



## New forms of employment emerge in Europe

The nature of work is changing: new forms of employment are emerging across Europe, driven by technological change, competitive pressures and the desire for more flexibility on the part of both employers and workers. These new forms often transform the traditional one-to-one relationship between employer and employee and frequently involve unconventional work patterns and places of work, or the irregular provision of work.

A new report from Eurofound identifies the emergence or expansion of nine forms of employment over the last 15 years, including ICT-based mobile work, portfolio work (doing small individual jobs for a large number of clients) and interim management, bringing external management skills into an organisation on a temporary basis. The report concludes that for the most part they make the labour market more attractive and boost innovation in it. However, a greater acceptance of more casual forms – which may be linked to lower income and limited social protection – poses the risk of labour market segmentation.

Download *New forms of employment* from <http://eurofound.europa.eu/publications>

## Eurofound and the Latvian EU Presidency

Over the first half of 2015, Eurofound will be contributing its expertise in a number of key fields to Latvia's Presidency of the European Council: job creation, social dialogue, job quality, social cohesion and youth employment.

Eurofound will present new data from its research findings at a series of high-level conferences, meetings and events during the six-month Presidency. The Agency has already been involved in a number of events in Riga, presenting its findings at meetings of the Social Protection and Employment Committees and at a conference of the Eastern Partnership Youth Forum. On 30 March, Eurofound – in cooperation with the Latvian Presidency – will be launching the overview report of the third wave of its European Company Survey, in Brussels. And in Riga on 31 March, Eurofound will contribute to a Presidency conference – 'The role of social dialogue in facilitating quality jobs' – which also looks at promoting the transfer of best practices of social dialogue between Member States and social partners. For more information on Eurofound's involvement in the Latvian Presidency, visit

<http://eurofound.europa.eu/news/news-articles/eurofound-and-the-latvian-presidency-of-the-eu>

### FINDINGS IN FIGURES

**30,000** – the decrease in union membership in the Netherlands between March 2013 and March 2014, bringing total union membership to 1.7 million.

**7,400** – the number of 'modern slaves' in Slovenia as estimated by anti-slavery campaign group Walk Free. The Union of Free Trade Unions in Slovenia (ZSSS) argues, however, that the true figure is likely to be higher.

**2,406** – the average gross wage in Lithuanian litas in Quarter 3 2014 (around €697), indicating a 4.3% annual increase.

**€700 million** – the sum the French government expects to save as a result of reforms of the family allowance system introduced in December 2014, which now link the amount paid to the income of the household.

**33,500** – the number of students who completed third-level education in Portugal in 2013, according to Statistics Portugal. Overall, there is an upward trend in terms of educational attainment.

Source: EurWORK and Eurofound's network of European correspondents

## ETUC Confederal Secretary visits Eurofound



On 21 January, Claudia Menne, Confederal Secretary of the European Trade Union Confederation (ETUC) visited Eurofound for talks with the Agency, focusing on gender equality and maternity protection, active ageing and the care economy in Europe. Pictured at the visit are (from left to right) **Erika Mezger**, Deputy Director of Eurofound, **Rob Anderson**, Head of Unit Living Conditions and Quality of Life, **Claudia Menne** (ETUC), **Juan Menéndez-Valdés**, Director of Eurofound, **David Foden**, Head of Unit Working Conditions and Industrial Relations, and **Jorge Cabrita**, Research Officer. For more information on the visit and Eurofound's work in these areas, please visit <http://bit.ly/1CADlzq>

## Increases in value of minimum wage in 2015

Eurofound's latest update to its EurWORK Observatory of Working Life looks at developments in the minimum wage across Europe's Member States. While minimum wages have often been frozen or seen only moderate increases during the years of crisis, the past two years have witnessed a cautious return in most Member States to growth in the minimum wage. The lower level of inflation (or deflation in some cases) means that the value of the statutory minimum wage has increased in real terms as of 1 January 2015 – considerably in most Member States. However, recent developments in the euro exchange rate against the currencies of the EU's main trading partners or the devaluation of national currencies not pegged to the euro will, in the main, increase prices of imported goods. It remains to be seen what effect this will have on the purchasing power of those on the minimum wage. For more, visit <http://bit.ly/1B92n7m>

