

# Eurofound News



European Foundation for the Improvement of Living and Working Conditions

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## FINDINGS IN FIGURES

**50%** – the percentage of the average wage that trade unions in Croatia want the minimum wage to be set at. Employers argue, however, that without economic growth in the country this is unfeasible.

*Evolution of minimum wage levels*  
[www.eurofound.europa.eu/eiro/2014/02/articles/hr1402041i.htm](http://www.eurofound.europa.eu/eiro/2014/02/articles/hr1402041i.htm)

**16,000** – the amount in Danish kroner (around €2,150) that each eastern European working migrant in the country annually generates in revenue for the Danish state.

*Migrant workers: positive assets or 'benefit tourists'?*  
[www.eurofound.europa.eu/eiro/2014/05/articles/dk1405019i.htm](http://www.eurofound.europa.eu/eiro/2014/05/articles/dk1405019i.htm)

**30%** – the proportion of Bulgarian workers who feel they were paid fairly, according to findings from a 2013 survey. Satisfaction with the regularity of payment, social benefits and how wages were paid had all fallen since 2010.

*Decline in workers' satisfaction with rates of pay.*  
[www.eurofound.europa.eu/ewco/2014/01/BG1401011i.htm](http://www.eurofound.europa.eu/ewco/2014/01/BG1401011i.htm)

**31%** – the proportion of migrant workers in Italy who cited a reduction in pay as a key impact of the crisis on their working conditions; this was the most frequently reported impact.

*Migrant workers report negative effects of crisis*  
[www.eurofound.europa.eu/ewco/2013/12/IT1312019i.htm](http://www.eurofound.europa.eu/ewco/2013/12/IT1312019i.htm)

**38%** – the proportion of economically inactive women in Malta who said they were not in employment because they were taking care of their children, according to a national survey.

*Cultural factors explain inactivity rates of women*  
[www.eurofound.europa.eu/ewco/2014/07/MT1407019i.htm](http://www.eurofound.europa.eu/ewco/2014/07/MT1407019i.htm)

**22%** – the proportion of people in Turkey who had difficulty making ends meet in 2012; this proportion has halved since 2003.

*Trends in quality of life – Turkey: 2003–2012*  
[www.eurofound.europa.eu/publications/htmlfiles/ef1440.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1440.htm)

## Lower-skilled occupations face disadvantages

The working conditions experienced by a European worker depend substantially on the occupation they hold – in particular, on the level of skill required for the position. People working in customer services, the building trades, food processing and as plant and machine operators are likely to face disadvantage in terms of earnings, job and career prospects, working time and intrinsic job quality.

A recently published report from Eurofound identifies those occupations that have multiple disadvantages, thereby making it difficult for people to stay in these jobs. It also finds that younger workers (aged 15–24 years) and men are more likely to be in occupations that combine multiple disadvantages. Creating more and better jobs throughout Europe – improving the quality of jobs and ensuring better working conditions – is a key priority of the European employment strategy and of the Europe 2020 strategy. Better working conditions will also help enable a longer working life and so facilitate sustainable work and employment. Read *Occupational profiles in working conditions: Identification of groups with multiple disadvantages* at [www.eurofound.europa.eu/publications/htmlfiles/ef1413.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1413.htm)

## Involving employees key to innovation

In light of the huge job losses of recent years, EU policy is seeking a 'job-rich recovery': but how best to achieve this?

Job growth in the EU requires companies that are competitive, can innovate and can grow. This in turn means nurturing human capital – particularly that of young people – organising work more effectively, and improving conditions for workers both in the workplace and helping them achieve a satisfactory work–life balance. Innovative approaches to these issues can improve both performance and quality of work: 'win–win' outcomes for workers, managers, business and wider society. Eurofound's latest issue of *Foundation Focus* explores how working conditions can be improved, innovation achieved and win–win practices implemented. In particular, it highlights the importance of employee involvement, training, human resources practices, active inclusion and social dialogue in boosting innovative work practices and ultimately improving working conditions and competitiveness. See 'Publication of the month' for details.

## Discussing future of the European Social Model



Pictured at the 2014 Industrial Relations in Europe Conference are, from left, **Juan Menéndez-Valdés**, Director of Eurofound, **Richard Hyman**, Emeritus Professor of Industrial Relations at the London School of Economics and keynote speaker at conference, **Erika Mezger**, Deputy Director of Eurofound, and **Jonathon Winteron**, Professor of Employment and Director of International Affairs at Toulouse Business School (also keynote speaker). For more, visit the event web page at [www.eurofound.europa.eu/events/2014/iirec/](http://www.eurofound.europa.eu/events/2014/iirec/)

## Meeting of expert minds: IREC 2014

Eurofound hosted a large gathering of experts and academics at the annual Industrial Relations in Europe Conference (IREC) at the Agency's conference centre in Dublin on 10–12 September. Eurofound Director Juan Menéndez-Valdés welcomed participants to the event, which had the overall banner: 'The future of the European Social Model – New perspectives for industrial relations, social and employment policy in Europe?' Professor Emeritus Richard Hyman (London School of Economics) and Professor Jonathan Winterton (Toulouse Business School) delivered keynote addresses, while tripartite industrial relations practitioners from Ireland exchanged views and experiences in a lively panel debate on Day 2. Over the three days, participants debated a wide range of topics in parallel workshops, ranging from transnational restructuring and social dumping to the social inclusion of migrant and vulnerable workers and the representativeness of the social partners.

