b>Kick-off meeting ‘Skills and Jobs Project’</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	TNO Netherlands
<i>Staff:</i>	Radoslaw Owczarzak
<i>Date:</i>	18 February 2008
<i>Title:</i>	<b>International Conference “Mobbing in the Workplace”</b>
<i>Place:</i>	Vienna, Austria
<i>Organiser:</i>	Beratungszentrum des OeGB
<i>Staff:</i>	Willy Buschak
<i>Date:</i>	20 February 2008
<i>Title:</i>	<b>Workshop on Work Climate Index</b>
<i>Place:</i>	Dortmund, Germany
<i>Organiser:</i>	BAUA (Bundesanstalt für Arbeitsschutz und Arbeitsmedizin)
<i>Staff:</i>	Willy Buschak
<i>Date:</i>	22 February 2008
<i>Title:</i>	<b>Cedefop Agora Conference</b>
<i>Place:</i>	Thessaloniki, Greece
<i>Organiser:</i>	CEDEFOP
<i>Staff:</i>	Donald Storrie

- Date:* 22 February 2008  
*Title:* **European Business Summit “Greening the Economy”**  
*Place:* Brussels, Belgium  
*Organiser:* BusinessEurope with Federation of Enterprises in Brussels and EC and Slovenian EU Presidency  
*Staff:* Jorma Karppinen
- Date:* 7 March 2008  
*Title:* **Time to care: Towards a better deal for care workers in Europe**  
*Place:* Brussels, Belgium  
*Organiser:* EPSU  
*Staff:* Gerlinde Ziniel
- Date:* 9 March 2008  
*Title:* **Risk assessment and ageing of working population**  
*Place:* Brdo pri Kranju, Slovenia  
*Organiser:* Slovenian Government  
*Staff:* Jean-Michel Miller
- Date:* 11 March 2008  
*Title:* **The role of migrant women at the labour market: current situation and future prospects**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission - DG EMPL - D1 Employment Analysis  
*Staff:* Hubert Krieger
- Date:* 13 March 2008  
*Title:* **2nd preparatory meeting for the 7th European Round Table on Poverty and Social Exclusion**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission DG EMPL  
*Staff:* Sylvie Jacquet
- Date:* 13 March 2008  
*Title:* **BJIR Conference on Comparative Studies at the Workplace**  
*Place:* London, United Kingdom  
*Organiser:* LSE  
*Staff:* Enrique Fernández
- Date:* 14 March 2008  
*Title:* **WORKS WP15 Workshop**  
*Place:* Leuven, Belgium  
*Organiser:* HIVA  
*Staff:* Donald Storrie

- Date:* 13 March 2008  
*Title:* **Building social capital for an inclusive society**  
*Place:* Brugges, Belgium  
*Organiser:* Collège d'Europe  
*Staff:* Gregorio de Castro
- Date:* 14 March 2008  
*Title:* **Multi-sectoral seminar on third party violence**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* John Hurley
- Date:* 14 March 2008  
*Title:* **Seminar with National Co-ordinators MPHASIS - Housing conditions in the EU**  
*Place:* Budapest, Hungary  
*Organiser:* University of Dundee  
*Staff:* Hubert Krieger
- Date:* 17 March 2008  
*Title:* **Conference on Protecting the dignity of older persons – the prevention of elder abuse and neglect**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* Robert Anderson
- Date:* 18 March 2008  
*Title:* **Meeting of the Expert Group on Demographic Issues**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* Robert Anderson
- Date:* 18 March 2008  
*Title:* **Automotive Sector Skills Workshop**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* Radoslaw Owczarzak
- Date:* 19 March 2008  
*Title:* **DG SANCO consultation meeting on health, social and economic impacts of policy options at EU level**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission DG SANCO  
*Staff:* Sylvie Jacquet

- Date:* 20 March 2008  
*Title:* **Joint seminar on EU policy making - EU reality**  
*Place:* Brussels, Belgium  
*Organiser:* University Leuven  
*Staff:* Sylvie Jacquet
- Date:* 25 March 2008  
*Title:* **ANACT Comite Scientifique**  
*Place:* Lyon, France  
*Organiser:* ANACT  
*Staff:* Willy Buschak
- Date:* 25 March 2008  
*Title:* **SZW Knowledge room project**  
*Place:* The Hague, Netherlands  
*Organiser:* Ministry for Social Affairs and Employment  
*Staff:* John Hurley
- Date:* 8 April 2008  
*Title:* **Seminar of PES Group in Committee of the Regions**  
*Place:* Brussels, Belgium  
*Organiser:* Committee of the Regions  
*Staff:* Donald Storrie
- Date:* 4 April 2008  
*Title:* **Workshop on the emerging psychosocial risks in the changing world of work**  
*Place:* Brussels, Belgium  
*Organiser:* European Agency for Safety and Health at Work  
*Staff:* Robert Anderson
- Date:* 11 April 2008  
*Title:* **Immigration & Asylum Committee – 23rd Meeting of the National Contact Points on Integration**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission DG Justice  
*Staff:* Hubert Krieger
- Date:* 21 April 2008  
*Title:* **European conference Quality employment in care work with young children**  
*Place:* Brussels, Belgium  
*Organiser:* ECCE AMA Childcare in learning network  
*Staff:* Gerlinde Ziniel

<i>Date:</i>	25 April 2008
<i>Title:</i>	<b>Steering Committee for the research project on measuring and benchmarking the structural adjustment performance of EU industry</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	European Commission DG Enterprise
<i>Staff:</i>	Donald Storrie
<i>Date:</i>	29 April 2008
<i>Title:</i>	<b>Conference on demography - Intergenerational solidarity and long term care</b>
<i>Place:</i>	Brdo, Slovenia
<i>Organiser:</i>	Slovenian Government Presidency event
<i>Staff:</i>	Robert Anderson
<i>Date:</i>	28 April 2008
<i>Title:</i>	<b>Housing Strategic policy meeting</b>
<i>Place:</i>	Dublin, Ireland
<i>Organiser:</i>	Dublin City Council
<i>Staff:</i>	Hubert Krieger
<i>Date:</i>	30 April 2008
<i>Title:</i>	<b>European Integration Forum Preparatory Meeting</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	European Commission and EESC
<i>Staff:</i>	Hubert Krieger
<i>Date:</i>	29 April 2008
<i>Title:</i>	<b>EESC/LMO hearing on Women's difficult access to the labour market</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	EESC LMO
<i>Staff:</i>	Kasia Jurczak
<i>Date:</i>	29 April 2008
<i>Title:</i>	<b>Seminar on Improving access to the labour market for people at its margins with a special focus on people with a migrant or minorities background</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	European Commission DG EMPL
<i>Staff:</i>	Hubert Krieger
<i>Date:</i>	29 April 2008
<i>Title:</i>	<b>3rd meeting of the Labour Market Observatory (LMO)</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	LMO
<i>Staff:</i>	Kasia Jurczak

- Date:* 29 April 2008  
*Title:* **CESI Symposium on Flexicurity**  
*Place:* Brussels, Belgium  
*Organiser:* CESI  
*Staff:* Isabella Biletta, Greet Vermeulen
- Date:* 1 May 2008  
*Title:* **OECD meeting of the PIAAC Questionnaire development group**  
*Place:* Paris, France  
*Organiser:* OECD  
*Staff:* Enrique Fernandez
- Date:* 14 May 2008  
*Title:* **Corporate Social Responsibility and Occupational Risk Prevention**  
*Place:* Coruna (Galicia), Spain  
*Organiser:* Scientific Committee of the Occupational Risk Prevention  
*Staff:* Jorma Karppinen
- Date:* 14 May 2008  
*Title:* **Restructuring Task force meeting**  
*Place:* Brussels, Belgium  
*Organiser:* European Parliament PES Group  
*Staff:* Sylvie Jacquet
- Date:* 14 May 2008  
*Title:* **Demographic Forum/European perspective on demographic change**  
*Place:* Santiago de Compostela, Spain  
*Organiser:* Galician Government (Xunta de Galicia)  
*Staff:* Jorma Karppinen
- Date:* 15 May 2008  
*Title:* **Fourth dialogue between France and the ILO on the social dimensions of globalization - The Internationalization of labour markets**  
*Place:* Paris, France  
*Organiser:* ILO  
*Staff:* Hubert Krieger
- Date:* 15 May 2008  
*Title:* **Conference on Taking Part and Being Active - How Active Inclusion contributes to the European Social Model**  
*Place:* Vienna, Austria  
*Organiser:* The Austrian Federal Ministry for Social Affairs and Consumer Protection  
*Staff:* Robert Anderson

<i>Date:</i>	15 May 2008
<i>Title:</i>	<b>MISEP network meeting on promoting age management in the workplace</b>
<i>Place:</i>	Ljubljana, Slovenia
<i>Organiser:</i>	European Employment Observatory - MISEP Network
<i>Staff:</i>	Gerlinde Ziniel
<i>Date:</i>	15 May 2008
<i>Title:</i>	<b>Second multi-sectoral meeting to project “Comprehensive sectoral analysis of emerging competences and economic activities in the EU”</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	European Commission DG Employment
<i>Staff:</i>	Donald Storrie
<i>Date:</i>	16 May 2008
<i>Title:</i>	<b>7th EU Meeting of People experiencing Poverty</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	Slovenian Presidency
<i>Staff:</i>	Robert Anderson
<i>Date:</i>	22 May 2008
<i>Title:</i>	<b>IMISCOE/UT Conference - Research-policy dialogues on migration and integration in Europe</b>
<i>Place:</i>	City of Enschede, Netherlands
<i>Organiser:</i>	University of Twente and Amsterdam
<i>Staff:</i>	Hubert Krieger
<i>Date:</i>	26 May 2008
<i>Title:</i>	<b>ETF EWC Summer School</b>
<i>Place:</i>	Florence, Italy
<i>Organiser:</i>	European Transport Workers' Federation (ETF)
<i>Staff:</i>	Christian Welz
<i>Date:</i>	26 May 2008
<i>Title:</i>	<b>Meeting of ERA NET consortium WORK-IN-NET</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	ERA NET Consortium
<i>Staff:</i>	Stavroula Demetriades
<i>Date:</i>	28 May 2008
<i>Title:</i>	<b>AC on Safety and Health protection at Work</b>
<i>Place:</i>	Luxembourg
<i>Organiser:</i>	European Commission
<i>Staff:</i>	Maija Lyly-Yrjänäinen, Maija Mannervesi-Ernst, Måns Mårtensson, Leontine Mastenbroek, Mary McCaughey, Aidan McKeown, Mary McNeice, Branislav Mikulic, Jean Michel-Miller

