



Annual Report 2002

Annexes

1. Budget
2. Administrative Board
3. Committee of experts
4. Advisory committees
5. Foundation staff
6. Foundation events 2002
7. External events 2002
8. Foundation publications 2002
9. Work programme 2002

The European Foundation for the Improvement of Living and Working Conditions is an autonomous body of the European Union, created to assist the formulation of future policy on social and work-related matters. Further information can be found at the Foundation Web site at <http://www.eurofound.eu.int/>

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Budget

1

1. SUMMARY

Research	54%
Information and Dissemination	23%
Translation	7%
Administration	17%

2. ANALYSIS

Activity										
	Research		Information and Dissemination		Translation		Administration		Total	
Staff	4,014	43%	2,380	26%	521	6%	2,412	26%	9,327	54%
Administrative	546	34%	432	27%	118	7%	524	32%	1,620	9%
Operational	4,764	74%	1,136	18%	495	8%	0	0%	6,395	37%
Total	9,324	54%	3,948	23%	1,134	7%	2,936	17%	17,342	100%

3. STAFFING

	Posts filled (number)				
	Research	Information and Dissemination	Translation	Administration	Total
Grade A	16	6	4	4	30
Grade B	5	4	0	7	16
Grade C	8	10	1	10	29
Grade D	0	0	0	1	1
Total	29	20	5	22	76

2

Administrative Board (as at 31/12/02)

Members of the Bureau

Government Group

Chairperson of the Board

Marc Boisnel, Ministry of Social Affairs, Labour and Solidarity

Alternate

Kees J. Vos, Ministry of Social Affairs and Employment

Employers Group

Vice-Chairperson of the Board

Jan Willem Van den Braak, Confederation of Netherlands Industry and Employers (VNO-NCW)

Employees Group

Vice-Chairperson of the Board

Marjaana Valkonen, Central Organisation of Finnish Trade Unions (SAK)

Commission

Vice-Chairperson of the Board

Bernhard Jansen, DG Employment and Social Affairs

Representatives of the European Commission

Members

Bernhard Jansen, DG Employment and Social Affairs

Yiva Tiveus, DG Environment

Andrew Sors, DG Research

Alternates

Jackie Morin, DG Employment and Social Affairs

Klaus Schnuer, DG Environment

Ronan O'Brien, DG Research

Co-Ordinators

Employers Group

Member

Natascha Waltke, Union of Industrial and Employers Confederations of Europe (UNICE)

Alternate

M. Bernard Le Marchand, European Federation of Medium-Sized and Major Retailers (FEMGED)

Employers Group

Member

Jean Lapeyre, European Trade Union Confederation (ETUC)

Alternate

Roger Sjøstrand, European Trade Union Confederation (ETUC)

