



FINDINGS IN FIGURES

10,500 – the number of employees whose wages, it was proposed, would be frozen as part of a debt-reduction strategy in the Prague Public Transport Company.

Unions reject plan to stabilise public transport company
www.eurofound.europa.eu/eiro/2013/10/articles/cz1310019i.htm

8,500 – the number of employees in the Czech spa treatment sector; the figure in 2011 was 10,000; unions say job cuts would have been greater had employees not taken a pay cut.

Funding cuts lead to job losses in spa care sector
www.eurofound.europa.eu/eiro/2013/09/articles/cz1309019i.htm

€159 – the weekly shortfall in the earnings of temporary agency workers in the UK, as against permanent staff in the same job, according to the Trades Union Congress in a formal complaint to the European Commission.

Trade unions in tussle over agency work directive
eurofound.europa.eu/eiro/2013/09/articles/uk1309029i.htm

1,900 – the number of violations of anti-discrimination legislation recorded by Slovakia's National Labour Inspectorate in 2012. Inspectors investigated more than 5,000 complaints.

Monitoring anti-discrimination law in the workplace
www.eurofound.europa.eu/ewco/2013/09/SK1309019i.htm

11% – the proportion of the long-term unemployed population in Europe who face severe deprivation; by contrast, only 1% of people in employment suffer such deprivation.

Foundation Focus: Quality of life, public services and the crisis
www.eurofound.europa.eu/publications/htmlfiles/ef1342.htm

1,000 – the number of job losses announced by Lufthansa Systems; around 700 of these will be in Kelsterback and Flensburg, Germany. The company plans to outsource jobs from its IT section, as part of a cost-reduction strategy.

EMCC factsheet
www.eurofound.europa.eu/emcc/erm/factsheets/25659

New package of analysis on quality of life

The economic crisis that has gripped Europe since 2008 continues to affect every aspect of life – including how people view the quality of their public services and their societies, how satisfied they are with their lives and the extent of equality, or inequality, across society.

A new series of reports from Eurofound looks in detail at a range of aspects of quality of life and the changes in these that have taken place as a result of the crisis. Three of the reports analyse findings from the third European Quality of Life Survey (EQLS) conducted in 2012, and compare them with findings from the wave in 2007; they address the themes of subjective well-being, quality of society and public services, and social inequalities. In addition, two policy briefs use EQLS findings to offer policy options in the areas of political trust and civic engagement, and of the burden of informal debts for over-indebted households.

To learn more, visit www.eurofound.europa.eu/surveys/eqls/2011/secondaryanalysis.htm

Exploring gender and working conditions

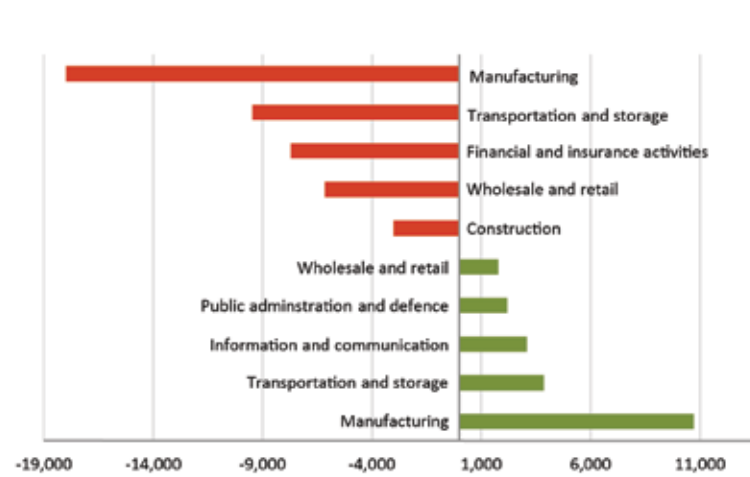
Gender equality has progressed considerably over the past 40 years; however, gender gaps persist in many aspects of the labour market. Women and men are employed in different occupations and industries, and under different contracts; men are paid more than women; and, while men spend more time on paid work than women, women work longer when domestic and care duties are factored in.

A new report from Eurofound continues the series of in-depth analyses of data from the Agency's fifth European Working Conditions Survey. Its rich set of data – encompassing some 44,000 workers across 34 European countries – was used to explore gender differences across several dimensions of working conditions, and to look at relevant country differences. Strikingly, just five of the 20 occupational groups that employ the most workers have a balanced gender mix. And, while men enjoy greater well-being at work than women, women who remain in employment still have greater well-being than those who leave the labour market.