- Date:* 28 May 2008  
*Title:* **COBU-COCOBU Hearing on agencies**  
*Place:* Brussels, Belgium  
*Organiser:* European Parliament  
*Staff:* Markus Grimmeisen, Sylvie Jacquet, Jorma Karppinen
- Date:* 29 May 2008  
*Title:* **First INCORPORA Congress for social integration of people at risk of social exclusion**  
*Place:* Madrid, Spain  
*Organiser:* Foundation la Caixa  
*Staff:* Robert Anderson
- Date:* 29 May 2008  
*Title:* **Final Conference City to City Project: Good Practices Fair**  
*Place:* Brussels, Belgium  
*Organiser:* City to City Project  
*Staff:* Hubert Krieger
- Date:* 29 May 2008  
*Title:* **Managing change through diversity**  
*Place:* Brussels, Belgium  
*Organiser:* Eurocadres  
*Staff:* Gregorio de Castro
- Date:* 29 May 2008  
*Title:* **Hearing on undeclared work**  
*Place:* Brussels, Belgium  
*Organiser:* European Parliament EMPL  
*Staff:* Barbara Gerstenberger, Sylvie Jacquet
- Date:* 3 June 2008  
*Title:* **OECD Forum 2008 on Climate change, growth and stability**  
*Place:* Paris, France  
*Organiser:* OECD  
*Staff:* Timo Kauppinen
- Date:* 3 June 2008  
*Title:* **COFACE 50th Anniversary Conference**  
*Place:* Brussels, Belgium  
*Organiser:* COFACE  
*Staff:* Robert Anderson
- Date:* 4 June 2008  
*Title:* **ESSC-LMO hearing: The situation of ageing workers faced with industrial change - providing support and managing age diversity in sectors and companies**  
*Place:* Brussels, Belgium  
*Organiser:* EESC/LMO  
*Staff:* Robert Anderson, Sylvie Jacquet

- Date:* 6 June 2008  
*Title:* **International conference on working conditions and quality of employment**  
*Place:* Lisbon, Portugal  
*Organiser:* APSIOT  
*Staff:* Jean-Michel Miller
- Date:* 5 June 2008  
*Title:* **Enhancing Work-Life Balance within your organisation**  
*Place:* Dublin, Ireland  
*Organiser:* Small Firms Association  
*Staff:* David Foden
- Date:* 9 June 2008  
*Title:* **Annual Meeting of the Sheffield Group and the PEROSH Steering Committee**  
*Place:* Espoo/Helsinki, Finland  
*Organiser:* PEROSH  
*Staff:* Jorma Karppinen
- Date:* 10 June 2008  
*Title:* **Employment Week 2008**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission, Tarsus Touchstone  
*Staff:* Isabella Biletta, Doris Hirschfeld, Jorma Karppinen, Donald Storrie
- Date:* 10 June 2008  
*Title:* **Social reality stock-taking meeting**  
*Place:* Helsinki, Finland  
*Organiser:* European Commission Representation in Finland  
*Staff:* Jorma Karppinen
- Date:* 10 June 2008  
*Title:* **“More work opportunities for more people: Unlocking the agency work’s contribution to a better functioning labour market”**  
*Place:* Brussels, Belgium  
*Organiser:* Eurociett  
*Staff:* Christian Welz
- Date:* 12 June 2008  
*Title:* **Technical Pre-conference to the EU-high level Conference - Together for Mental Health and Wellbeing**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission, Public Health Executive Agency  
*Staff:* Robert Anderson, Teresa Renehan

- Date:* 12 June 2008  
*Title:* **EESC-LMO Hearing on Sustainable productivity growth and quality of working life**  
*Place:* Brussels, Belgium  
*Organiser:* EESC  
*Staff:* Agnès Parent-Thirion
- Date:* 17 June 2008  
*Title:* **International workshop on population change: implications for the future of care and equality**  
*Place:* Leeds, United Kingdom  
*Organiser:* University of Leeds  
*Staff:* Robert Anderson
- Date:* 18 June 2008  
*Title:* **Seminar EWC Ferrero**  
*Place:* Killarney, Ireland  
*Organiser:* EWC Ferrero  
*Staff:* Camilla Galli da Bino
- Date:* 23 June 2008  
*Title:* **Seminar on active ageing**  
*Place:* Berlin, Germany  
*Organiser:* German Ministry for Labour and Social Affairs  
*Staff:* Gerlinde Ziniel
- Date:* 23 June 2008  
*Title:* **2008 AARP International Forum on the Future Workforce: New Strategies for New Demographics**  
*Place:* Brussels, Belgium  
*Organiser:* AARP US & EC  
*Staff:* Robert Anderson
- Date:* 25 June 2008  
*Title:* **Policies for Today's Families**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* David Foden
- Date:* 26 June 2008  
*Title:* **NCPP Annual Partnership Conference**  
*Place:* Dublin, Ireland  
*Organiser:* National Centre for Partnership and Performance  
*Staff:* Elisabeth Gouilleux Cahill
- Date:* 26 June 2009  
*Title:* **Sickness, disability and work: Breaking the barriers**  
*Place:* Dublin, Ireland  
*Organiser:* OECD + Department of Social and Family Affairs, Ireland  
*Staff:* Anna Ludwinek

- Date:* 30 June 2008  
*Title:* **3rd World Forum on Human Rights - from universal principles to local action**  
*Place:* Nantes, France  
*Organiser:* International Permanent Secretariat - Human Rights and Local Governments  
*Staff:* Hubert Krieger
- Date:* 30 June 2008  
*Title:* **Conference on Poverty and Education**  
*Place:* Vienna, Austria  
*Organiser:* Caritas Austria  
*Staff:* Gerlinde Ziniel
- Date:* 2 July 2008  
*Title:* **Shaping the future of local services in Europe**  
*Place:* Paris, France  
*Organiser:* European Social Network  
*Staff:* Robert Anderson, Javier Bernier, Teresa Renehan
- Date:* 4 August 2008  
*Title:* **EGF Stakeholder's Conference**  
*Place:* Brussels, Belgium  
*Organiser:* DG Employment, Social Affairs and Equal Opportunities  
*Staff:* Donald Storrie
- Date:* 27 August 2008  
*Title:* **International workshop on work and intervention practices**  
*Place:* Quebec, Canada  
*Organiser:* Laval/Anact  
*Staff:* Greet Vermeylen
- Date:* 28 August 2008  
*Title:* **Demographic Change: Challenges and Opportunities for Business, Politics and Society**  
*Place:* St Gallen, Switzerland  
*Organiser:* World Ageing & Generations Congress  
*Staff:* Robert Anderson
- Date:* 5 September 2008  
*Title:* **Workshop on innovative restructuring-IRENE conclusions**  
*Place:* Brussels, Belgium  
*Organiser:* ASTREES  
*Staff:* Donald Storrie
- Date:* 8 September 2008  
*Title:* **Tripartite meeting of experts in Measurement of Decent Work**  
*Place:* Geneva, Switzerland  
*Organiser:* ILO  
*Staff:* Greet Vermeylen

- Date:* 9 September 2008  
*Title:* **4th Meeting of the EUPAN-TUNED Social Dialogue Working Group**  
*Place:* Paris, France  
*Organiser:* The Social Dialogue working group under the French Presidency  
*Staff:* Jean-Michel Miller
- Date:* 11 September 2008  
*Title:* **Conference on worker mobility**  
*Place:* Paris, France  
*Organiser:* Ministère du travail, des relations sociales, de la famille et de la solidarité  
*Staff:* Hubert Krieger
- Date:* 12 September 2008  
*Title:* **WERS/RESPONSE workshop**  
*Place:* Paris, France  
*Organiser:* DARES/BERR  
*Staff:* Stravroula Demetriades, Kasia Jurczak, Greet Vermeylen
- Date:* 12 September 2008  
*Title:* **Technical Seminar on family Policy in selected council of Europe Member States**  
*Place:* Paris, France  
*Organiser:* Council of Europe  
*Staff:* Hubert Krieger
- Date:* 15 September 2008  
*Title:* **EASPD QOL Measures International Conference – Measuring QoL on the Workplace for People with Intellectual disabilities**  
*Place:* Vienna, Austria  
*Organiser:* EASPD  
*Staff:* Robert Anderson
- Date:* 16 September 2008  
*Title:* **New Global Workshop**  
*Place:* Brussels, Belgium  
*Organiser:* University of St. Gallen  
*Staff:* Donald Storrie
- Date:* 16 September 2008  
*Title:* **Decent Work for Metalworkers in New Member States**  
*Place:* Piestany, Slovakia  
*Organiser:* International Training Centre of the ILO  
*Staff:* Maija Lyly-Yrjänäinen

