



FINDINGS IN FIGURES

14m – the number of young people aged 15-24 not in employment, education or training (NEETs) across the EU in 2011, ranging from 5.5% in the Netherlands to 22.7% in Italy.

NEETs - Young people not in employment, education or training: Characteristics, costs and policy responses in Europe
www.eurofound.europa.eu/publications/htmlfiles/ef1254.htm

1.2% – the economic cost of not integrating NEETs in terms of proportion of GDP (over €150 billion)

NEETs - Young people not in employment, education or training: Characteristics, costs and policy responses in Europe
www.eurofound.europa.eu/publications/htmlfiles/ef1254.htm

6,000 – the number of new research and development jobs announced (50% in France) by international high-tech group Safran

European Restructuring Monitor, October 2012
www.eurofound.europa.eu/emcc/erm/factsheets/22117

€160 million – the expected amount of budget savings in Slovakia in 2012 as a result of changes to pension contributions

Significant changes to pension system
www.eurofound.europa.eu/eiro/2012/09/articles/sk1209019i.htm

70%–80% – the percentage increase in risk of breast cancer among nurses in Norway who regularly worked consecutive night shifts for more than five years, compared to nurses who never worked nights at all

Night work increases the risk of breast cancer in nurses
www.eurofound.europa.eu/ewco/2012/08/NO1208019i.htm

Join our trainee scheme

Eurofound's traineeship scheme gives recent graduates of all ages the opportunity to gain practical experience within a multicultural, multilingual European agency. Trainees can apply to work in research, information and communication, HR or administration. But take note: Places are limited and competition is high. We'll be open for applications in Nov/Dec – watch this space for how and when to apply.

www.eurofound.europa.eu/about/vacancies/traineeships.htm

Key role for social partners in Europe's future

Closer social partner cooperation and clearer roles for policymakers representing the interests of workers, employers and governments, in creating tomorrow's labour market, were the aims outlined out by László Andor, EU Commissioner for Employment, Social Affairs and Inclusion, during his visit to Eurofound on Monday 1 October.

The Commissioner marked the International Day of Older Persons with a visit to Dublin to give the keynote speech at the 'Third Age' conference. This was followed by a visit to Eurofound, where he had bilateral talks with Lucinda Creighton, Irish Minister of State for European Affairs, and Eurofound Director Juan Menéndez-Valdés. Addressing invited representatives of Irish workers and employers later, the EU Commissioner emphasised that progress of EU integration is not only about the development of a banking union, but that social pillars have to be included in the process as well. The event provided an opportunity for Eurofound to present its latest findings from the third European Quality of Life Survey (to be launched next month in Brussels), as well as on NEETs – 'young people not in employment, education or training'. 'Social dialogue is clearly a key to this new model of EU governance that Commissioner Andor proposes and Eurofound is happy to contribute to the making of this,' commented Mr Menéndez-Valdés after the visit.

Policy focus on youth unemployment

The immediate future of Europe depends on the 94 million Europeans aged 15–29 years. With mounting unemployment levels across the EU, the greatest urgency is with the 14 million young people currently 'not in employment, education or training': the so-called NEETs. Eurofound launched its latest comparative research findings on NEETs at the EU Presidency conference on employment priorities in Nicosia, Cyprus, on 22–23 October 2012.

Young people in Europe have been hit particularly hard by the recession. Only 34% of persons were employed in 2011, the lowest figure ever recorded. Serious as these statistics may be, they do not adequately capture the situation of young people: 7.5 million of persons aged 15–24 and an additional 6.5 million aged 25–29 were not in employment, education or training. Eurofound estimates that the economic loss due to the disengagement of young people from the labour market is €153 billion (2011 data), which corresponds to 1.2% of European GDP. At the high-level Cyprus event, Eurofound Research Manager Massimiliano Mascherini presented the latest findings on NEETs while Research Manager Robert Anderson made a presentation on European best practices in activation measures. Publication of the study is timely, in light of the forthcoming *Youth employment package* to be adopted by the Commission on 5 December.

NEWS IN PICTURES



László Andor (second from right), EU Commissioner for Employment, Social Affairs and Inclusion, on the occasion of his recent visit to Eurofound, flanked by David Begg, General Secretary of ICTU, Eurofound Director Juan Menéndez-Valdés and Gyula Hegyi, Member of the Commissioner's Cabinet.

