



FINDINGS IN FIGURES

€35 million – the amount that it will cost the Slovenian state to adhere to a court decision ordering the government to raise the wages of around 20% of all public sector employees.

Slovenia: Court approves earlier pay deal for public sector workers
<http://bit.ly/1EKz4V>

240,000 – the approximate number of workers covered in Portugal by collective agreements in 2013 – down from almost 1.9 million in 2008.

Portugal: Decline in collective bargaining reaches critical point
<http://bit.ly/1xeMthQ>

€150 million – the sum that must be retroactively returned to retired judges in Greece, following a decision by the country's Supreme Court.

Greece: Supreme Court rules that salary cuts for judges are unconstitutional
<http://bit.ly/1xp7nKQ>

800,000 – the decline, between 2008 and 2011, in the number of Germans saying that they work from home, predominantly or occasionally. This is despite an overall increase in employment of 1.5 million over the same period in the country.

Germany: Working from home declines
<http://bit.ly/1weSOwQ>

22% – the proportion of vacancies in the UK in 2013 for which businesses cannot find candidates with the required skills for the role, up from 6% in 2011.

UK: Survey suggests skills shortages may limit, halt growth
<http://bit.ly/1weSQ7W>

89% – the proportion of Belgian workers who describe themselves as motivated and believe their work is useful, according to the findings of a 2013 survey. However, some 57% said that they had insufficient opportunities for promotion.

Belgium: High levels of job satisfaction but doubts about career prospects
<http://bit.ly/1weSTRg>

Joint conference promotes social cohesion

The financial and economic crisis has had a tremendous impact on the social fabric of countries in the EU. Less visible, however, is the impact of these changes at a subjective level.

To analyse the relationship between social cohesion and subjective well-being, Eurofound and Germany's Bertelsmann Stiftung are pooling their expertise: at an invitation-only joint conference on 24 November in Brussels, the two organisations presented the results of a joint analysis examining the topic. Around 60 delegates – from the EU institutions, the world of science and NGOs – discussed key issues, such as the impact of income inequality on social cohesion and subjective well-being, improving public policy, and investing in social cohesion. Findings from three waves of Eurofound's European Quality of Life Survey, from 2003 to 2012 fed into the discussions.

For more on the event, visit <http://bit.ly/1EsV9sr>

Spotlight on mobility in the EU

Migration within the EU is on the rise again following a sharp decrease during the economic crisis, according to Eurofound's latest research on EU migration patterns; however, rates are lower than in the period before 2008.

A new report from Eurofound, *Labour mobility in the EU: Recent trends and policies*, highlights the importance of the issue, and appropriate policy responses. The movement of workers between and within Member States could help address labour market imbalances, but mobility within the EU is low by international standards. Even in countries with labour shortages, policy instruments to encourage job-seekers to take up jobs outside their home country or even region are not widespread. A lack of proficiency in the language of potential destination countries is one of the main barriers to cross-border mobility; providing language courses could do much to overcome this. Implementing the European Qualifications Framework across all Member States would also be beneficial, since this could help employers and others to assess job-seekers' qualifications.

For more information, read the report at <http://bit.ly/1v7rzZS>

Herman Fonck new Chair of Governing Board



On 24 October, **Herman Fonck**, head of the department of Industrial Relations at ACV-CSC, Belgium's largest trade union (pictured centre), became Chair of Eurofound's Governing Board. Also pictured are fellow Board members **Jerzy Ciechański** (left), and **Armindo Silva** (right).

Examining wage changes across Europe

Pay – an issue central to people’s working lives – has been profoundly affected by the economic crisis: across most of the EU, pressure on wages has increased, and in some Member States, wage setting has been influenced by European-level policies. On 12 November, Eurofound hosted an invitation-only working lunch in the European Parliament, where MEPs and research staff from the Agency discussed key developments in the context of wage-related policy at European level and of the new economic governance regime. Eurofound presented findings on wage outcomes across the EU, and potential links with different wage bargaining regimes, as well as on different systems and levels of minimum wages. Participants at the lunch also examined potential reasons for the observed changes in wage distribution, and the issue of wage inequalities.

For more, visit <http://bit.ly/11hdxII>

Posted workers: Rights, regulations and reality

On 13 November, Eurofound joined forces with the Lithuanian Ministry of Social Security and Labour in Vilnius in a national-level seminar on the posting of workers, their rights, and the reality of their living and working conditions. Participants included policymakers, public authorities, workers’ representatives and employer representatives from Denmark, Estonia, Finland, Lithuania, Latvia and Sweden. The seminar focused on the evolution of the Posting of Workers Directive and the challenges associated with enforcing the directive in these neighbouring countries. It sought to provide a forum for presenting Eurofound’s research findings and to encourage an exchange of ideas and learning on key issues of working conditions and industrial relations. This is the third in a series of national-level seminars held by Eurofound in various Member States on themes relevant to particular clusters of countries.

