

Making a fresh start in 2016

At the start of a new year, Eurofound is putting in place new initiatives, and bringing existing ones to a close, with new work programmes being complemented by a schedule of rebranding.

As with every year, January marks the launch of Eurofound's annual work programme, the last in the current four-year programme. Among other highlights, the programme for 2016 will deliver the overview report for the Agency's sixth European Working Conditions Survey. And over the course of the year, work will be finalised on the four-year programme for the period 2017–2020. Preparatory to the new programme's launch, Eurofound will have fully rolled out its new, rebranded look and feel, work on which is taking place in a phased manner over 2016 (as a first step, the new logo can be seen on the website and on the banner of this newsletter.) And, seeing the next four-year programme through to completion, Director Juan Menéndez-Valdés remains at the helm of the Agency, following the extension of his mandate in December for a further five years. To stay up to date with developments in Eurofound, visit www.eurofound.europa.eu/news/news-articles

Exploring the job-creation potential of SMEs

Small and medium-sized enterprises (SMEs) provide two-thirds of the employment in the EU and, with the right supports, could realistically create more. They are a diverse group, however, and not all are equally dynamic job creators.

New research from Eurofound has found that the SMEs that create jobs tend to be young businesses that are innovative and operate at an international level. They set out active strategies for growth and investment and perform well thanks to sufficient market demand for their products. They are run by skilled managers, who possess the competences to realise company strategies. External factors are also important: to create jobs, SMEs need a favourable business environment, access to finance, effective public support structures, and the availability of workers with the right skills. This combination of factors underlying SME job creation potential leads the study to conclude that policy supporting SMEs to generate employment should aim towards offering comprehensive packages that address each of these diverse factors. Read *ERM annual report 2015: Job creation in SMEs* at www.eurofound.europa.eu/publications

FINDINGS IN FIGURES

68 years – the new, recently raised age of retirement in Denmark. Discussions regarding the retirement age (and whether it should be the same for all occupations) will form part of a tripartite dialogue in spring 2016.

2,900 – the number of jobs at risk due to plans by Air France to reduce its current routes by 10%. The job losses are foreseen to involve 300 pilots, 900 cabin crew and 1,700 ground crew.

71% – the proportion of 340 surveyed Irish companies that plan to increase basic pay in 2016. This figure comes from the country's largest employer organisation, Ibec, following its survey on pay conducted in September.

57% – the proportion of workers in Luxembourg who, in response to a study, said they were highly satisfied at work. The study, carried out in 2015, measures workers' satisfaction with their employment and work–life balance.

Source: EurWORK and Eurofound's network of European correspondents

Eurofound welcomes back retired colleagues to celebrate 40th anniversary



On 16 December, Eurofound welcomed back some of its retired colleagues at the final celebration of its 40th anniversary, at the Agency's Dublin premises. Pictured from left (back row) are **Seán Griffin, Michael Cosgrave, Doris Hirschfeld, Brian Moore, Eberhard Koehler, Kevin O'Kelly** and (front) **Louise Shanley, Leslie Privett, Patricia Kingston, Helen Ritchie, Kay Flynn and Heather Brown**.

Putting the spotlight on mobility and migration issues

In December 2015, Eurofound published a package of material on issues related to mobility and migration in the EU, including two key reports: *Social dimension of intra-EU mobility: Impact on public services* and *Challenges of policy coordination for third-country nationals*. This second report looks at policy coordination between Member States and the role of the social partners in relation to third-country migration. In addition, the latest issue of *Foundation Focus* brings together a range of articles on the subject, exploring the policy background and practical issues related to movement between EU countries and into the EU from third countries. These publications touch on the topics to be covered in the Commission's Labour Mobility Package due in 2016: better coordination of social security systems, an enhanced European Employment Service and a targeted review of the Posting of Workers Directive. For more, see Eurofound's new spotlight area on mobility and migration which features related articles, events and resources: <http://bit.ly/1VZE5oo>

Wealth of detail in new working life country profiles

Eurofound has recently published a set of new working life country profiles, covering all 28 EU Member States and Norway. Containing a wealth of information on key aspects of working life in the 29 countries, these new profiles supersede the previous country profiles devoted solely to information on industrial relations. To be updated annually, they complement other research from the Agency, providing relevant background information on the structures, institutions and regulations underpinning working life. These include indicators, data and trends on: actors and institutions, collective and individual employment relations, health and well-being, pay, working time, skills and training, work organisation and equality and non-discrimination at work.