High-level debate on the impact of restructuring

Four years on, the Great Recession casts an ever-lengthening shadow. Five million fewer people are in paid employment in 2012 compared to 2008 – a multi-year contraction of employment levels unprecedented in recent history. Large-scale restructuring in Member States is a central element in the canvas. At a Working Lunch, sponsored by MEPs Marian Harkin and Alejandro Cercas, that takes place in Brussels on 6 November, over 20 MEPs from different political groups and committees will join Eurofound's director and researchers to debate and exchange views on the issue of what impact recent job loss and restructuring has for employees, both those who lose their job and those who remain at the restructured company. The event will provide an opportunity to present findings from Eurofound's European Restructuring Monitor (ERM) Annual report 2011, entitled *After restructuring: Labour markets, working conditions and life satisfaction*. As well as examining the effects that job loss and subsequent re-employment at the onset of the crisis has had on employees' overall personal situation and sense of life satisfaction, the report also explores the impact on working conditions for the employees who continue to work at the restructured company.

Working time and productivity: a complex relationship

Companies in search of improved productivity use a wide range of approaches, from financial incentives and skills upgrading and training to increased autonomy of individuals and teams. Working time flexibility has the added advantage in that it can benefit both workers and employers: it gives workers more control over their work-life balance and allows companies to adjust more easily to changing economic circumstances. Eurofound research studied five companies in manufacturing and retail in Belgium, Hungary and the Netherlands. It found that national and sectoral factors play a big role in determining the use of certain types of flexibility. However, there is evidence that introducing new working time arrangements can improve productivity if it is well-planned, properly negotiated and in line with other company policies.

Read the recently published report, *Organisation of working time: Implications for productivity and working conditions*, at <http://www.eurofound.europa.eu/publications/htmlfiles/ef1250.htm>

Exchange of best practices on the gender pay gap

Eurofound will contribute its research and findings at the forthcoming tripartite Cyprus EU Presidency event in Limassol on 29 and 30 October, organised by the Ministry of Labour and Social Insurance. One of the aims of the conference is to highlight practices and measures that enterprises could implement in order to eliminate the gender pay gap and promote the principle of equal pay. Eurofound research manager Christine Aumayr-Pintar will focus on recent policy developments in Austria with regard to creating income transparency as one means of reducing the gender pay gap, while Isabella Biletta will present findings from the fifth European Working Conditions Survey to show the impact of occupational segregation on female and male workers.

Employment and social dialogue in the Horeca sector

With employment levels in decline across all Member States and most sectors since the onset of the economic recession, one sector which has seen some employment growth in recent times is the Hotel, restaurant and catering (Horeca) sector: 200,000 new jobs were created in the sector between 2008 and 2010, mainly in the food and beverage division. Eurofound's newly published report examines the economic background of the sector and explores the representation of social partner organisations and levels of social dialogue at both national and European level for each Member State. The report finds that as the Horeca sector employs many young people (about 60% of the total was under the age of 39 years in 2010), it therefore represents an important vehicle of labour market entry for young job-seekers. Other aspects that set the sector apart from other industries is that there is a large female workforce (55% of the total), employment is often part time (one third of all workers) and there is a high seasonal element, given its links to tourism.

NEETs: Young people not in employment, training or education: Characteristics, costs and policy responses



www.eurofound.europa.eu/publications/htmlfiles/ef1254.htm

PUBLICATIONS

Active inclusion of young people with disabilities or health problems: National report – Ireland

www.eurofound.europa.eu/publications/htmlfiles/ef12262.htm

Organisation of working time: Implications for productivity and working conditions

www.eurofound.europa.eu/publications/htmlfiles/ef1250.htm

Parenting support in Europe (executive summary)

www.eurofound.europa.eu/publications/htmlfiles/ef12701.htm

Psychosocial risks in the workplace in Slovenia

www.eurofound.europa.eu/publications/htmlfiles/ef1245.htm

Representativeness of the European social partner organisations: Hotel, restaurant and catering (Horeca) sector

www.eurofound.europa.eu/eiro/studies/tn1109028s/index.htm

Rise in number of companies instigating prevention activities: Survey data report for Spain

www.eurofound.europa.eu/ewco/surveyreports/ES1205011D/ES1205011D.htm

Τάσεις στην ποιότητα των θέσεων εργασίας στην Ευρώπη: Περίληψη

www.eurofound.europa.eu/publications/htmlfiles/ef12281_el.htm

Eurofound on your mobile

Agreed pay increases not enough to maintain purchasing power in Europe



www.eurofound.europa.eu/press/releases/2012/120919.htm?utm_source=website_item2&utm_