<i>Date:</i>	18 September 2008
<i>Title:</i>	<b>Conference on Active Ageing Workforce in Virtual Environment</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	DE (Distance Expert Group) eSangathan Project
<i>Staff:</i>	Gerlinde Ziniel
<i>Date:</i>	23 September 2008
<i>Title:</i>	<b>ICT and global Sourcing</b>
<i>Place:</i>	Prague, Czech Republic
<i>Organiser:</i>	UNI Europa Regional Office
<i>Staff:</i>	Donald Storrie
<i>Date:</i>	23 September 2008
<i>Title:</i>	<b>Gender Mainstreaming</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	ABVV-FGTB Trade Union
<i>Staff:</i>	Doris Hirschfeld
<i>Date:</i>	25 September 2008
<i>Title:</i>	<b>Benefits of Maturity</b>
<i>Place:</i>	Warsaw, Poland
<i>Organiser:</i>	Academy for the Development of Philanthropy in Poland
<i>Staff:</i>	Gerlinde Ziniel
<i>Date:</i>	24 September 2008
<i>Title:</i>	<b>Advisory Committee meeting for Employment Week 2009</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	Tarsus Group Plc
<i>Staff:</i>	Sylvie Jacquet
<i>Date:</i>	24 September 2008
<i>Title:</i>	<b>Thematic Review Seminar “The development of national flexicurity policies in response to labour market challenges”</b>
<i>Place:</i>	Brussels, Belgium
<i>Organiser:</i>	European Commission
<i>Staff:</i>	Jorma Karppinen
<i>Date:</i>	25 September 2008
<i>Title:</i>	<b>Young people and seniors: an employment priority</b>
<i>Place:</i>	Le Havre, France
<i>Organiser:</i>	French Ministry of Economy, Industry and Employment
<i>Staff:</i>	Robert Anderson

- Date:* 25 September 2008  
*Title:* **Séminaire Mutations économiques**  
*Place:* Paris, France  
*Organiser:* IGPDE  
*Staff:* Christian Welz
- Date:* 26 September 2008  
*Title:* **CEPS workshop, Pathways to Flexicurity**  
*Place:* Brussels, Belgium  
*Organiser:* CEPS  
*Staff:* Greet Vermeylen
- Date:* 26 September 2008  
*Title:* **1st meeting of the Scientific committee of REGES and a seminar on ‘Social progress and social regulations in Europe’**  
*Place:* Paris, France  
*Organiser:* REGES  
*Staff:* Christian Welz
- Date:* 2 October 2008  
*Title:* **Ensuring Health and Safety in Contingent Employment**  
*Place:* Leuven, Belgium  
*Organiser:* Higher Institute of Labour Studies and the European Centre for Worker’s Questions  
*Staff:* Donald Storrie
- Date:* 3 October 2008  
*Title:* **Meeting of directors general for occupational safety and health**  
*Place:* Paris, France  
*Organiser:* DGOSH  
*Staff:* Jean-Michel Miller
- Date:* 7 October 2008  
*Title:* **WORKS conference - Fragmentation? The future of work in Europe in a global economy**  
*Place:* Rome, Italy  
*Organiser:* Working Lives Research Institute/IRES  
*Staff:* Greet Vermeylen
- Date:* 8 October 2008  
*Title:* **Seminar on Active Ageing: Good Practices for Information and Guidance of those over 55 at the Workplace**  
*Place:* Brussels, Belgium  
*Organiser:* European Federation of retired and elderly people  
*Staff:* Gerlinde Ziniel
- Date:* 8 October 2008  
*Title:* **Work Attractiveness**  
*Place:* Paris, France  
*Organiser:* French Presidency  
*Staff:* Jorma Karppinen

- Date:* 8 October 2008  
*Title:* **Forum on workers' rights and economic freedoms**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission  
*Staff:* Jean-Michel Miller, Donald Storrie
- Date:* 10 October 2008  
*Title:* **Roundtable - 2010 European Year against Poverty and Social Exclusion**  
*Place:* Dublin, Ireland  
*Organiser:* EAPN Ireland  
*Staff:* Klara Foti
- Date:* 9 October 2008  
*Title:* **International Symposium on Social Support Measures for Care Work**  
*Place:* Seoul, Korea  
*Organiser:* Korean Women's Development Institute  
*Staff:* Robert Anderson
- Date:* 13 October 2008  
*Title:* **French Presidency Conference: Fight against Illegal Employment practices**  
*Place:* Marseille, France  
*Organiser:* French Ministry of Labour, Labour Relations  
*Staff:* Jean-Michel Miller, Donald Storrie
- Date:* 15 October 2008  
*Title:* **7th European Round table on Poverty and Social Inclusion**  
*Place:* Marseille, France  
*Organiser:* French Ministry of Social Affairs  
*Staff:* Robert Anderson
- Date:* 16 October 2008  
*Title:* **Seminar on the role of cities and regions on integrating immigrants**  
*Place:* Athnes, Greece  
*Organiser:* Committee of the Regions  
*Staff:* Anna Ludwinek
- Date:* 16 October 2008  
*Title:* **Femme, Familles et Société**  
*Place:* Brussels, Belgium  
*Organiser:* Fédération Européenne des femmes Actives au Foyer  
*Staff:* Kasia Jurczak
- Date:* 16 October 2008  
*Title:* **Conference on European Sectoral Social Dialogue: Balance and Perspectives**  
*Place:* Paris, France  
*Organiser:* Europe and Society together with European Commission  
*Staff:* Christian Welz

*Date:* 16 October 2008  
*Title:* **7th conference on Community Company Law and Corporate Governance**  
*Place:* Paris, France  
*Organiser:* AFEP -MEDEF  
*Staff:* Christian Welz

*Date:* 17 October 2008  
*Title:* **Enjeux sociaux et gouvernance de l'Europe, course**  
*Place:* Brugge, Belgium  
*Organiser:* College of Europe  
*Staff:* Gregorio de Castro

*Date:* 17 October 2008  
*Title:* **Symposium on Youth Employment**  
*Place:* Brussels, Belgium  
*Organiser:* European Youth Forum  
*Staff:* Isabella Biletta

*Date:* 22 October 2008  
*Title:* **International Conference on workplace violence in the health sector**  
*Place:* Amsterdam, Netherlands  
*Organiser:* Oud Consultancy  
*Staff:* Sara Riso

*Date:* 23 October 2008  
*Title:* **Meeting with JHL Trade Union for the Public and Welfare Sectors**  
*Place:* Dublin, Ireland  
*Organiser:* JHL Trade Union for the Public and Welfare Sectors, Finland  
*Staff:* Timo Kauppinen, Maija Lyly-Yrjänäinen

*Date:* 28 October 2008  
*Title:* **SSGIs - Conference on social services of general interest**  
*Place:* Paris, France  
*Organiser:* French Presidency  
*Staff:* Klara Foti

*Date:* 29 October 2008  
*Title:* **EESC Seminar on Europe of solidarity: our challenge for tomorrow**  
*Place:* Brussels, Belgium  
*Organiser:* EESC  
*Staff:* Sylvie Jacquet

*Date:* 29 October 2008  
*Title:* **Interaccio 2008 Conference**  
*Place:* Barcelona, Spain  
*Organiser:* Diputació de Barcelona  
*Staff:* Hubert Krieger

- Date:* 30 October 2008  
*Title:* **Management Conference 2008 on Achieving Business Excellence – Health, Well-Being and Performance**  
*Place:* London, UK  
*Organiser:* BKK Bundesverband  
*Staff:* Robert Anderson
- Date:* 30 October 2008  
*Title:* **Masters in HRM course**  
*Place:* Limerick, Ireland  
*Organiser:* University of Limerick  
*Staff:* Christian Welz
- Date:* 30 October 2008  
*Title:* **Conference at the European Club for human resources**  
*Place:* Paris, France  
*Organiser:* European Club for Human Resources  
*Staff:* Isabella Biletta
- Date:* 30 October 2008  
*Title:* **IV International seminar of CHRONOS Project: Demographic challenge**  
*Place:* Coruña, Spain  
*Organiser:* Regional authorities of Coruna  
*Staff:* Gregorio de Castro
- Date:* 31 October 2008  
*Title:* **Workshop on Measuring Informal Employment in Developed Countries**  
*Place:* Boston, USA  
*Organiser:* Women in informal Employment: Globalizing and Organizing (WIEGO)  
*Staff:* Greet Vermeylen
- Date:* 3 November 2008  
*Title:* **Forum International Travail Sante (FITS)**  
*Place:* Paris, France  
*Organiser:* Ministry of Labour Relations, Family and Social Solidarity  
*Staff:*
- Date:* 4 November 2008  
*Title:* **Economic Policy Forum on older workers**  
*Place:* Brussels, Belgium  
*Organiser:* Waldo Vanderhaeghen  
*Staff:* Robert Anderson
- Date:* 5 November 2008  
*Title:* **EP hearing on Social responsibility of subcontracting undertakings in production chains**  
*Place:* Brussels, Belgium  
*Organiser:* European Parliament EMPL  
*Staff:* Gregorio de Castro, Sylvie Jacquet