Representatives of National Governments

Representatives of Employers' Organisations

Representatives of Employees' Organisations

Country	Member	Alternate	Member	Alternate	Member	Alternate
Austria	Andreas Schaller Federal Ministry for Social Security and Generations	Birgit Schimmer Federal Ministry for Economy and Labour	Heinrich Brauner Federation of Austrian Industry (IV)	Christoph Panak Austrian Association for Public and Social Economy (VOWG)	Renate Czschkleba Austrian Federation of Trade Unions (ÖGB)	<i>nomination pending</i>
Belgium	Michel De Gols Ministry of Employment and Labour	Luc Van Hamme Ministry of Employment and Labour	Roland Waeysert Organisation for self-employed and SMEs (UNIZO)	Arnaud de Koster Federation of Enterprises in Belgium (FEB-VBO)	Herman Fonck Confederation of Christian Trade Unions (ACV/CSC)	<i>nomination pending</i>
Denmark	Peter Nedergaard Ministry of Labour	Kim Taasby Ministry of Labour	Henriette Bernicke Confederation of Danish Employers (DI)	Nils J. Andreassen Confederation of Agricultural Employers Associations (SALA)	Annette Bendixen Salaried Employees and Civil Servants Federation (FTF)	Niels Sørensen Danish Confederation of Trade Unions (LO)
Finland	Matti Salmenperä Ministry of Labour	Tuomo Alasoini Ministry of Labour	Tapani Saukkonen Confederation of Finnish Industry and Employers (IT)	Martti Virtanen Employers Confederation of Service Industries (PT)	Marijanna Valkonen Central Organisation of Finnish Trade Unions (SAK)	Leila Kukki Finnish Confederation of Salaried Employees (STTK)
France	Marc Boissel Ministry of Social Affairs, Labour and Solidarity	Robert Mounier-Vehier Ministry of Social Affairs, Labour and Solidarity	Florence Cordier France Electricity and France Gas (EDF-GDF)	Emmanuel Julien Movement of French Enterprises (MEDEF)	Jean-Paul Peulet French Democratic Confederation of Labour (CFDT)	Michel Decayeux General Confederation of Labour (CGT-FO)
Germany	Wolfgang Koberger Federal Ministry of Economics and Labour	Sybilie Rösler Federal Ministry of Economics and Labour	Rainer Schmidt-Rudloff Confederation of German Employers Associations (BDA)	Renate Homung-Draus Confederation of German Employers Associations (BDA)	Dieter Pöngin German Confederation of Trade Unions (DGB)	Reinhard Dombre German Confederation of Trade Unions (DGB)
Greece	Dimitrios Tangas Ministry of Labour and Social Security	Manolis Mylonas Ministry of Labour and Social Security	Eugenia Tsoumou-Spenza Federation of Greek Industries (SEB)	Elias Tsamoussopoulos Confederation of Greek Industries (SEB)	Alexandros Kalyris General Confederation of Greek Labour (GSEE)	Dimitrios Moshogiannis General Confederation of Greek Labour (GSEE)
Ireland	William Jeshin Department of Enterprise, Trade and Employment	John Kelleher Department of the Environment and Local Government	Dermot Killen Smurfit Ireland	Gavin Maríe Irish Business and Employers Confederation (IBEC)	Rosheen Callender Services, Industrial, Professional and Technical Union (SIFTU)	Liam Boney Irish Congress of Trade Unions (ICTU)

Country	Representatives of National Governments		Representatives of Employers' Organisations		Representatives of Employees' Organisations	
	Member	Alternate	Member	Alternate	Member	Alternate
Italy	Maria Teresa Ferraro Ministry of Labour and Social Policy	Michele Tiraboschi University of Modena and Reggio Emilia	Carlo Tenaneo General Confederation of Italian Industry (Confindustria)	Stefania Rossi General Confederation of Italian Industry (Confindustria)	Gloria Malaspina General Confederation of Italian Workers (UIL)	Angelo Masetti Union of Italian Workers (UIL)
Luxembourg	Nadine Welter Ministry of Labour and Employment	Paul Weber Labour Inspectorate (ITM)	Nicolas Welsch National Railway Society of Luxembourg	Georges Santer Federation of Luxembourg Industrialists (FEDIL)	René Pizzaferrri Luxembourg Confederation of Independent Trade Unions (OGB-L)	Nicolas Hoffmann Christian Trade Union Confederation (LCGB)
Netherlands	Kees Vos Ministry of Social Affairs and Employment	Martin Blomsma Ministry of Social Affairs and Employment	Jan Willem van den Braak Confederation of Netherlands Industry and Employers (VNO-NCW)	Gerard A M van der Grind Dutch Confederation of Agriculture and Horticulture (LTO Nederland)	Erk Pentenga Dutch Trade Union Federation (FNV)	Ane Wolthmeijer National Federation of Christian Trade Unions (CNV)
Portugal	João Veiga Moura Institute for the Development and Inspection of Labour Conditions (IDICT)	Fernanda Santiago Ministry of the Environment	Alexandra Costa Artur Centre for Vocational Training for the Commercial Sector (CECOA)	Luis Fereiro Moraes Association of Portuguese Industry (AIP)	Joaquim Dionisio General Confederation of Portuguese Workers (CGTP)	João de Deus Gomes Pires General Workers Confederation (UGT)
Spain	Cristina Galache Matuteña Ministry of Labour and Social Affairs	Carmen Briones Gonzalez Ministry of Labour and Social Affairs	Maria Angeles Asejo Dorado National Confederation of Construction (CNC)	Rosario Escolar Polo State Society of Industrial Shares (SEFI)	Rosario Manillo Trade Union Confederation of Workers Commissions (CC.OO)	Iñigo Sagarna Odrizola Basque Workers Solidarity (ELA-STV)
Sweden	Inger Ohlsson National Institute for Working Life	Gunilla Malmberg Ministry of Social Affairs	Maria-Louise Thorsén-Lind Confederation of Swedish Enterprise	Eric Januerefeldt Confederation of Swedish Enterprise	Mats Esserby Swedish Confederation of Professional Employees (TCO)	Sven Bergström Swedish Trade Union Confederation (LO)
United Kingdom	George Clark Department for Work and Pensions	Anthony R. Martin Department for Work and Pensions	James Fothergill Confederation of British Industry (CBI)	<i>nominaton pending</i>	Richard Exell Trade Union Congress (TUC)	David Feickert Trade Union Congress (TUC)

