



## FINDINGS IN FIGURES

**56%** – the proportion of establishments in the EU27 that use some type of flexitime arrangement; this varies from 83% in Finland to 34% in Greece.

**38%** – the proportion of European establishments that operate working time accounts.

**57%** – the proportion of Belgian establishments that use temporary agency workers – the highest in the EU.

**59%** – the proportion of Swedish establishments that use autonomous team work; by contrast, only 19% of establishments in Slovenia do so.

**95%** – the proportion of Czech establishments in which employees receive individual performance-related pay.

**12%** – the fall in ratings of satisfaction with standard of living among older citizens (those aged 65 years and over) in the 12 new Member States between 2007 and 2009; the average fall for their counterparts in the EU15 was 5%.

**36** – the increase, in percentage points, between 2007 and 2009 in the proportion of Slovakian citizens who reported perceiving tensions between different ethnic or racial groups; steep rises were also seen in Malta, Denmark and Hungary.

**42%** – the proportion of Bulgarian households that have difficulties in making ends meet; by contrast, only 3% of Finnish households experience such difficulty.

(These findings come from Eurofound's European Quality of Life Survey and European Company Survey. In November, the first findings of the fifth European Working Conditions Survey will be launched at a conference co-hosted with the Belgian EU Presidency.)

## The future for financial services

Without broad-based agreement on reform, Europe's financial services sector may once again pursue profit with a short-term perspective, despite the consequent risks, warns a new series of reports and case studies from Eurofound.

The financial crisis and economic turmoil of the past two years have reshaped the sector, as the reports make clear: formerly private banks have been taken into public ownership, considerable numbers of jobs have been cut, and calls have been made for tighter regulation of the activities of financial institutions. A series of scenarios outlined in the reports, however, cautions that big financial organisations with a strong profit and growth orientation could, by virtue of their political strength, ensure that only minimal reform of the regulatory infrastructure takes place. By contrast, were agreement on fundamental reform to be reached by the governments of the G20, the scenarios foresee the creation of sustainable business models – benefiting customers, employees, and the wider market. The reports are being launched at a meeting of the European Parliament on 13 October, in Brussels.

For more, go to [www.eurofound.europa.eu/emcc/source/eu10001a.htm](http://www.eurofound.europa.eu/emcc/source/eu10001a.htm)

## Spotlight on workplace violence

Violence in European workplaces is disturbingly common: when asked, around one European worker in ten said that they had experienced some form of workplace violence – either physical or psychological – in the previous 12 months.

Workers employed in sectors where frequent contact with the public is part of the job are most at risk – especially in the education and health sectors, and in public administration. And, perhaps not surprisingly, women (especially younger women) are most likely to experience psychological violence. A new publication in Eurofound's Foundation Findings series looks at the extent of forms of violence in the workplace, assesses the health impacts of being on the receiving end of violence, and examines which aspects of the working environment are associated with suffering exposure.

Read *Foundation Findings – Physical and psychological violence at the workplace* at [www.eurofound.europa.eu/publications/htmlfiles/ef1054.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1054.htm)

## NEWS IN PICTURES

### Foundation Findings providing policy pointers



The *Foundation Findings* series seeks to provide relevant background information and policy pointers for all those engaged in shaping European social policy. To see more reports in the series, go to [www.eurofound.europa.eu/publications/bytype/foundationfindings2010.htm](http://www.eurofound.europa.eu/publications/bytype/foundationfindings2010.htm)



## Volunteering boosts social inclusion

At a time of unprecedented demographic and societal changes across Europe, making sure that older people remain included in society is vital; at the same time, much valuable work that cannot be remunerated remains to be done. Bringing these two needs together – matching older people with voluntary work for which they are qualified and in which they are interested – can simultaneously meet a number of challenges. For elderly people who face isolation, the greater activity and sense of belonging generated by volunteering can boost self-esteem, promote social inclusion and improve overall levels of health.

For more, see the new study by Eurofound – *Measures for social inclusion of the elderly: The case of volunteering* – available at [www.eurofound.europa.eu/publications/htmlfiles/ef1055.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1055.htm)

## Posted workers' debate lacks reliable data

A substantial lack of data regarding the overall number and characteristics of posted workers throughout the EU makes it almost impossible to know how many workers currently fall into this category. In a recently published report, Eurofound maps the available sources that can provide information about the occurrence of postings, and provides figures for those countries where data is available. The report also looks at the roles played both by European and national-level regulation in determining the employment and working conditions of posted workers. In addition, the possible implications of a number of high-profile decisions recently taken by the European Court of Justice (ECJ) in cases of posting of workers are discussed. The report recommends strengthening the role of the social partners at national and European level, with a view to establishing a monitoring system and providing some scope for regulating the employment and working conditions of posted workers through collective agreements.

Read *Posted workers in the European Union* at [www.eurofound.europa.eu/eiro/studies/tn0908038s/index.htm](http://www.eurofound.europa.eu/eiro/studies/tn0908038s/index.htm)

## Helping Europeans back into employment

The economic downturn has had a crippling effect on employment in Europe: around 7.8 million citizens became unemployed between 2008 and 2010, making effective active labour market policies (ALMP) more necessary than ever. On 28 October, in Antwerp, Eurofound will present new findings on ALMP at an event organised by the Flemish Government, as part of the programme for the Belgian EU Presidency: 'Pro-active labour market policies for Europe 2020 – Finding what works'. The findings are contained in a soon-to-be published report from Eurofound, *Financing and operation of active labour market programmes during the crisis*, which was commissioned by the European Economic and Social Committee's Labour Market Observatory (LMO). The report analyses the impact of ALMP in 10 Member States, with a particular focus on how such measures have been funded, their effectiveness, and recent trends in operation.

## Eurofound goes from strength to strength

Eurofound continues to strengthen its impact on key policymakers, as a review of its organisational performance makes clear. An analysis of Eurofound's performance from January to August 2010 shows that Eurofound is on course to meet many of its targets for the year. One measure in particular, the number of documents at EU level that reference Eurofound and its work, shows a clear rise in the number of quotations for the first half of 2010 in comparison with 2009; moreover, Eurofound's expertise is increasingly being taken up or requested without any promotion on the part of the organisation. Eurofound also continues to strengthen its tripartite and stakeholder relationships, the number of contacts by Eurofound staff with members of key target groups at European level jumping for the first seven months of 2010 compared with the same period in both 2008 and 2009.

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[www.eurofound.europa.eu/publications/htmlfiles/ef1016\\_cs.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1016_cs.htm)

## Publication of the month

### The impact of investment funds on restructuring practices and employment levels



[www.eurofound.europa.eu/publications/htmlfiles/ef1064.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1064.htm)