<i>Date:</i>	5 November 2008
<i>Title:</i>	<b>Eurochild's annual conference</b>
<i>Place:</i>	Budapest, Hungary
<i>Organiser:</i>	Eurochild
<i>Staff:</i>	Barbara Gerstenberger
<i>Date:</i>	6 November 2008
<i>Title:</i>	<b>Seminar on framing a positive approach to migration</b>
<i>Place:</i>	Paris, France
<i>Organiser:</i>	ENAR
<i>Staff:</i>	Anna Ludwinek
<i>Date:</i>	6 November 2008
<i>Title:</i>	<b>Symposium on Monitoring of Work and Employment</b>
<i>Place:</i>	Amsterdam, Netherlands
<i>Organiser:</i>	TNO
<i>Staff:</i>	Greet Vermeylen
<i>Date:</i>	7 November 2008
<i>Title:</i>	<b>Rassemblement pour un droit à un travail sûr</b>
<i>Place:</i>	Paris, France
<i>Organiser:</i>	FCE-CFDT
<i>Staff:</i>	Jean-Michel Miller
<i>Date:</i>	7 November 2008
<i>Title:</i>	<b>Conference on social security and population forecasts in a European prospect</b>
<i>Place:</i>	Paris, France
<i>Organiser:</i>	Représentation des institutions françaises de sécurité sociale auprès de l'Union européenne
<i>Staff:</i>	Robert Anderson
<i>Date:</i>	10 November 2008
<i>Title:</i>	<b>Forum Migration 2008 - Integration into the communities: 7th Meeting of Local Authorities</b>
<i>Place:</i>	Dusseldorf, Germany
<i>Organiser:</i>	VERDI
<i>Staff:</i>	Hubert Krieger
<i>Date:</i>	11 November 2008
<i>Title:</i>	<b>The relevance and importance of national integration plans at local level</b>
<i>Place:</i>	Berlin, Germany
<i>Organiser:</i>	DGB Bildungswerk
<i>Staff:</i>	Hubert Krieger
<i>Date:</i>	12 November 2008
<i>Title:</i>	<b>Conference on Emerging Social Issues in a Changing Europe</b>
<i>Place:</i>	Paris, France
<i>Organiser:</i>	Ministry of Labour Relations, Family and Social Solidarity
<i>Staff:</i>	Klara Foti

- Date:* 13 November 2008  
*Title:* **Conference L'egalite professionnelle entre les femmes et les homes**  
*Place:* Lille, France  
*Organiser:* Ministry of Labour Relations, Family and Social Solidarity  
*Staff:* Greet Vermeylen
- Date:* 13 November 2008  
*Title:* **Accord transationaux d'entreprise, Dialogue, droits, anticipation des restructurations, acteurs: une nouvelle perspective**  
*Place:* Lyon, France  
*Organiser:* Ministry of Labour Relations, Family and Social Solidarity  
*Staff:* Christian Welz
- Date:* 14 November 2008  
*Title:* **Conference on Demographic Change in the Electricity Industry**  
*Place:* Brussels, Belgium  
*Organiser:* EURELECTRIC / EMCEF / EPSU  
*Staff:* Robert Anderson
- Date:* 14 November 2008  
*Title:* **Workshop on Charting new research agendas for ageing labour markets**  
*Place:* Dublin, Ireland  
*Organiser:* Economic and Social Research Institute and Irish Longitudinal Study on Ageing  
*Staff:* Jorma Karppinen
- Date:* 24 November 2008  
*Title:* **2nd European Forum on Demography - Better Societies for families and Older People**  
*Place:* Brussels, Belgium  
*Organiser:* European Commission - DG EMPL  
*Staff:* Klara Foti
- Date:* 25 November 2008  
*Title:* **Employment in Europe 2008**  
*Place:* Brussels, Belgium  
*Organiser:* EC DG EMPL – D1 'Employment Analysis'  
*Staff:* Hubert Krieger
- Date:* 27 November 2008  
*Title:* **IZA Employment Seminar**  
*Place:* Brussels, Belgium  
*Organiser:* Elke Henn  
*Staff:* John Hurley
- Date:* 3 December 2008  
*Title:* **Conference on Working in Europe: Precarious Jobs, Longer Working Time and Lower Pay**  
*Place:* Berlin, Germany  
*Organiser:* Berlin Senate Department for Integration, Labour and Social Issues  
*Staff:* Sara Riso

- Date:* 3 December 2008  
*Title:* **EU-US Aviation Forum on Liberalisation and Labour**  
*Place:* Washington D.C.  
*Organiser:* European Commission  
*Staff:* Christian Welz
- Date:* 4 December 2008  
*Title:* **More training opportunities for more temporary agency workers**  
*Place:* Brussels, Belgium  
*Organiser:* Eurociett/UniEuropa/EC  
*Staff:* Jorma Karppinen
- Date:* 8 December 2008  
*Title:* **Conference on Sustainability of agricultural jobs: creation, support, living and working conditions**  
*Place:* Paris, France  
*Organiser:* MSA Caisse Centrale  
*Staff:* Jorma Karppinen
- Date:* 10 December 2008  
*Title:* **The 3rd National Summit “Infrastructure: Challenging times: Critical success factors in delivering world class infrastructure”**  
*Place:* Dublin, Ireland  
*Organiser:* Sunday Business Post/Beauchamps solicitors/KPMG  
*Staff:* Jorma Karppinen
- Date:* 16 December 2008  
*Title:* **Social Reality Stocktaking - Social Models: British, European, or not that different?**  
*Place:* London, United Kingdom  
*Organiser:* The Federal Trust for Education and Research  
*Staff:* Jorma Karppinen
- Date:* 16 December 2008  
*Title:* **Les Rencontres de l’observatoire**  
*Place:* Paris, France  
*Organiser:* ANACT  
*Staff:* Greet Vermeylen

# Foundation publications 2008

# 7

Area	Titles from January 2008	Type (* = pdf only)	EFcode	Original language versions	No.	Translated language versions
LC	Flexibility and security over the life course	Report	EF/06/62/EN 1	English	1	
EIRO	Impact of the working time directive on collective bargaining in the road transport sector (CAR)	Web report	EF/07/112	English	1	
WC	Fourth European working conditions survey	Report	EF/06/98			FR
IC	Programme of work 2008: Annual management plan	Web report	EF/08/02	English	1	
IC	Out-of-school childcare for school-age children	Infosheet	EF/07/87			DE,DA,ES,TR,MT,LT,BG,FI,FR
EMCC	ERM Quarterly 4 2007	Web report	EF/08/05	English	1	
E&C	EWCO Survey data report Working conditions remain stable in the Netherlands	Web report	EF/08/08	English	1	
E&C	EWCO Survey data Norway Working conditions continue to improve	Web report	EF/08/09	English	1	
IC	Active ageing	Infosheet	EF/08/11	English	1	
IC	Out-of-school childcare for school-age children	Infosheet	EF/07/87			SV,HU,PL,CS,IT,RO,ET,LV,SK,EL,NL,SL,PT,HR
EIRO	Representativeness of the social partners: Gas sector	Web report	EF/07/71	English	1	
WC	Musculoskeletal disorders and organisational change Conference report	Web report	EF/07/114	English	1	
WC	Social capital and job creation in rural Europe Con report	Web report	EF/08/03	English	1	
IC	Promotional Card Eurofound website	Promo card	EF/07/57			DA,ES,FI,BG,LT,TR,MT,ET,CS,DE,EL,HU,IT,LV,NL,PT,PL,RO,SK,SL,SV
IC	Eurofound News 2/08 February	Newsletter	EF/08/06	English	1	
LC	Flexibility and security over the life course	Report	EF/07/62/EN	English	1	
WC	Fourth European working conditions survey	Report	EF/06/98			DE
EMCC	EMCC Case studies: Euroepan Commerce sector: Surface2AIR	Web report	EF/07/106/EN2	English	1	
EMCC	EMCC Case studies: Euroepan Commerce sector: Family shoe retail company	Web report	EF/07/106/EN4	English	1	
IC	F Findings Work-life balance - Solving the dilemma	F Findings	EF/07/89			FR
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: Bosch	Web report	EF/07/92/EN4	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: BASF	Web report	EF/07/92/EN3	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: EDF	Web report	EF/07/92/EN1	English	1	
E&C	Second quality of work survey reveals decline in working conditions	Web report	EF/08/10	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: LEONI	Web report	EF/07/92/EN8	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: Securitas	Web report	EF/07/92/EN9	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: Unilever	Web report	EF/07/92EN10	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: Arcelor	Web report	EF/07/92EN2	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: Chiquita	Web report	EF/07/92EN5	English	1	
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: PSA	Web report	EF/07/92EN6	English	1	

