



## FINDINGS IN FIGURES

**250** – the number of jobs to be lost in the Luxembourg steel plant, ArcelorMittal, under a new cost-cutting rescue plan

*Committee saves jobs in ArcelorMittal*  
[www.eurofound.europa.eu/eiro/2011/07/articles/lu1107021i.htm](http://www.eurofound.europa.eu/eiro/2011/07/articles/lu1107021i.htm)

**8,000** – the number of new jobs that French national rail company SNCF announced it would create in 2011

*European restructuring monitor quarterly, summer 2011*  
[www.eurofound.europa.eu/pubdocs/2011/55/en/3/ef1155en.pdf](http://www.eurofound.europa.eu/pubdocs/2011/55/en/3/ef1155en.pdf)

**30%** – the quota of seats to be allocated to women on management boards in companies in Belgium

*Law sets 30% quota for women on management boards*  
[www.eurofound.europa.eu/eiro/2011/06/articles/be1106021i.htm](http://www.eurofound.europa.eu/eiro/2011/06/articles/be1106021i.htm)

**100,000** – the number of unemployed Roma people who should be integrated into the Hungarian labour market by 2015, under a new agreement

*Employability measures for Roma population*  
[www.eurofound.europa.eu/ewco/2011/07/hu1107011i.htm](http://www.eurofound.europa.eu/ewco/2011/07/hu1107011i.htm)

**74%** – the percentage of employees in the EU27 who work in a team

*Recent developments in work organisation in the EU27 Member States and Norway*  
[www.eurofound.europa.eu/ewco/studies/tn1102013s/tn1102013s.htm](http://www.eurofound.europa.eu/ewco/studies/tn1102013s/tn1102013s.htm)

**917** – the number of European companies with a European works council currently in place

*Takeda Pharmaceutical signs EWC agreement*  
[www.eurofound.europa.eu/eiro/2011/08/articles/de1108019i.htm](http://www.eurofound.europa.eu/eiro/2011/08/articles/de1108019i.htm)

**93.2%** – the proportion of respondents in a Greek survey who said that they would be willing to be flexible in terms of pay

*Employees favour security and stability in current crisis*  
[www.eurofound.europa.eu/ewco/2011/09/gr1109019i.htm](http://www.eurofound.europa.eu/ewco/2011/09/gr1109019i.htm)

**80%** – the proportion of companies in Finland that have some type of flexitime scheme in place

*Yearbook 2010 – Living and working in Europe*  
[www.eurofound.europa.eu/publications/htmlfiles/ef1119.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1119.htm)

## Active ageing – Europe's future

Demographic change is one of the key challenges facing Europe. With people living longer than ever before and fewer children being born, an ever-smaller workforce will have to maintain a growing population of older people. This ageing of the population threatens Europe's economic performance and competitiveness, and the sustainability of social protection systems.

However, improving the working conditions of older workers could help people remain in work longer, and so at least ease this dilemma. Tackling the impact of demographic ageing has for some years been a key element of Eurofound's research brief. The eighth session of the Foundation Seminar Series (FSS), taking place at Eurofound's Dublin premises from 7–9 November, will explore strategies, such as increasing training opportunities and health initiatives, that encourage people to remain in the workforce as they grow older. Findings from the seminar will be fed into the forthcoming European Year of Active Ageing and Solidarity between Generations 2012, which aims to help older people play an active role in society. Learn more about the FSS at [www.eurofound.europa.eu/events/2011/fssdublin/index.htm](http://www.eurofound.europa.eu/events/2011/fssdublin/index.htm)

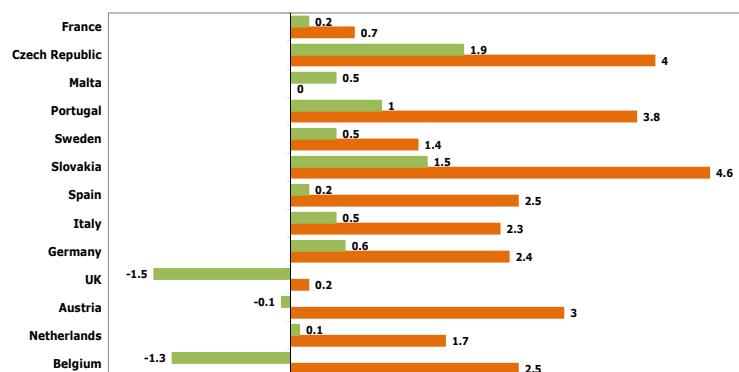
## Boosting performance in Europe's companies

Can changes in workplace practices improve the overall productivity of a company? So-called 'high-performance work practices' (HPWPs) have been discussed as a tool for boosting the competitiveness of European companies in the face of global competition.

Eurofound research, using data from the 2009 European Company Survey, has looked at how such workplace practices as training, performance-related pay, social dialogue, team work and working time are associated with companies' financial performance. The good news: using HPWPs is clearly related with improved performance. However, causality is difficult to prove. Meanwhile, some practices require a certain critical mass to be successful: for flexible working, for instance, to be seen to have an impact, at least 20% of the workforce must be engaged in it. And finally, companies that are already performing well might profit less from these measures than those that are not so successful. The findings are being presented at a seminar in Warsaw on 26 October, looking at the links between working conditions and company performance, jointly hosted by Eurofound, the Polish Confederation of Private Employers Leviathan and the Prime Minister's Office. For more, go to [eurofound.europa.eu/publications/htmlfiles/ef1148.htm](http://eurofound.europa.eu/publications/htmlfiles/ef1148.htm)

## RESEARCH IN BRIEF

### Collectively agreed wage increases lower in 2010 in Europe



Note: all figures are percentages.