For more, visit <http://bit.ly/1OdPGgE>

Examining the situation of European families

A new report from Eurofound, *Families in the economic crisis: Changes in policy measures in the EU*, describes the situation and experience of families during the economic crisis and examines how family-focused policies have changed since 2010. Using in-depth analyses of developments in 10 EU Member States, it finds that, in some countries, benefits have been reduced, affecting disadvantaged families disproportionately. Meanwhile, other countries have introduced measures to help those families worst affected by the economic crisis. The report stresses that lone parents, and large families with three children or more, face the greatest difficulties; it also notes a shift towards greater means-tested support, which poses the risk of creating new groups of disadvantaged families. For more, visit www.eurofound.europa.eu/publications



Latest from EurWORK

Czech Republic: Workplace mobbing increases for women
<http://bit.ly/1OMPtV7>

Denmark: Integration of refugees in the labour market
<http://bit.ly/1VIQcGi>

EU level: ECJ rules that travel time is treated as working time
<http://bit.ly/1PKwR56>

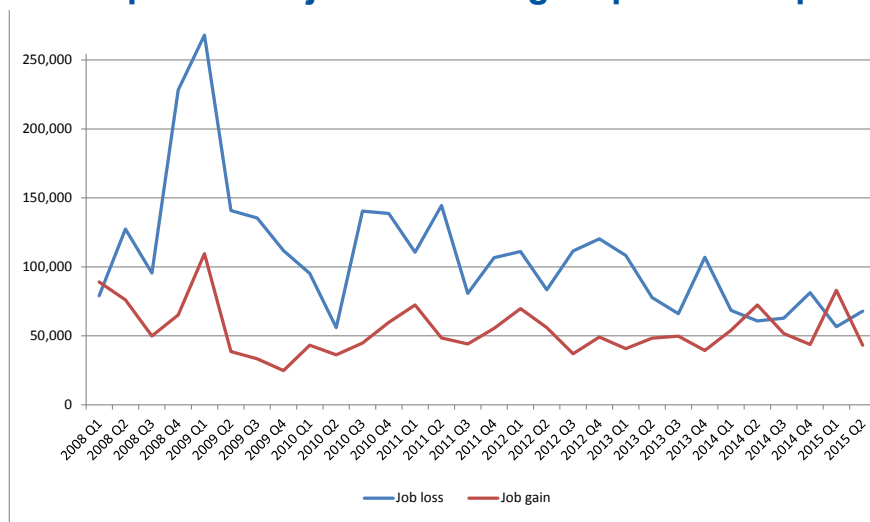
France: Dispute about wearing Islamic headscarf referred to EU Court of Justice
<http://bit.ly/1JubO7o>

Hungary: Skills shortages a major challenge for employers
<http://bit.ly/1TEAJ8J>

Norway: Reaction to new Working Environment Act
<http://bit.ly/1Ri2wOU>

Spain: A first assessment of the 2012 labour market reform
<http://bit.ly/1UwpM9n>

Developments in job loss and gain point to improved labour market in Europe



The graph shows changes in the magnitude of announced job losses and announced gains by quarter, from the first quarter of 2008 to the second quarter of 2015. In recent quarters from mid-2014 onwards, total announced job creation and job loss have converged, reflecting improved labour market conditions. The data is taken from Eurofound's European Restructuring Monitor (ERM) database, the graph itself appearing in the newly published ERM annual report for 2015. Over the period there has also been a trend towards smaller restructuring cases, in terms of announced job loss and job gain.