



## FINDINGS IN FIGURES

**800** – the number of workers employed by the Cyprus Wine Company (KEO) in 2003; by early 2011, this had fallen to 580, with further staff cuts planned.

*KEO redundancy talks in deadlock*  
[www.eurofound.europa.eu/eiro/2011/05/articles/cy1105039i.htm](http://www.eurofound.europa.eu/eiro/2011/05/articles/cy1105039i.htm)

**100,000** – the projected number of workers from the eight eastern European EU Member States who will come to Germany each year, following the relaxation of employment law in the country, which allows them to move freely and take up employment without restrictions

*Workers from 2004 EU-accession countries granted freedom of movement*  
[www.eurofound.europa.eu/eiro/2011/05/articles/de1105019i.htm](http://www.eurofound.europa.eu/eiro/2011/05/articles/de1105019i.htm)

**840,000** – the number of workers who, it is estimated, will benefit from an increase in the UK's National Minimum Wage in late 2011

*National Minimum Wage to be increased by 2.5%*  
[www.eurofound.europa.eu/eiro/2011/04/articles/uk1104039i.htm](http://www.eurofound.europa.eu/eiro/2011/04/articles/uk1104039i.htm)

**93,500** – the number of employees at energy group Alstom, which has signed its second European framework agreement with the European Metalworkers' Federation regarding the restructuring process underway at the company

*Alstom agrees to try to avoid redundancies*  
[www.eurofound.europa.eu/eiro/2011/04/articles/eu1104021i.htm](http://www.eurofound.europa.eu/eiro/2011/04/articles/eu1104021i.htm)

**10 million** – the number of hours of overtime that Polish unions estimate 30,000 firefighters have worked in the country since 2005; the unions' calculations also state that 45,000 months of time in lieu is required to compensate for this.

*Discontent growing among fire fighters with government plans*  
[www.eurofound.europa.eu/eiro/2011/03/articles/pl1103019i.htm](http://www.eurofound.europa.eu/eiro/2011/03/articles/pl1103019i.htm)

**3.75%** – the increase in wages in Norway between 2009 and 2010

*Norwegian wages rose 3.75% in 2010*  
[www.eurofound.europa.eu/eiro/2011/02/articles/no1102049i.htm](http://www.eurofound.europa.eu/eiro/2011/02/articles/no1102049i.htm)

## €100 billion – the cost of youth exclusion

Eurofound research presented at a recent seminar in the European Parliament estimates the costs of the exclusion of young people to have been over €100 billion across 21 Member States in 2009.

The issue of young people (aged between 16 and 24 years) who are not in education, employment or training (the so-called 'NEETs') has been extensively debated. However, recent Eurofound calculations, looking just at the costs of social welfare payments and the contributions to gross national product (GNP) that these young people are unable to make, puts a preliminary figure of the cost to society of €14,000 per NEET, of which €11,000 represents unpaid contributions and €3,000 represents benefits payments. The findings were presented at a meeting of the Committee on Employment and Social Affairs on 30 June, at which Eurofound, in collaboration with three other EU agencies, presented findings on the theme 'Working together for youth employment – From education to the workplace: a global challenge'.

For more, visit [www.eurofound.europa.eu/events/2011/agencies300611/index.htm](http://www.eurofound.europa.eu/events/2011/agencies300611/index.htm)

## The impact of the crisis upon SMEs

Small and medium-sized enterprises (SMEs) play a vital role in national economies in the EU and account for a significant proportion of employment in all Member States. However, in some countries, such as Hungary and Ireland, the crisis has had a severe impact on them, causing many to cease operations and resulting in a fall in employment in this segment of the economy.

A new report from Eurofound examines how governments and social partners have sought to help SMEs weather the crisis, how local partnerships have helped SMEs maintain employment during this turbulent time, and presents the views of the social partners on the situation of such companies. It also looks at the extent of social dialogue in these smaller enterprises. The report finds that – in many countries – working conditions and working hours are more flexible and informally arranged than in larger companies, as is the manner in which work is organised. Moreover, the crisis seems to have made companies seek to become more flexible, as they try to cope with shifting external circumstances and demands.

Download *SMEs in the crisis: employment, industrial relations and local partnerships* from [www.eurofound.europa.eu/eiro/studies/tn1010039s/index.htm](http://www.eurofound.europa.eu/eiro/studies/tn1010039s/index.htm)

## NEWS IN PICTURES

### Commissioner Geoghegan-Quinn outlines role of social innovation

On 16 June, EU Commissioner for Research, Innovation and Science, **Máire Geoghegan-Quinn**, visited Eurofound. Ms Geoghegan-Quinn spoke to staff about social innovation and the pilot European Innovation Partnership on active and healthy ageing, issues central to Eurofound's work. For more on her speech, visit

[www.eurofound.europa.eu/events/2011/ecvisit/index.htm](http://www.eurofound.europa.eu/events/2011/ecvisit/index.htm)



## Gaining valuable experience in Eurofound

'The work at Eurofound is challenging and provides plenty of opportunities to hone my skills as a researcher. I am happy that my work here is characterised by much freedom and responsibility.' Maarten Koomen, from the Netherlands, is one of Eurofound's current trainees, interviewed for a series of short articles in which trainees share their experience and encourage other potential candidates who may be considering applying for the scheme. Underlining its reputation for excellence in socioeconomic research, Eurofound received over 1,100 applications for places in its 2011 paid traineeship programme. Traineeships provide young university graduates with hands-on, professional experience of working in an EU body – in functions as diverse as research, human resources, finance and media. Towards the end of 2011, Eurofound will begin its recruitment campaign for traineeships for 2012.

