

# communiqué



European Foundation for the Improvement of Living and Working Conditions

Issue 9, November 2005

## DIRECTOR'S DIARY

The progress of European integration over the past half century has resulted in a specifically European context for industrial relations. To understand the European system of industrial relations, it is necessary to have a sense of how it grew, how it is shaped, and what its current and evolving structure looks like. The Foundation will launch its *European industrial relation dictionary*, an online glossary of industrial relations terms, in Brussels on 30 November. The dictionary is the Foundation's response to increasing demand for an up-to-date, easily accessible and useful resource on European industrial relations.



The Foundation will also be launching *Foundation Focus*, the new twice-yearly magazine focusing on a topic of critical social and economic importance in the European Union, during the month. The first issue is devoted to the theme of industrial restructuring, which has in recent years become a characteristic feature of the European industrial landscape.

At the end of the month, the Foundation will bring together experts to gather and exchange information on the state of affairs of industrial relations in the EU, Japan and USA. The seminar findings will contribute to the annual publication on the progress of industrial relations in these three economic blocs early next year.

**Willy Buschak**  
Acting Director

## Publication of the Month

European industrial relations dictionary



[www.eurofound.eu.int/publications/htmlfiles/ef0521.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef0521.htm)

## Launch of Foundation Focus

Four out of five jobs lost in Europe during the past 18 months was due to internal restructuring, and less than one in 20 jobs was lost because of the relocation of business operations, *Foundation Focus* reveals.

Industrial restructuring conjures up notions of change and development, of competitiveness and globalisation, and raises the spectre of job loss and downsizing. In its new twice-yearly magazine, *Foundation Focus*, launched this month, the Foundation offers a comprehensive picture on restructuring across the European Union. Each issue will focus on a topic of critical social and economic importance in the EU, offering a series of articles covering different aspects of the topic.

Read more on [www.eurofound.eu.int/press/communiqué/2005/nov/newsletter2.htm](http://www.eurofound.eu.int/press/communiqué/2005/nov/newsletter2.htm)

## European industrial relations dictionary

The Foundation publishes the *European industrial relations dictionary*, a comprehensive collection of the most commonly used terms in employment and industrial relations at EU level today.

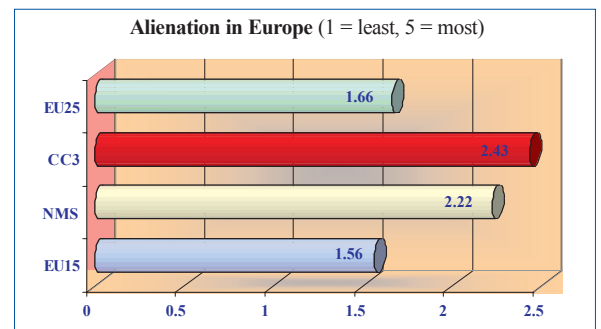
Employment and industrial relations in all European countries has been influenced by European integration over the past half century. A specific EU social dimension is emerging, with its supranational institutional structures, the legal framework of EC law and fundamental rights, and transnational economic integration. The *European industrial relation dictionary* is the Foundation's response to an increasing demand for an up-to-date, easily accessible and useful resource on the European system of industrial relations. The dictionary is aimed at assisting users such as members of trade union and employer organisations, persons from government and international bodies, academics, researchers and all those wishing to gain relevant and detailed information about European industrial relations concepts and practices.

Read the full article on [www.eurofound.eu.int/press/communiqué/2005/nov/newsletter3.htm](http://www.eurofound.eu.int/press/communiqué/2005/nov/newsletter3.htm)

## Research in brief

### High levels of alienation

More than four out of ten citizens in the new EU Member States believes that life is so complicated that they 'almost cannot find their way', compared with less than one in three in the former EU15 countries, the recent *Life satisfaction, happiness and sense of belonging* report revealed. Based on secondary analysis of the European Quality of Life Survey, the study highlights what proportion of the population is pessimistic and how many people feel left out of society or complain about the complexity of life in general.



Source: European Foundation 2005

Access the report on [www.eurofound.eu.int/publications/htmlfiles/ef0591.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef0591.htm)

## Europe's farmers earn below the national average

Average pay rates in Europe's agriculture sector are below the overall national average, often considerably so, according to the latest comparative study by the Foundation's European Industrial Relations Observatory (EIRO). Charting trends in industrial relations in the agriculture sector, which accounts for 13.3 million people or 6.6% of total employment in Europe, the study finds that industrial relations in the agriculture sector are different than in other sectors, not least because of the high level of self-employment and generally low proportion of employees. Farmers and other workers in this sector are represented by bigger unions or federations, which also represent workers in, for example, the food industry, rather than by sector-specific, free-standing trade unions. The number of agricultural trade union members is usually relatively small and the coverage rate below the national average.