Area	Titles from January 2008	Type (* = pdf only)	EFcode	Original language versions	No.	Translated language versions
IR	Codes of conduct and international framework agreements: New forms of governance at company level Case study: IKEA	Web report	EF/07/92/EN7	English	1	
EMCC	Managing change in EU cross-border mergers and acquisitions Case example Air France-KLM:	Web report	EF/08/04/EN1	English	1	
EMCC	Managing change in EU cross-border mergers and acquisitions Case example Danske Bank and Irish National Bank	Web report	EF/08/04/EN2	English	1	
EMCC	Managing change in EU cross-border mergers and acquisitions Case example Impress	Web report	EF/08/04/EN3	English	1	
EMCC	Managing change in EU cross-border mergers and acquisitions Case example Santander and Abbey:	Web report	EF/08/04/EN4	English	1	
EMCC	Managing change in EU cross-border mergers and acquisitions Case example Schneider Electric:	Web report	EF/08/04/EN5	English	1	
IR	Capacity building for social dialogue at sectoral and company level in new Member States, Croatia and Turkey	Web report	EF/07/91/EN	English	1	
IR	Restructuring and employment: The impact of globalisation in the EU Résumé	Résumé	EF/07/68/EN2	English	1	FR, DE
E&C	Perceptions of globalisation: Attitudes and responses in the EU	Web report	EF/08/07	English	1	
EMCC	Biomedical healthcare sector: Biogen Idec, Denmark	Web report	EF/07/111/EN1	English	1	
EMCC	Biomedical healthcare sector: Q-Med AB, Sweden	Web report	EF/07/111/EN2	English	1	
EMCC	Biomedical healthcare sector: Berlin-Brandenburg cluster, Germany	Web report	EF/07/111/EN3	English	1	
EMCC	Biomedical healthcare sector: Unimed, Czech Republic	Web report	EF/07/111/EN4	English	1	
EMCC	Biomedical healthcare sector: Western cluster, Ireland	Web report	EF/07/111/EN5	English	1	
EMCC	The future of the European biomedical healthcare sector: Four scenarios	Web report	EF/07/111/EN6	English	1	
IC	Eurofound News 3/08 March	Newsletter	EF/08/25	English	1	
WC	Tackling undeclared work in the European Union	Web report	EF/08/13	English	1	
IC	F Findings Work-life balance - Solving the dilemma	F Findings	EF/07/89			DE
IR	Codes of conduct and international framework agreements: New forms of governance at company level	Report	EF/07/92	English	1	
IC	European works councils in practice: Key research findings Background Paper	Web report	EF/08/28	English	1	
IC	Programme of work 2008: Annual management plan	Web report	EF/08/02			DE
LC	Housing and integration of migrants in Europe: Guide to good practice	Resume	EF/08/18	English	1	FR,DE
IC	Working longer, living better - Europe's coming of age	Fact Sheet	EF/08/24/EN1	English	1	
IC	Working longer, living better - What companies can do	Fact Sheet	EF/08/24/EN2	English	1	
IC	Working longer, living better - Who cares?	Fact Sheet	EF/08/24/EN3	English	1	
IC	Working longer, living better - Focus on II phases of life	Fact Sheet	EF/08/24/EN4	English	1	
IC	Working longer, living better - Women at work	Fact Sheet	EF/08/24/EN5	English	1	
EWCO	Work-life balance attitudes and practices in British workplaces	Web report	EF/08/27	English	1	
IC	Programme of work 2008: Annual management plan	Web report	EF/08/02			FR
E&C	EMCC Case studies: Energy sector: Basque energy cluster, Spain	Web report	EF/08/19/EN1	English	1	
E&C	EMCC Case studies: Energy sector: Envicrack energy cluster, Czech Republic	Web report	EF/08/19/EN2	English	1	
E&C	Trends and drivers of change in the EU energy sector: Scenarios	Web report	EF/08/23	English	1	
E&C	Trends and drivers of change in the EU energy sector: Mapping report	Web report	EF/08/12	English	1	
E&C	EMCC Case studies: Energy sector: Iberdrola, Spain	Web report	EF/08/20/EN1	English	1	

Area	Titles from January 2008	Type (* = pdf only)	EFcode	Original language versions	No.	Translated language versions
E&C	EMCC Case studies: Energy sector: Vattenfall, Sweden	Web report	EF/08/20/EN2	English	1	
E&C	EMCC Case studies: Energy sector: E.ON, Germany	Web report	EF/08/20/EN3	English	1	
E&C	EMCC Case studies: Energy sector: Vestas, Denmark	Web report	EF/08/20/EN4	English	1	
IRWP	Working conditons and social dialogue	Web report	EF/08/21	English	1	
IC	Eurofound News 4/08 April	Newsletter	EF/08/30	English	1	
LC	Labour mobility in a transatlantic perspective Conf report	Web report	EF/08/26	English	1	
LC	Housing and integration of migrants in Europe: Guide to good practice	Résumé	EF/08/18			ES
	Working in Europe: Gender differences	Web report	EF/08/34	English	1	
IR	Restructuring and employment: The impact of globalisation in the EU Résumé	Résumé	EF/07/68/EN2			PL
EMCC	ERM Quarterly 1 2008	Web report	EF/08/37	English	1	
IC	Mind the gap: Womens and mens qulaity of work and employment Backround Paper	Web report	EF/08/39	English	1	FR
WC	Working conditions of an ageing workforce	Report	EF/08/17	English	1	
IC	Promoting quality of work and life	Brochure	EF/07/16	English	1	
IC	Eurofound News 5/08 May	Newsletter	EF/08/41	English	1	
IC	F Focus Issue 5 Small world	F Focus	EF/08/38	English	1	
IC	Fact Sheets Globalisation	Fact Sheet	EF/08/35	English	5	
MSU	The impact of the information and consultation directive on Industrial Relations CAR	Web report	EF/08/32	English	1	
EMCC	Trends and drivers of change in EU transport and logistics sector: Scenarios	Web report	EF/08/40	English	1	
EMCC	EMCC Case studies: Transport and logistics sector: Air Berlin, Germany	Web report	EF/08/31/EN-1	English	1	
EMCC	EMCC Case studies: Transport and logistics sector: Samskip, the Netherlands	Web report	EF/08/31/EN-2	English	1	
EMCC	EMCC Case studies: Transport and logistics sector: PKP Group, Poland	Web report	EF/08/31/EN-3	English	1	
EMCC	EMCC Case studies: Transport and logistics sector: Andreas Andresen, Denmark	Web report	EF/08/31/EN-4	English	1	
EMCC	EMCC Case studies: Transport and logistics sector: Rotterdam cluster, the Netherlands	Web report	EF/08/31/EN-5	English	1	
EMCC	EMCC Case studies: Transport and logistics sector: Padborg cluster, Denmark	Web report	EF/08/31/EN-6	English	1	
EMCC	Trends and drivers of change in EU transport and logistics sector: Mapping report	Web report	EF/08/16	English	1	
IC	Global competition and European companies' location decisions Background Paper Poznan conference	Web report	EF/08/43	English	1	
EMCC	Small companies less likely to offer continuing vocational training	Web report	EF/08/42	English	1	
WC	Un travail attractif pur tous: Contributions a la stratégie de Lisbonne au niveau de l'entreprise	Web report	EF/08/29			FR
E&C	EU transport and logistics sector: Location decisions	Web report	EF/08/49	English	1	
E&C	Trends and drivers of change in the European textiles and clothing sector: Mapping report	Web report	EF/08/15	English	1	
E&C	EMCC Case studies: Textiles and clothing sector: Farbolux Bilinski, Poland	Web report	EF/08/47/EN-1	English	1	
E&C	EMCC Case studies: Textiles and clothing sector: Kvadrat, Denmark	Web report	EF/08/47/EN-2	English	1	
E&C	EMCC Case studies: Textiles and clothing sector: Herning-Ikast-Brande cluster, Denmark	Web report	EF/08/47/EN-3	English	1	
E&C	EMCC Case studies: Textiles and clothing sector: Royal TenCate, the Netherlands	Web report	EF/08/47/EN-4	English	1	

Area	Titles from January 2008	Type (* = pdf only)	EFcode	Original language versions	No.	Translated language versions
E&C	EMCC Case studies: Textiles and clothing sector: Valle del Liri cluster, Italy	Web report	EF/08/47/EN-5	English	1	
E&C	EMCC Case studies: Textiles and clothing sector: Utenos Trikotzas, Lithuania	Web report	EF/08/47/EN-6	English	1	
E&C	EU textiles and clothing sector: Location decisions	Web report	EF/08/48	English	1	
E&C	Trends and drivers of change in the European textiles and clothing sector: Four scenarios	Web report	EF/08/46	English	1	
IC	Programme of work 2008: Annual management plan	Web report	EF/08/02			DA,GR,ES,FI,BG,CS,ET,HR,MT
IC	Poznan 2008 Newsletter	Web report	EF/08/85	English	1	
IC	Eurofound News 6/08 June	Newsletter	EF/08/44	English	1	
	Codes of conduct and international framework agreements: New forms of governance at company level Case study: Telefonica	Web report	EF/07/92/EN 11	English	1	
WC	Executive summary: Working conditions in the EU: Employment security and employability	Web report	EF/08/66	English	1	
WC	Executive summary: Working conditions in the EU: The gender perspective	Web report	EF/08/54	English	1	
WC	Executive summary: Working conditions of an ageing workforce	Web report	EF/08/57	English	1	
IC	Annual Report 2007	Report	EF/08/22	English	1	
IC	Programme of work 2008: Annual management plan	Web report	EF/08/02			LT,LV,NL,PL,SK,RO,SV,TR,HU,IT,SL
IR	Developments in Industrial action 2003-2007 CAR	Web report	EF/08/64	English	1	
IC	Eurofound News 7/08 July/August	Newsletter	EF/08/60	English	1	
IC	Promoting quality of work and life	Brochure	EF/07/16			DE,ES,FR,DA,CS,FI,PT,RO,PL,
IC	Annual Report 2007 Annexes	Report	EF/08/22/EN-1	English	1	
IC	Fact Sheets Globalisation	Fact Sheet	EF/08/35			FR
WC	Employment security and employability: A contribution to the flexicurity debate	Report	EF/08/36	English	1	
WC	Annual review of working conditions in the EU 2007-2008	Report	EF/08/53	English	1	
WC	Executive summary: Working conditions in the EU: Work organisation	Web report	EF/08/68	English	1	
MSU	CAR The social partners and their representitiveness: Manufacture of Sugar	Web report	EF/08/51	English	1	
MSU	CAR The social partners and their representitiveness: Post and courier services	Web report	EF/08/55	English	1	
EMCC	ERM Quarterly 2 2008	Web report	EF/08/69	English	1	
IRWD	Representativeness of the European social partner organisations: Sea and coastal water transport	Web report	EF/08/33	English	1	
IRWD	Pay developments – 2007	Web report	EF/08/56	English	1	
LC	Families and childcare services Conference Report	Web report	EF/08/67	English	1	
WC	Attractive workplace for all: Contributions to the Lisbon strategy at company level	Web report	EF/08/29	English	1	
IC	Foundation Findings Mobility in Europe the way forward	Foundation Findings	EF/07/03			FR
IC	Promoting quality of work and life	Brochure	EF/07/16			IT
WC	Executive summary: Working conditions in the EU: Employment security and employability	Web report	EF/08/66			
IC	Annual Report 2007	Report	EF/08/22			FR
IC	Eurofound News 8/08 September	Newsletter	EF/08/78	English	1	
IC	Executive summary More and better jobs: Patterns of employment expansion in Europe	Web report	EF/08/70	English	1	