2010 2009

Eurofound's annual analysis of pay trends for 2010 finds that average collectively agreed nominal wage increases were lower than in 2009 in almost all countries studied. Moreover, real pay fell in some countries – such as the UK, Belgium and Austria. Source: *Pay developments – 2010*

## Job structure changing in face of recession

The 'Great Recession' resulted in the net loss of over five million jobs between 2008–2010. Despite this, however, employment continued to grow in top-paying jobs, largely in knowledge-intensive services and business services, according to a newly published report from Eurofound – *Shifts in the job structure in Europe during the Great Recession*. The report also finds that substantial losses in medium-paying jobs in construction and manufacturing led to a shrinking of employment in the middle of the wage spectrum. In part due to these changes in male-dominated sectors, more jobs were lost among men than women. In addition, employment levels for older workers grew while those of other sections of the workforce – in particular, younger workers – declined. Part-time work expanded across the wage spectrum while levels of temporary employment began to recover quickly from 2009 onwards, after having borne the brunt of the earlier job losses. This latest output of the European Jobs Monitor will be followed in the coming months by regular updates.

Read the report at [www.eurofound.europa.eu/publications/htmlfiles/ef1141.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1141.htm)

## Eurofound publishes latest Yearbook

Eurofound's second Yearbook looks at living and working in Europe in 2010 – a bird's-eye view of the organisation's policy-oriented research findings over the course of the year. The Yearbook outlines the main findings from a range of Eurofound's key currents of research – in particular, results and analysis from its three pan-European surveys on company practices, working conditions and quality of life. All the surveys now enable Eurofound to draw some trends over time, crucial for understanding how Europe is developing and the challenges it is encountering. As detailed in last year's publication, European governments and social partners are still dealing with the effects of the economic crisis; in many countries, short-time working schemes were extended or introduced as one response. *Yearbook 2010 – Living and working in Europe* outlines how such responses to the crisis may also provide an opportunity, highlighting ways of adapting such schemes to combine both greater flexibility and greater security. Such adaptation can only take place with the cooperation of the social partners: the Yearbook looks at what both trade unions and employer organisations are doing to meet the challenges of changing times.

## Supporting parents and children

Good parenting is crucial for the wellbeing of children and its effects can accompany children through their schooling and into adulthood. By contrast, poor parenting has been identified as one of the factors that can contribute to maintaining disadvantage down the generations. On 26 October in Brussels, Eurofound will hold an expert workshop looking at parenting support, focusing on measures that seek to help parents boost the physical, intellectual and emotional development of their pre-school age children. The workshop will bring together experts in the fields of family support, parenting and childhood well-being to discuss the preliminary results of Eurofound's research project; the discussion will feed into a report to be published in 2012.

## Gender pay gap persists

Despite decades of legislation devoted to ensuring equal pay for men and women, the gender pay gap still stood at just over 17% in the EU27 in 2009, according to Eurostat data analysed by Eurofound in its annual update on pay. However, this average figure varies hugely across Europe, from 5% in Italy to more than 25% in the Czech Republic. And an analysis of the over 180 agreements that formed the background for *Pay developments – 2010* shows that only a very limited number of collective agreements in a limited number of countries explicitly or implicitly contained some aspects that could have an impact on reducing the gap. Download the report from [www.eurofound.europa.eu/eiro/studies/tn1109060s/tn1109060s.htm](http://www.eurofound.europa.eu/eiro/studies/tn1109060s/tn1109060s.htm)

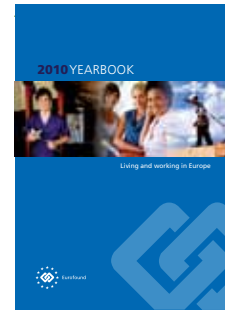
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## Publication of the month

Yearbook 2010 – Living and working in Europe



[eurofound.europa.eu/publications/htmlfiles/ef1119.htm](http://eurofound.europa.eu/publications/htmlfiles/ef1119.htm)

## PUBLICATIONS

**A fogyatékos gyermekeket vagy felnőtteket gondozó munkavállalókravonatközzé társasági kezdeményezések – Összefoglaló**  
[/www.eurofound.europa.eu/publications/htmlfiles/ef11471\\_hu.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef11471_hu.htm)

**Arbejdsmarkedsrelationerne og bæredygtighed: Arbejdsmarkedsparternes rolle i overgangen til en grøn økonomi**  
[www.eurofound.europa.eu/publications/htmlfiles/ef1114\\_da.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1114_da.htm)

**Conditions de travail des ressortissants d'origine étrangère – Note de synthèse**  
[www.eurofound.europa.eu/publications/htmlfiles/ef11331\\_fr.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef11331_fr.htm)

**Recent developments in work organisation in the EU27 Member States and Norway**  
[www.eurofound.europa.eu/ewco/studies/tn1102013s/index.htm](http://www.eurofound.europa.eu/ewco/studies/tn1102013s/index.htm)

**Quality of life in Croatia, the former Yugoslav Republic of Macedonia and Turkey**  
[www.eurofound.europa.eu/publications/htmlfiles/ef1136.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1136.htm)

**Työpaikkarakenteen muutokset Euroopassa vaikean taantuman aikana – Yhteenveto**  
[www.eurofound.europa.eu/publications/htmlfiles/ef11411\\_fi.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef11411_fi.htm)

## Eurofound on your mobile

Portugal: Government's first bill taxes Christmas allowance



[eurofound.europa.eu/eiro/2011/07/articles/pt11070291.htm](http://eurofound.europa.eu/eiro/2011/07/articles/pt11070291.htm)