Read more on the event at <http://bit.ly/112hxx3>

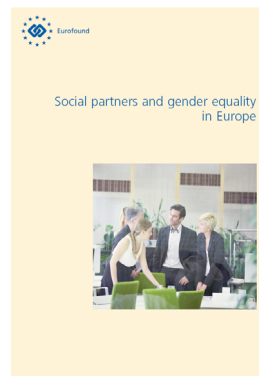
Contribution of social partners to gender equality

Despite the progress made in achieving gender equality in Europe, gender differences are still evident in terms of labour market participation, employment patterns and working conditions. Social partners have sought to address this, in terms of reviewing gender roles, promoting women in decision-making, supporting better work–life balance and tackling the gender pay gap. How effective have they been at national level? The question was discussed at Eurofound’s latest social partners’ lunch debate in Brussels on 25 November. Taking Eurofound’s new report (see ‘Publication of the month’) as the starting point for discussion, the debate explored the actions that social partner bodies have taken within the different national frameworks of industrial relations and assessed Member States’ ranking on the Gender Equality Index of the European Institute for Gender Equality (EIGE).

For more on the event, visit <http://bit.ly/1qFj81w>

Publication of the month

Social partners and gender equality in Europe



<http://bit.ly/1xTDFz4>

PUBLICATIONS

Berufsprofile bei den Arbeitsbedingungen: Ermittlung von Gruppen mit Mehrfachbenachteiligung (Zusammenfassung)
<http://bit.ly/1zj6hr1>

Developing a country typology for analysing quality of life in Europe
<http://bit.ly/1viWhOF>

Foundation Findings: Préférences en matière de travail après 50 ans
<http://bit.ly/1xwJWXH>

Foundation Focus – Pratiques avantageuses pour tous: Renforcer la croissance et la compétitivité dans les entreprises européennes
<http://bit.ly/10UKREJ>

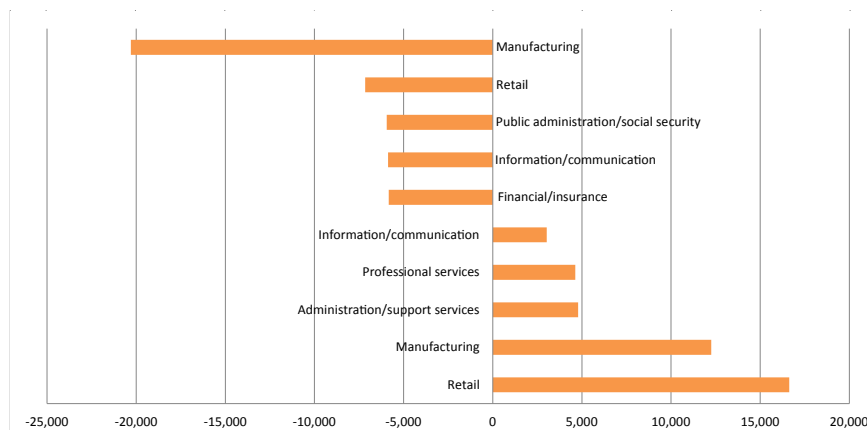
Für bessere Lebens- und Arbeitsbedingungen (Eurofound Broschüre)
<http://bit.ly/1sB48kR>

Ireland: Private sector pay emerges from the recession
<http://bit.ly/1v2xW0F>

Netherlands: New legislation on management pay
<http://bit.ly/1zLNebQ>

Skills, learning and employability – Q2 2014
<http://bit.ly/1xgSnL6>

Manufacturing leading sector for restructuring activity in Q3 2014



Note: Sectors are NACE Rev.2 one-digit; Source: ERM, July–October 2014

The figure plots the top sectors in terms of job loss and job creation, as reported to Eurofound’s European Restructuring Monitor (ERM) in the third quarter of 2014. Manufacturing experienced the most restructuring activity, accounting for 34% of total announced job losses and 26% of total announced job gains. Overall, most announced job gains were recorded in service sectors – professional services, administration/support services, information/communication and retail (which alone accounted for 36% of job creation recorded during the quarter). Read the *ERM Quarterly* at <http://bit.ly/1xH7IUH>