## Listening to Eurofound's stakeholders

In January, Eurofound launched a wide-ranging round of consultations with key stakeholders in Brussels to determine their immediate information needs and discuss medium-term priorities. Eurofound's Director and Deputy Director had meetings with Stefaan Hermans, Head of Cabinet of Commissioner Thyssen, and with Michel Servoz, Director General DG Employment. A presentation of Eurofound's achievements in 2014 and highlights of the 2015 work programme to the Employment and Social Affairs Committee of the European Parliament on 29 January provided the opportunity for informal exchange with a number of MEPs. Eurofound also touched base with the European social partners in meetings with Bernadette Ségol and Józef Niemiec, General Secretary and Deputy General Secretary respectively of the European Trade Union Confederation. Meanwhile, the views of BusinessEurope were explored with Markus Beyrer, Director General of the organisation. Consultations will continue and will inform the 2016 work programme as well as the medium-term strategy for 2017–2020.

## Change and reform in the public sector

While initially cushioned against large-scale job loss due to the recession, the public sector in Europe subsequently underwent its most severe restructuring in many decades. This was largely triggered by cuts to public spending due to the spiralling public debt in many Member States due to the banking crisis. The European Restructuring Monitor's annual report for 2014 charts the transition from employment to non-employment in the public sector, pointing to radical differences in terms of drivers and processes from restructuring in the private sector. It describes the various instruments introduced by public authorities – such as wage freezes, job cuts/redundancy and phased/early retirement, as well as such alternative instruments as job-sharing and redeployment. The growth of new forms of employment in the public sector – for example, the use of zero-hours contracts – is documented in a number of country cases. Finally the report examines the overall impact of restructuring on those who stay and those who leave. For more information, read *ERM Annual report 2014: Restructuring in the public sector* at <http://eurofound.europa.eu/publications>

### Early childhood care: working conditions, training and quality of services – A systematic review



<http://eurofound.europa.eu/publications>

## Latest from EurWORK

### Denmark: Collective bargaining in private sector gives way to some optimism

<http://bit.ly/1KmUOfS>

### EU-level developments in industrial relations and working conditions Q3 2014

<http://bit.ly/1zf5JQf>

### France: Effect of motherhood on employment in the public and private sectors

<http://bit.ly/1zVYHqy>

### Germany: Continued decline in collective bargaining and works council coverage

<http://bit.ly/1zFhFyo>

### Luxembourg: New Labour Code measures for older workers

<http://bit.ly/16yBb5y>

### Psychosocial risks: Health and well-being at work – Q3 2014

<http://bit.ly/1zf5wwt>

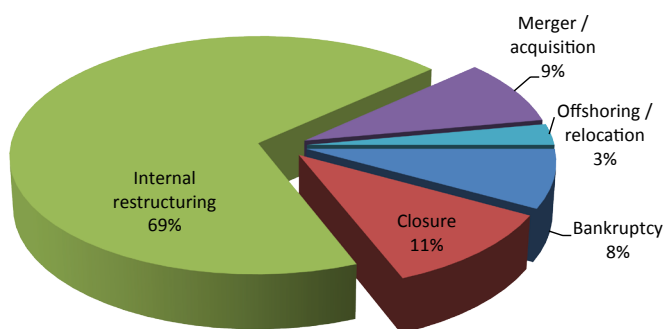
### Sweden: Gothenburg municipality implements 30-hour working week

<http://bit.ly/1v4IZDk>

### Undeclared work: Individual employment relations – Q3 2014

<http://bit.ly/1AQyxnn>

## More jobs lost to closure in last quarter of the year



Source: ERM Quarterly – Quarter 4, January 2015, available at <http://bit.ly/1xXoF9>

In the final quarter of 2014, Eurofound's European Restructuring Monitor recorded the announced loss of over 76,000 jobs, in nearly 200 separate cases. The proportion of job losses attributable to closure (11%) substantially increased compared to the percentage reported in the third quarter (6%). The opposite trend was noted for bankruptcy: the proportion of jobs lost decreased from 13% in the third quarter to 8% at the close of the year. Internal restructuring continued to account for the great majority of announced job losses – 69%, somewhat less than the previous quarter. Consistent with figures from the previous quarter, announced job losses continued to outweigh announced job creation, pointing to a slowdown in the still hesitant recovery of the EU labour market.