Area	Titles from January 2008	Type (* = pdf only)	EFcode	Original language versions	No.	Translated language versions
IC	Executive summary Use of technology and working conditions in the EU	Web report	EF/08/81	English		
WC	High job satisfaction but insecurity about pay and retirement	Web report	EF/08/79	English		
WC	Working time developments 2007	Web report	EF/08/76	English		
WC	Executive summary: Working conditons of an ageing workforce	Web report	EF/08/57			All languages
IC	Foundation Findings Flexicurity issues and challenges	Foundation Findings	EF/07/90			FR
WC	Executive summary: Working conditons in the EU: The gender perspective	Web report	EF/08/54			All languages
IC	Promoting quality of work and life	Brochure	EF/07/16			MT,PT,LT,LV,MK,TR,SV,SL,SK,ET,GA,RO,HR,BG,HU,
WC	Executive summary: Working conditons in the EU: Work organisation	Web report	EF/08/68			All languages
IC	Fact Sheets Flexicurity	Fact Sheet	EF/08/86	English	5	FR
WC	CLIP Report Equality and diversity in jobs and services: City policies for migrants in Europe	Report	EF/08/71	English		
	More and better jobs: Patterns of employment expansions in Europe	Report	EF/08/50	English	1	
IC	Résumé Equality and diversity in jobs and services for migrants in European cities: Good practice guide	Résumé	EF/08/72	English	1	
LC	Families and childcare services Conference Report	Web report	EF/08/67			TR
WC	Flexibility and security over the life course: Key findings and plicy messges	Web report	EF/08/61	English	1	
	Flexicurity and Industrial relations CAR	Web report	EF/08/83	English	1	
IC	Résumé Equality and diversity in jobs and services for migrants in European cities: Good practice guide	Résumé	EF/08/72			FR,DE,ES
IC	Eurofound News 9/08 October	Newsletter	EF/08/91	English	1	
IC	Executive summary Use of technology and working conditions in the EU	Web report	EF/08/81			All languages
IC	Executive summary More and better jobs: Patterns of employment expansion in Europe	Web report	EF/08/70			All languages
IC	Foundation Focus 6 Migration Should I stay or should I go?	Report	EF/08/82	English	1	
IC	Fact Sheets Migration	Fact Sheet	EF/08/89	English	5	FR
IC	Annual Report 2007	Report	EF/08/22			DE
EMCC	ERM Quarterly 3 2008	Web report	EF/08/93	English	1	
LC	Who needs up-skilling? Low-skilled and low-qualified workers in the EU	Web report	EF/08/97	English	1	
IC	Employment of migrants by CLIP cities	Web report	EF/08/92	English	1	
IC	Background Paper Women at work; Paths to equality	Web report	EF/08/96	English	1	FR
IC	Resume Second quality of life survey - First findings	Résumé	EF/08/52	English	1	FR
IC	Comparative report Liability in subcontracting processes in the European construction sector	Web report	EF/08/94	English		
IC	Revisions to the Europan working time directive:recent Eurofound research Background Paper	Web report	EF/08/101	English		
IC	Living and working in Europe	Report	EF/08/90	English		
IC	EuroFound News 10/08 November/December	Newsletter	EF/08/100	English		
	Temporary agency work and collective bargaining in the EU	Web report	EF/08/99	English		
	Representativness of the European social partners organisation: Railways sector	Web report	EF/08/80	English		
	Wage flexibility	Web report	EF/08/73	English	1	

Area	Titles from January 2008	Type (* = pdf only)	EFcode	Original language versions	No.	Translated language versions
IC	Agriculture and Fishing Factsheet	Web report	EF/08/14/EN1	English	1	FR
ERM	ERM Case studies in Europe: The employment impact CAR	Web report	EF/08/75	English	1	
EIRO	Use of technology and working conditions in the EU	Report	EF/08/63	English	1	
IR	Working time in the EU and other global economies	Report	EF/08/65	English	1	
IC	Resume Second quality of life survey - First findings	Résumé	EF/08/52			DE,CZ

# Annual activity report of the Authorising Officer for the year 2008

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## Part 1: Policy results

The achievements of the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and an overview of the significant developments in 2008 including assessment of its performance and impact are presented in the main body of the Annual Report.

## Part 2: Management and internal control systems

### 2.1 Characteristics and nature of the activities

Eurofound provides knowledge and expertise to support policies on improving living and working conditions in Europe. It primarily serves trade unions, employers' confederations, national governments and European institutions in their efforts to promote quality of work and life. It supports these important actors in their anticipation and management of change and in the development of sustainable competitiveness, social inclusion, social dialogue and partnership. Eurofound uses its expertise in working conditions, industrial relations, living conditions and anticipation and management of change, and will continue to carry out research in these areas. It employs a wide range of methods to deliver research findings to support the policy debate. The results of the EU-wide comparative surveys, the work of the observatories, systematic research and qualitative studies are being communicated in a responsive and effective way to our key information users: employer organisations and trade unions at EU and national levels, Member State governments and European institutions – particularly the European Commission and the European Parliament.

In compliance with Article 12 of 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, each year the Director prepares a work programme (or Annual Management Plan) that specifies the activities for the particular calendar year contributing to the implementation of the four-year programme. Also, by virtue of Article 7, the annual work programme is subject to approval by Eurofound's Governing Board, which represents the government, employer organisations and trade unions from each Member State as well as the European Commission (DG Employment and Social Affairs and DG Research). Annex 2 of the Annual Report gives the composition of the Governing Board.

The operational activities of Eurofound are organised within the framework of a four-year rolling programme. 2008 was the final year of the 2005-2008 programme period. In October 2008, the Governing Board approved the programme for 2009-2012.

### 2.2. The effectiveness of management and control systems

In order to provide reasonable assurance on the achievement of goals and objectives as established in the annual work programme, Eurofound continued implementing the Internal control standards, as used by the Internal Audit Service (IAS). At its meeting on 17 October 2008, the Governing Board approved a revised framework of 16 standards, similar to the revision introduced by the European Commission on 1 January 2008. The 16 standards focus on effectiveness and efficiency rather than compliance only. The revised standards are written in simpler language, free of specialist jargon, to underline the message that internal control is the business of all staff, from top management downwards.

#### 2.2.1 Planning and risk management

For a summary of the performance and impacts of Eurofound in 2008, as monitored through Eurofound's Performance Monitoring System (EPMS), see chapter 4 of the Annual Report.

The 2008 ex-ante evaluation of the 2009-2012 programme initiated a review of the EPMS to ensure, together with a coherent set of evaluation activities, the tools to manage a successful implementation of the programme's two objectives:

1. To be a reliable source of high quality information and identify emerging issues for research and debate;
2. To strengthen tri-partite character and stakeholder relationships.

The question was whether the existing framework on indicators was specific enough to report on the implementation of these objectives during the next four years. Following an internal consultation process, the revised EPMS was rolled out in early 2009. The revised framework now includes 18 indicators, down from 27. The integrity of the existing framework remains intact, including its principle of offering a balanced view of the organisation's performance by including four perspectives: user, financial, process, learning and growth.

### *2.2.2 Operational and control activities*

By decision of the Director on 13 February 2008, the threshold of contracts requiring the opinion of the Advisory Committee on Procurement and Contracts was raised from EUR 60,000 to EUR 250,000 and the composition of the Committee was reduced from 7 to 4 members.

By decision of the Director on 28 February 2008, Eurofound established an ex-post verification procedure in relation to salaries and medical, participants' and mission expenses. These 'routine transactions', which involve payments only, were up to then subject to ex-ante verification. The reason for the decision was the high volume of the above-mentioned transactions and the advantages in terms of efficiency of operations (reduced time for making payments) and optimisation of resources. The ex-post verification takes place at regular intervals (in principle each quarter) on the basis of a sample of each of the transaction types.

### *2.2.3. Evaluations and audits*

An ex-ante evaluation of the four-year programme took place. This formative evaluation was carried out by an internal project team supported by an external expert. The ex-ante evaluation was sent to the Bureau of the Governing Board at its meeting on 7 December 2008. The report is published on Eurofound's website.

## **2.3 Follow-up of audit recommendations Court of Auditors and IAS**

### *2.3.1 Follow up of audit observations by European Court of Auditors*

The European Court of Auditors performed its yearly audit in autumn 2007 with a focus on recruitment and procurement and in early 2008 with a focus on the accounts 2007:

- *Observation 1: The Foundation's 2007 budget amounted to 20.2 million euro, as compared to 19.8 million euro for the previous year. It included contributions from the Commission to prepare the future membership of Croatia and Turkey. These contributions should have been treated as assigned revenue in the budget, but that was not the case. This situation was not in conformity with the Financial Regulation.*

This recommendation was immediately dealt with by setting up the so-called 'R0' budget lines in the accounting system ABAC that allow a treatment of the above-mentioned contributions as assigned revenue from 2008 on.

- *Observation 2: Recoverable VAT for the 2007 financial year of 376,611 euro was not claimed by the year end. VAT claims should be recovered from time to time during the year. This situation was at odds with the principle of sound financial management.*

Due to the introduction of the new financial accounting software ABAC at the end of 2007, the VAT recovery for that year was delayed. However, it was processed in April 2008 and no negative financial implication arose from the delay.