Read the complete report on [www.eiro.eurofound.eu.int/comparativestudies.html](http://www.eiro.eurofound.eu.int/comparativestudies.html)

## Job creation almost on par with job losses

A total of 102,106 job losses were announced as a result of 242 restructuring cases, which occurred across Europe from July to September 2005, the European Restructuring Monitor (ERM) *Quarterly* records. The highest rate of planned job creation is found in the new Member States, where 63,506 out of 99,557 new jobs are related to expanding business activities as a result of 169 restructuring cases. According to the ERM, most of the restructuring cases announced are found in Poland, followed by the UK and Germany; and the third quarter of 2005 shows a decrease of 28% in announced job losses compared to the previous quarter's figures. The ERM provides news and analysis on company restructuring activities in 27 countries across Europe: the former EU15 countries plus the new Member States, as well as Bulgaria and Romania.

Access the report on [www.emcc.eurofound.eu.int/erm/index.php?template=quarterly](http://www.emcc.eurofound.eu.int/erm/index.php?template=quarterly)

## Self-employment for restructured workers

One out of three European employees is tempted by the idea of running their own business in the next five years, according to a background paper to the company network seminar on business creation organised by the EMCC (see external events column). Against the background of widespread company restructuring across Europe, increased emphasis is given to supporting new enterprise creation, in order to mitigate the negative effects for restructured workers. Nevertheless, restructured employees are more likely to be pushed into entrepreneurship by the lack of other options for work rather than by a perceived business opportunity. Currently, only 2% of Europeans are taking steps to start a new business.

More information on [www.emcc.eurofound.eu.int/content/source/eu05019a.html](http://www.emcc.eurofound.eu.int/content/source/eu05019a.html)

## Employment initiatives for older workers

Keeping older workers in employment is an important objective not only of labour market policies but also of social protection reform. The Foundation has collected and analysed cases of good practice in age management, aimed at improving job opportunities and working conditions for older workers. Each case study describes what initiatives were taken by the organisation and what the results were in the medium to long term. The case studies cover several countries, sectors and type of organisation, and give examples of good practice in relation to such issues as recruitment, training and development, flexible working, health, and ergonomics.

Access the database from 15 November on

[www.eurofound.eu.int/areas/populationandsociety/ageingworkforce.htm](http://www.eurofound.eu.int/areas/populationandsociety/ageingworkforce.htm)

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EF/05/11/EN

### EMCC company network seminar – Business creation as a result of restructuring processes

17-18 November 2005, Dublin, Ireland  
Foundation own event

### Conference on economic inactivity and ill-health – Challenges and solutions

23-24 November 2005, Cardiff, UK  
UK Department for Work and Pensions

### Corporate restructuring in Europe – Managing the employee relations dimension

23-24 November 2005, Brussels, Belgium  
EIRI Associates

### Relocalisation: Challenges for Europe's regions and cities

28 November 2005, Edinburgh, UK  
Committee of the Regions

### CSR and change management in social and societal reports

12 December 2005, Brussels Belgium  
CEDAC

## PUBLICATIONS

Unless otherwise stated, publications are in English

### Ageing workforce case studies

[www.eurofound.eu.int/publications/htmlfiles/ef05105.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef05105.htm)

### EIRO Thematic feature: Industrial relations and undeclared work

[www.eurofound.eu.int/publications/htmlfiles/ef05135.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef05135.htm)

### Work-life balance: Combining family and full-time work

[www.eurofound.eu.int/publications/htmlfiles/ef05109.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef05109.htm)

### EMCC Sector futures: The knowledge-intensive business services sector

[www.eurofound.eu.int/publications/htmlfiles/ef0559.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef0559.htm)

### European industrial relations dictionary

[www.eurofound.eu.int/publications/htmlfiles/ef0502.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef0502.htm)

### Foundation Focus 1/05: Industrial restructuring

[www.eurofound.eu.int/publications/htmlfiles/ef0521.htm](http://www.eurofound.eu.int/publications/htmlfiles/ef0521.htm)

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