For more information, go to

[www.eurofound.europa.eu/about/vacancies/traineeships.htm](http://www.eurofound.europa.eu/about/vacancies/traineeships.htm)

## Avoiding hardship in old age

With the percentage of older people in Europe's population rising ever higher, concern is growing about the adequacy of pensions to meet people's needs after they retire. State pensions have come under pressure due to cuts in public spending; turmoil in stock markets has reduced the value of many occupational pensions; unemployment and reduced savings have left many people vulnerable. Meanwhile, retirees may face higher costs – especially for healthcare. In the face of such obstacles, earning at least some income after retirement can help people better meet their own needs (others, of course, may work because they want to). To learn more about the issue of post-retirement employment, on 26 July Eurofound is holding an invitation-only expert workshop on the theme of income after retirement. Topics for discussion will include the prevalence of such employment, how employers facilitate or discourage older workers from re-entering the workplace, and preliminary results from studies in three countries. The results of the workshop and country studies will feed into a report, contributing to the European Year of Active Ageing in 2012.

## Social partners seek to green economy

In the face of climate change and increasing resource constraints, social partners across Europe have come together in the effort to 'green' the economy, as outlined in a report from Eurofound launched in the European Parliament on 30 June – *Industrial relations and sustainability: the role of social partners in the transition towards a green economy*. Greening the economy – producing products and services with less energy, fewer material resources and reduced carbon emissions – is becoming increasingly important in EU policymaking. The report outlines five cases of social partner initiatives to create workplaces and production processes that have less of an impact upon the environment. They include a training system for the use of green technologies in the French construction sector, jointly managed by the social partners; worker-management cooperation in UK workplaces to reduce energy use; and social dialogue in the German aluminium industry that seeks to boost resource efficiency.

For more, go to [www.eurofound.europa.eu/publications/htmlfiles/ef1126.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1126.htm)

## Contributing to the Polish Presidency

As Poland takes up its Presidency of the EU, Eurofound is planning its contributions to the programme of events. On 6–8 July, the 19th European Social Services Conference was held in Warsaw under the auspices of the Polish Presidency. As part of the event, Eurofound organised a workshop on 'Measures to promote volunteering by older people'. Meanwhile, planning is underway for a major joint conference in November in Warsaw on migration and mobility. For more information, visit

[www.eurofound.europa.eu/events/2011/warsaw0607/index.htm](http://www.eurofound.europa.eu/events/2011/warsaw0607/index.htm)

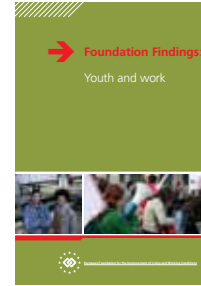
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## Publication of the month

### Foundation Findings: Youth and work



[eurofound.europa.eu/publications/htmlfiles/f1140.htm](http://eurofound.europa.eu/publications/htmlfiles/f1140.htm)

## PUBLICATIONS

### Ikäntyneet vapaaehtoistyössä EU:ssa - Tiivistelmä

[www.eurofound.europa.eu/publications/htmlfiles/ef11341\\_fi.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef11341_fi.htm)

### Pomaganie młodym pracownikom w czasie kryzysu: uwagi partnerów społecznych i władz publicznych – Streszczenie

[www.eurofound.europa.eu/publications/htmlfiles/ef11291\\_pl.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef11291_pl.htm)

### Recent developments in wage setting and collective bargaining in the wake of the global economic crisis – Background paper

[www.eurofound.europa.eu/publications/htmlfiles/ef1151.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1151.htm)

### Recession and social dialogue in the banking sector: a global perspective

[www.eurofound.europa.eu/publications/htmlfiles/ef1115.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1115.htm)

### Representativeness of the European social partner organisations: Public administration

[www.eurofound.europa.eu/eiro/studies/tn0912027s/index.htm](http://www.eurofound.europa.eu/eiro/studies/tn0912027s/index.htm)

### Sozialer Dialog und Arbeitsbedingungen – Zusammenfassung

[www.eurofound.europa.eu/publications/htmlfiles/ef11121\\_de.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef11121_de.htm)

### Voluntariado ejercido por personas mayores - Resumen ejecutivo

[www.eurofound.europa.eu/publications/htmlfiles/ef11341\\_es.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef11341_es.htm)

## Eurofound on your mobile

### Survey finds increased tensions in employment relations (UK)



[eurofound.europa.eu/eiro/2011/05/articles/uk1105029i.htm](http://eurofound.europa.eu/eiro/2011/05/articles/uk1105029i.htm)