- *Observation 3: In the case of recruitment procedures, neither the weighting of the selection criteria nor the minimal scores to be achieved were decided by the Selection Board from the outset. Moreover, in one case, the selection criteria defined were either not in conformity with the vacancy notice or remained vague. This did not ensure transparent and non-discriminatory procedures.*

Eurofound adapted its recruitment procedures in 2008 to address the issues highlighted by the Court.

- *Observation 4: With regard to procurement procedures, the following irregularities were observed: the financial evaluation procedure for a framework contract were not clearly specified in the tender documents and selection criteria, not allowing proper performance of an evaluation of the financial capacity of the candidates. These weaknesses undermined the quality of the procedure and risked biasing the final selection.*

Eurofound used the above procedure due to budgetary uncertainties. However, Eurofound is convinced that best value for money was achieved in the cases mentioned. In future, price evaluation methods will be defined in a way that avoids discretionary power from the outset.

Regarding the evaluation of financial capacity of possible contractors, Eurofound will lay down criteria for the application of minimum financial capacity levels although this is not compulsory according to the Implementing Rules of the Financial Regulation.

### 2.3.2 Audit and recommendations from the IAS – follow-up

The follow-up audit report received on 31 January 2008 included two recommendations:

1. Eurofound's coordination of the internal control system following the appointment of the Internal Control Coordinator in December 2007. The coordination task has not been fully operational due to the long-term sick leave of the Internal Control Coordinator, calling for formal back-up arrangements to be put in place.
2. Compliance with the Financial Regulation in the following specific areas:

Area	Status 31 December 2007
a. Appointing an opening committee and an evaluating committee	Fully implemented for tender procedures of EUR 60,000 and over
b. Setting up clearly separated criteria for exclusion, selection and award before the procedure	Fully implemented as part of the standard tender documentation
c. Signing a declaration of confidentiality and absence of conflict of interest by members of the Opening and Evaluation Committees before work commences	Fully implemented
d. Respecting time limits established in the Financial Regulation and its Implementing Rules	Time limits for contracts of EUR 60,000 are in line with the Financial Regulation. Time limits for low-value contracts are not covered by the Financial Regulation.
e. Introducing ex-post controls	Fully implemented (see 2.2.2)

## Part 3: Issues pertaining to the declaration

On the basis of the above there are no issues related to the declaration in part four.

## Part 4: Declaration of the Authorising Officer

I, the undersigned, Director of the European Foundation for the Improvement of Living and Working Conditions

In the capacity of Authorising Officer

Declare that the information contained in this report gives a true and fair view.

State that I have reasonable assurance that the resources assigned to the activities described in this report have been used for their intended purpose and in accordance with the principles of sound financial management and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions.

This reasonable assurance is based on own judgement and on the information at my disposal, including the reports of the Court of Auditors for years prior to the year of this declaration.

Confirm that I am not aware of anything not reported here which could harm the interests of the European Foundation for the Improvement of Living and Working Conditions.

Place: **Dublin** Date: **14 May 2009**

Signed: **Jorma Karppinen**, Authorising Officer

## Part 5: Human and financial resources per activity

MONITORING AND SURVEYS					
Human Resources					Financial Resources
Grade	AD	AST	Contract Agents	SNEs*	
	4	5	1	0	EUR 5.831.000

EMPLOYMENT AND COMPETITIVENESS					
Human Resources					Financial Resources
Grade	AD	AST	Contract Agents	SNEs*	
	4	0	0	0	EUR 1.064.000

INDUSTRIAL RELATIONS AND WORKPLACE DEVELOPMENTS					
Human Resources					Financial Resources
Grade	AD	AST	Contract Agents	SNEs*	
	6	4	0	0	EUR 2.222.000

LIVING CONDITIONS AND QUALITY OF LIFE					
Human Resources					Financial Resources
Grade	AD	AST	Contract Agents	SNEs*	
	4	4	0	0	EUR 2.440.000

## INFORMATION AND COMMUNICATION

Human Resources					Financial Resources
Grade	AD	AST	Contract Agents	SNEs*	
	7	16	0	0	EUR 5.402.000

## ADMINISTRATION AND SUPPORT / DIRECTORATE\*)

Human Resources					Financial Resources
Grade	AD	AST	Contract Agents	SNEs*	
	8	16	8	0	EUR 3.263.000

\*) Directorate: only HR figures included; its financial resources are part of all activities

## Summary of provisional accounts for the year 2008, including report on waivers of recovery

## Provisional revenue and expenditure account to 31 December 2008 (EUR)

BUDGET OUTTURN ACCOUNT FOR THE FINANCIAL YEAR 2008

	2008	2007
<b>REVENUE</b>		
Commission subsidy (for the operating budget - Titles 1,2 and 3 - of the agency)	+ 20,000,000.00	19,800,000.00
Share funds from Commission	+ 307,877.00	339,979.00
Other contributions and funding received via the Commission	+	
Other donors	+ 118,918.19	209,304.23
Fee income	+	
Other revenue	+ 23,584.30	112,086.92
<b>TOTAL REVENUE (a)</b>	<b>20,450,179.49</b>	<b>20,261,370.15</b>
<b>EXPENDITURE</b>		
<i>Title I: Staff</i>		
Payments	- 9,816,924.76	10,084,106.79
Appropriations carried over	- 162,942.84	243,272.94
<i>Title II: Administrative Expenses</i>		
Payments	- 1,118,325.21	892,449.50
Appropriations carried over	- 589,831.58	369,990.28
<i>Title III: Operating Expenditure</i>		
Payments	- 3,481,770.44	3,711,993.96
Appropriations carried over	- 4,870,792.85	4,397,428.82
<b>TOTAL EXPENDITURE (b)</b>	<b>20,038,587.68</b>	<b>19,699,242.28</b>
<b>OUTTURN FOR THE FINANCIAL YEAR (a-b)</b>	<b>411,591.81</b>	<b>562,127.87</b>
Cancellation of unused payment appropriations carried over from previous year	+ 542,165.58	148,010.21
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from assigned revenue	+ 0.00	93,352.95
Exchange differences for the year (gain +/loss -)	+/- -362.22	-2,521.20
<b>BALANCE OF THE OUTTURN ACCOUNT FOR THE FINANCIAL YEAR</b>	<b>953,395.17</b>	<b>800,968.93</b>
Balance year N-1	+/- -188,071.34	-989,040.27
Positive balance from year N-1 reimbursed in year N to the Commission	-	
<b>Result used for determining amounts in general accounting</b>	<b>765,323.83</b>	<b>-188,071.34</b>
Commission subsidy - agency registers accrued revenue and Commission accrued expense	19,234,676.17	
Pre-financing remaining open to be reimbursed by agency to Commission in year N+1	765,323.83	
<b>Not included in the budget outturn:</b>		
Interest received by 31/12/N on the Commission subsidy funds and to be reimbursed to the Commission (liability)	+ 121,856.97	134,374.59

## Provisional Economic Outturn to 31 December 2008 (accrual accounting based) (EUR)

## Economic Outturn Account

	2008	2007
Recovery of expenses	0.00	0.00
Revenues from administrative operations	67,396.44	68,208.43
Other operating revenue	19,217,679.01	20,755,950.44
<b>TOTAL OPERATING REVENUE</b>	<b>19,285,075.45</b>	<b>20,824,158.87</b>
Administrative expenses	-11,867,704.22	-12,155,792.04
Staff expenses	-9,163,753.61	-9,131,404.14
Fixed asset related expenses (Depn 6301-4)	-707,546.99	-608,042.20
Other administrative expenses	-1,996,403.62	-2,416,345.70
Operational expenses	-6,652,051.38	-8,597,389.49
Other operational expenses	-6,652,051.38	-8,597,389.49
<b>TOTAL OPERATING EXPENSES</b>	<b>-18,519,755.60</b>	<b>-20,753,181.53</b>
<b>SURPLUS/(DEFICIT) FROM OPERATING ACTIVITIES</b>	<b>765,319.85</b>	<b>70,977.34</b>
Financial revenues	0.00	0.00
Financial expenses	-4,998.84	-3,849.11
<b>SURPLUS/(DEFICIT) FROM NON OPERATING ACTIVITIES</b>	<b>-4,998.84</b>	<b>-3,849.11</b>
<b>SURPLUS/(DEFICIT) FROM ORDINARY ACTIVITIES</b>	<b>760,321.01</b>	<b>67,128.23</b>
Extraordinary gains (+)	0.00	
Extraordinary losses (-)	0.00	
<b>SURPLUS/(DEFICIT) FROM EXTRAORDINARY ITEMS</b>	<b>0.00</b>	<b>0.00</b>
<b>ECONOMIC RESULT OF THE YEAR</b>	<b>760,321.01</b>	<b>67,128.23</b>