To read *Women, men and working conditions in Europe*, go to

www.eurofound.europa.eu/publications/htmlfiles/ef1349.htm

Biggest job losses, gains in manufacturing



Manufacturing experienced the most restructuring activity in the third quarter of 2013 – in announced job losses and job gains – as the latest issue of the *ERM quarterly* makes clear. Overall, job losses outweighed job gains: nearly 18,000 being announced, as against almost 11,000 new jobs. The European Restructuring Monitor (ERM) offers a unique searchable database of restructuring events. For more, visit www.eurofound.europa.eu/emcc/erm/index.htm

Self-employed, or not really?

In recent years, practices such as outsourcing and contracting-out have increasingly blurred the boundaries between employment and self-employment. While some people are entirely self-employed and running their own business, others depend on a single employer for their income and thus have no real autonomy. The status of such 'economically dependent' workers is similar in some ways to that of employees. However, they are likely to be in a less favourable position than either employees or the self-employed, as a new background paper illustrates: while they must build up their own social contribution rights, for example, the expense means they frequently fail to do so. However, such workers tend to enjoy a relatively good work-life balance. You can download *Self-employed or not self-employed* from www.eurofound.europa.eu/publications/htmlfiles/ef1366.htm

Pay in Europe in the 21st century

Eurofound has an extensive background of work on pay and wage setting; its annual review of developments in collectively agreed pay across the EU, for instance, dates back to 2002. Wage setting has once again moved centre stage in the EU policy arena, in light of the proposal in the Pact for the Euro that European competitiveness might be improved by adjusting wage-setting arrangements or wage-indexation mechanisms. To contribute evidence and analysis to the discussion, Eurofound is hosting a social partners' lunch debate in Brussels on 19 November. The invitation-only event will create a forum for discussing key developments within the context of wage-related policies at European level and illustrate different wage-setting mechanisms across the EU – in particular, major trends in policies and approaches at national and sectoral level. Findings from the forthcoming Eurofound report *Pay in Europe in the 21st century* will form the point of departure for the debate; the report builds on Eurofound's new online, interactive database of information on collective wage bargaining. For more on the event, visit www.eurofound.europa.eu/events/2013/pay21century/index.htm

First findings of third European Company Survey

Eurofound will launch the first findings of its third European Company Survey (ECS) at a joint seminar conducted with the European Economic and Social Committee in Brussels on November 26. First carried out in 2004, and again in 2009, fieldwork for this third wave of the pan-European survey was performed across the EU28 in 2013, and in the former Yugoslav Republic of Macedonia, Iceland, Montenegro and Turkey – a total of 32 countries. Human resources (HR) managers in over 30,000 establishments were interviewed; in around 9,000 of those establishments, employee representatives were also interviewed. Designed to provide information on workplace practices and to facilitate the evaluation and development of socioeconomic policies, the third ECS focuses on work organisation, HR practices, employee participation and social dialogue. The event will bring together around 60 stakeholders (at EU and national level) and will also be open to the media. For more, visit www.eurofound.europa.eu/events/2013/ecslaunch/index.htm

Quality of life in Europe: Quality of society and public services



eurofound.europa.eu/publications/htmlfiles/ef1361.htm

PUBLICATIONS

Das Europäische Beobachtungsinstrument für Umstrukturierungen – eine einzigartige europaweite Datenquelle

www.eurofound.europa.eu/publications/htmlfiles/ef1378_de.htm

ERM quarterly – Issue 3, 2013

www.eurofound.europa.eu/publications/htmlfiles/ef1390.htm

Foundation Findings – Household over-indebtedness: The role of informal debts

www.eurofound.europa.eu/publications/htmlfiles/ef1373.htm

Foundation Findings – Political trust and civic engagement during the crisis

www.eurofound.europa.eu/publications/htmlfiles/ef1374.htm

Les conditions de travail des femmes et des hommes en Europe (synthèse)

www.eurofound.europa.eu/publications/htmlfiles/ef13491_fr.htm

Quality of life in Europe: Social inequalities

www.eurofound.europa.eu/publications/htmlfiles/ef1362.htm

Quality of life in Europe: Subjective well-being

www.eurofound.europa.eu/publications/htmlfiles/ef1359.htm

Eurofound's Governing Board holds 87th meeting



Pictured at its most recent meeting on 25 October, the Governing Board is joined by the Directorate and a number of Eurofound staff members. Reflecting the tripartite nature of Eurofound's work, the Governing Board comprises representatives of employer organisations, trade unions and national governments from the 28 Member States, as well as representatives from the European Commission. The Board plays a central role in the governance of the Agency, in setting its research agenda, and in ensuring the quality of its publications and outputs.

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