## Regional measures help ease impacts of restructuring

Large-scale company restructuring can have considerable effects at a regional level – with economic, employment and social impacts – but information on these regional impacts and how to deal with them is scarce. A new report from Eurofound aims to close this knowledge gap, using data analysis, a literature review and five case studies to identify and discuss the effects large-scale restructuring has had outside the firms involved. It also describes initiatives that successfully addressed the regional impact of restructuring. Among the success factors that emerge for such initiatives are: openness towards change; stakeholder engagement; an integrated approach and efficient implementation; and sustainable funding. Read *Effects of restructuring at regional level and approaches to dealing with the consequences* at [www.eurofound.europa.eu/publications/htmlfiles/ef1441.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1441.htm)

## Life satisfaction rises in Turkey

The countries of southeastern Europe that are candidates for accession to the EU have experienced profound change over the last two decades, changes that have affected their citizens' subjective experience of daily life. Three new reports look at trends in quality of life in Croatia, the former Yugoslav Republic of Macedonia, and in Turkey. The fortunes of the three countries differ considerably. In Turkey, a decade of rapid economic growth between 2003 and 2012 appears to have markedly improved public services provision, with citizens giving more favourable ratings to their health service, pensions system and social services. Improvements have also been seen in the former Yugoslav Republic of Macedonia, where material deprivation has lessened considerably. In Croatia, however, disposable household income significantly decreased between 2007 and 2012, with around 30% of people – particularly older people and those with less education – having difficulty making ends meet. The reports for Turkey and the former Yugoslav Republic of Macedonia are published; that for Croatia is forthcoming.

### Foundation Focus – Win-win practices: Building growth and competitiveness in European companies



[eurofound.europa.eu/publications/htmlfiles/1424.htm](http://eurofound.europa.eu/publications/htmlfiles/1424.htm)

## PUBLICATIONS

### Foundation Focus – Win-win-Strategien in der Praxis: Europäische Unternehmen zu Wachstum und Wettbewerbsfähigkeit führen

[www.eurofound.europa.eu/publications/htmlfiles/ef1424\\_de.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1424_de.htm)

### Profils professionnels liés aux conditions de travail: identification des groupes à inconvénients multiples (Résumé)

[www.eurofound.europa.eu/publications/htmlfiles/ef14131\\_fr.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef14131_fr.htm)

### Public administration: Working conditions and job quality

[www.eurofound.europa.eu/publications/htmlfiles/ef138422.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef138422.htm)

### Textiles and clothing: Working conditions and job quality

[www.eurofound.europa.eu/publications/htmlfiles/ef138420.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef138420.htm)

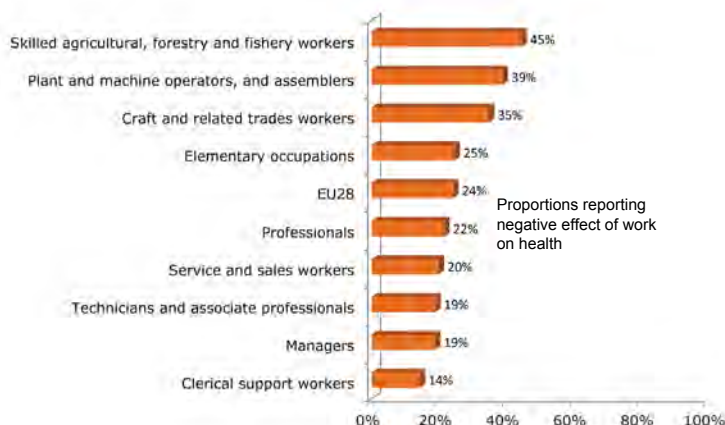
### Trends in quality of life: Turkey 2003–2012

[www.eurofound.europa.eu/publications/htmlfiles/ef1440.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1440.htm)

### Trends in quality of life: Former Yugoslav Republic of Macedonia 2007–2012

[www.eurofound.europa.eu/publications/htmlfiles/ef1439.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1439.htm)

## Disparities between occupations in health effects of work



People working in particular occupations in Europe face a number of disadvantages in their working conditions. For instance, those working as skilled agricultural and forestry workers, plant and machine operators, and craft and related trade workers are much more likely to say that their work has a negative effect on their health. In addition, workers in these occupations report having the greatest number of health problems (particularly skilled agricultural and forestry workers). A new report from Eurofound identifies those occupations that have multiple disadvantages, thereby making it difficult for people to stay in these jobs.

Read *Occupational profiles in working conditions: Identification of groups with multiple disadvantages* at [www.eurofound.europa.eu/publications/htmlfiles/ef1413.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef1413.htm)