## Reconciliation of the accrual-based result with the budgetary result (EUR)

	sign +/-	amount
<b>Economic result (- for loss)</b>	<b>+/-</b>	<b>760,321.01</b>
Adjustments for Accrual Cut-off (reversal 31.12.N-1)	-	-2,525,432.61
Adjustments for Accrual Cut-off (cut- off 31.12.N )	+	2,375,103.20
Amount from liaison account with Commission booked in the Economic Outturn Account	-	
Adjustments for Accrued Income (cut- off 31.12.N )	-	-69,900.00
Unpaid invoices at year end but booked in charges (class 6)	+	38,708.99
Depreciation of intangible and tangible fixed assets	+	534,087.57
Provisions	+	150,000.00
Value reductions	+	
Recovery Orders issued in 2008 in class 7 and not yet cashed	-	-937.61
Cleared Prefinancing in the year ( they are in the economic result but not in the budgetary result)	+	
Prefinancing received in previous year and cleared in the year	-	-241,200.00
Payments made from carry over of payment appropriations	+	4,468,525.00
Other	+/-	
Exchange rate differences	+/-	-362.22
Asset acquisitions (less unpaid amounts)	-	-146,802.68
New pre-financing paid in the year 2008	-	-269,351.32
New pre-financing received in the year 2008 and remaining open as at 31.12.2008	+	965,323.00
Budgetary recovery orders issued before 2008 and cashed in the year	+	
Budgetary recovery orders issued in 2008 on balance sheet accounts (not 7 or 6 accounts) and	+	
Capital payments on financial leasing (they are budgetary payments but not in the economic result)	-	
Payment appropriations carried over to 2009	-	-5,623,567.27
Cancellation of unused carried over payment appropriations from previous year	+	542,165.58
Adjustment for carry-over from the previous year of appropriations available at 31.12 arising from	+	
Payments for pensions ( they are budgetary payments but booked against provisions)	-	
Payments for stocks of leave and supplementary hours ( they are budgetary payments but booked	-	
Other	+/-	
<b>to tal</b>		<b>956,680.64</b>
<b>Budgetary result (+ for surplus)</b>		<b>953,395.17</b>
Variance not explained		-3,285.47

## Provisional Balance Sheet as at 31 December 2008 (accrual-accounting based) (EUR) - Assets

## Balance Sheet: ASSETS

	31.12.2008	31.12.2007	Variation
<b>ASSETS</b>			
<b>A. NON CURRENT ASSETS</b>			
<b>Intangible fixed assets</b>	<b>14,867.74</b>	<b>45,511.52</b>	<b>-30,643.78</b>
<b>Tangible fixed assets</b>	<b>2,969,961.42</b>	<b>3,326,581.07</b>	<b>-356,619.65</b>
Land and buildings	2,524,474.44	2,816,659.79	-292,185.35
Plant and equipment	143,532.75	154,041.62	-10,508.87
Computer hardware	193,182.12	194,966.90	-1,784.78
Furniture and vehicles	76,045.84	100,210.19	-24,164.35
Other fixtures and fittings	32,726.27	60,702.57	-27,976.30
Tangible fixed assets under construction	0.00	0.00	0.00
<b>TOTAL NON CURRENT ASSETS</b>	<b>2,984,829.16</b>	<b>3,372,092.59</b>	<b>-387,263.43</b>
<b>B. CURRENT ASSETS</b>			
<b>Stocks</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Short-term pre-financing</b>	<b>800,044.77</b>	<b>732,447.90</b>	<b>67,596.87</b>
Short-term pre-financing	800,044.77	732,447.90	67,596.87
<b>Short-term receivables</b>	<b>433,104.99</b>	<b>1,094,946.31</b>	<b>-661,841.32</b>
Current receivables	206,821.17	379,294.79	-172,473.62
Sundry receivables	14,316.04	9,183.18	5,132.86
Other	211,967.78	704,933.99	-492,966.21
Accrued income	31,905.30	31,577.42	327.88
Deferred charges	110,162.48	146,152.89	-35,990.41
<i>Deferrals and Accruals with consolidated EC entities</i>	69,900.00	528,738.03	-458,838.03
<b>Short-term Investments</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Cash and cash equivalents</b>	<b>6,264,552.24</b>	<b>4,635,433.59</b>	<b>1,629,118.65</b>
<b>TOTAL CURRENT ASSETS</b>	<b>7,497,702.00</b>	<b>6,462,827.80</b>	<b>1,034,874.20</b>
<b>TOTAL</b>	<b>10,482,531.16</b>	<b>9,834,920.39</b>	<b>647,610.77</b>

## Provisional Balance Sheet as at 31 December 2008 (accrual accounting based) (EUR) – Liabilities

## Balance Sheet: LIABILITIES

	31.12.2008	31.12.2007	Variation
<b>LIABILITIES</b>			
<b>Reserves</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Accumulated surplus/deficit</b>	<b>5,998,587.28</b>	<b>5,931,459.05</b>	<b>67,128.23</b>
<b>Economic result of the year - profit+/loss-</b>	<b>760,321.01</b>	<b>67,128.23</b>	<b>693,192.78</b>
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>6,758,908.29</b>	<b>5,998,587.28</b>	<b>760,321.01</b>
<b>D. CURRENT LIABILITIES</b>			
<b>Provisions for risks and charges</b>	<b>175,000.00</b>	<b>25,000.00</b>	<b>150,000.00</b>
<b>Financial liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Accounts payable</b>	<b>3,548,622.87</b>	<b>3,811,333.11</b>	<b>-262,710.24</b>
Current payables	115,213.88	281,652.49	-166,438.61
Other	2,346,229.19	2,885,312.56	-539,083.37
Accrued charges	2,343,912.79	2,885,312.56	-541,399.77
Deferred Income	2,316.40	0.00	2,316.40
<i>Accounts payable with consolidated EC entities</i>	1,087,179.80	644,368.06	442,811.74
<i>Pre-financing received from consolidated EC entities</i>	965,323.83	241,200.00	724,123.83
<i>Other accounts payable against consolidated EC entities</i>	121,855.97	403,168.06	-281,312.09
<b>TOTAL CURRENT LIABILITIES</b>	<b>3,723,622.87</b>	<b>3,836,333.11</b>	<b>-112,710.24</b>
<b>TOTAL</b>	<b>10,482,531.16</b>	<b>9,834,920.39</b>	<b>647,610.77</b>

## Provisional Cash Flow Analysis at 31 December 2008 (indirect method) (EUR)

	2008	2007
<b>Cash Flows from ordinary activities</b>		
<b>Surplus/(deficit) from ordinary activities</b>	<b>760,321.01</b>	<b>67,128.23</b>
<b>Operating activities</b>		
Adjustments		
Amortization (intangible fixed assets) +	30,843.78	40,616.51
Depreciation (tangible fixed assets) +	503,443.79	564,491.43
Increase/(decrease) in Provisions for risks and liabilities	150,000.00	-132,682.85
Increase/(decrease) in Value reduction for doubtful debts	0.00	
(Increase)/decrease in Stock	0.00	
(Increase)/decrease in Long term Pre-financing	0.00	
(Increase)/decrease in Short term Pre-financing	-67,596.87	-388,567.00
(Increase)/decrease in Long term Receivables	0.00	
(Increase)/decrease in Short term Receivables	660,306.97	-191,846.79
(Increase)/decrease in Receivables related to consolidated	1,534.35	-212,480.65
Increase/(decrease) in Other Long term liabilities	0.00	0.00
Increase/(decrease) in Accounts payable	-705,521.98	1,863,130.00
Increase/(decrease) in Liabilities related to consolidated EC	442,811.74	389,187.96
(Gains)/losses on sale of Property, plant and equipment	-21.46	4,628.68
<b>Net cash flow from operating activities</b>	<b>1,775,921.33</b>	<b>1,803,605.52</b>
<b>Cash Flows from investing activities</b>		
Increase of tangible and intangible fixed assets (-)	-146,802.68	-279,158.96
Proceeds from tangible and intangible fixed assets (+)		
<b>Net cash flow from investing activities</b>	<b>-146,802.68</b>	<b>-279,158.96</b>
<b>Increase/(decrease) in Employee benefits</b>	<b>0.00</b>	
Net increase/(decrease) in cash and cash equivalents	1,629,118.65	1,524,446.56
<b>Cash and cash equivalents at the beginning of the period</b>	<b>4,635,433.59</b>	<b>3,110,987.03</b>
<b>Cash and cash equivalents at the end of the period</b>	<b>6,264,552.24</b>	<b>4,635,433.59</b>

## Report on waivers of recovery

There were no waivers of recovery during 2008

## Part 6: Negotiated procedures in 2008

Contract Title	Contractor	Value in EUR
Provision of credit cards for Eurofound	BCC Corporate NV	600.00
Provision of external support services for implementation of ICT infrastructure projects	Fujitsu Siemens Computers IT Product Services Ltd. trading previously as Siemens Business Service	1,584.30
SPSS Software License Agreement	SPSS Ireland Ltd.	3,168.78
Annual Firewall Support	Fujitsu Siemens Computers IT Product Services Ltd. trading previously as Siemens Business Service	6,073.80
Subscription to the Emerald HR Journal Collection	Emerald Group Publishing Ltd.	6,250.00
Subscription to Social Science Index and the Social Sciences Journal	Thomson Scientific Inc	6,500.00
Finnish – Communication outreach services	Finnish Institute of Occupational Health (FIOH)	7,812.00
EBSCO Subscriptions	EBSCO Information Services	8,315.00
Annual Maintenance Agreement – ERICSSON MD110	Damovo Ireland Ltd.	9,292.22
Subscription to SCOPUS	Elsevier	9,829.38
Subscription Dataweb	Agence Europe	9,900.00
Factiva Subscription Agreement	Factiva.com	9,960.00
CCTV Installation and Monitoring Service	Midland Electronic Services Ltd.	11,007.00
Provision of Image Control, Anti-Spam and Anti-Virus Scanning Services for the Foundation's Exchange Server	MessageLabs Ltd.	12,096.00
Annual maintenance of Unicorn Library System	SirsiDynix	12,112.44
Dow Jones Companies & Executives subscription	Dow Jones	12,204.00
Maintenance of Projex, PJF & FFSV Intranet Applications	EWORX S.A.	13,340.00
SourceOECD subscription	Databeuro	14,150.00
Projections of patterns of job expansion in the EU	Applica sprl	53,205.00
User satisfaction tools	Work Research Centre (WRC) Ltd	220,000.00

The total number (20) of negotiated procedures is equal to the number reported in 2007. One contract was negotiated following a non-award decision of an open tender procedure where no successful offer was identified.