EFTA Representatives at EF Meetings as Observers

Government

Marlene Elsensohn, Office of National Economy, Liechtenstein

Uwe Fischer, Arbeitsvermittlung Liechtensteinische Landesverwaltung, Liechtenstein

Employers

Kristian Skjølaas, Confederation of Norwegian Business and Industry

Unions

Antony Kallevig, The Norwegian Confederation of Trade Unions

3

Committee of experts (as at 31/12/02)

Austria

Michaela Moritz
Federal Institute for Health (ÖBG)

Belgium

Marc Heselmans
Ministry of Employment and Labour

Denmark

Anders Rosdahl
National Institute of Social Research

Finland

Jouko Nätti
University of Jyväskylä

France

Françoise Piotet
Université de Paris I - Panthéon Sorbonne

Germany

Norbert Altmann
Institute for Social Science Research

Greece

Christina Theochari
Athens Labour Centre

Ireland

Deirdre Carroll
Department of Social, Community and
Family Affairs

Italy

Silvana Sciarra
University of Florence

Luxembourg

Jean-Paul Demuth
Accident Insurance Association - Industrial Section

Netherlands

Fred Huijgen
University of Nijmegen

Portugal

António Casimiro Ferreira
College of S. Jerónimo

Spain

Carmen Ortega Jiménez
Ministry of Labour and Social Affairs

Sweden

Bengt Furåker
Göteborg University

United Kingdom

John Ditch
Northumbria University

Observer:

Norway

Tore Nilssen
SINTEF
Foundation for Scientific and Industrial Research

Advisory committees

Advisory Committee for Working Conditions

Project 0240

Coordinator: Pascal Paoli

Representation

Governments: Inger Ohlsson (S)
Birgit Stimmer (A)
Michel de Gols (B) (alternate)

Employers: Marie-Louise Torsén-Lind (S)
Natascha Waltke (UNICE)
Maria Angeles Asenjo (ES) (alternate)

Workers: Hermann Fonck (B)
Roger Sjöstrand (ETUC)
Jean-Paul Peulet (F) (alternate)

Commission: Jurgen Kretz, DG EMPL

Committee of Experts: Fred Huijgen (NL)
Jouko Nätti (FIN)
Françoise Piotet (F) (alternate)

Advisory Committee for Living Conditions

Project 0238

Coordinator: Robert Anderson

Representation

Governments: Anthony R. Martin (UK)
Dimitrios Tangas (GR)
George Clark (UK) (alternate)

Employers: Bernard le Marchand (deputy co-ordinator for Employers)
Liam Doherty (IRL)
Guusje Dolsma (NL) (alternate)

Workers: Rosheen Callender (IRL)
Henri Lourdelle (B)
Reinhard Dombre (D) (alternate)

Commission: Fernando Gil Alonso, DG EMPL
Virginia Vitorino, DG Research

Committee of Experts: Michaela Moritz (A)
Deirdre Carroll (IRL)
John S. Ditch (UK) (alternate)

Advisory Committee for Industrial Relations

Project 0241

Coordinator: Stavroula Demetriades

Representation

Governments: Kim Taasby (DK)
Cees J. Vos (NL)
Cristina Galache (ES) (alternate)

Employers: Emmanuel Julien (F)
Carlo Terranno (IT)
Natascha Walkte (UNICE) (alternate)

Workers: Annette Bendixen (DK)
Penny Clarke (ETUC)
Reiner Hoffmann (ETUI) (alternate)

Commission: Jurgen Kretz, DG EMPL D.3
Anneli Sillanpää, DG EMPL D.1

Committee of Experts: Anders Rosdahl (DK)
Fred Huijgen (NL)

Advisory Committee for Joint Greek Presidency Conference on better work and better life

Project 0283

Coordinator: Stavroula Demetriades

Representation

Governments: Robert Mounier-Vehier (FR)

Advisory Committee for Company Survey on Time

Project 0272

Coordinator: David Foden

Representation

Governments: Michel de Gols (B)
Nadine Welter (L) (alternate)

Employers: Alexandra Costa Artur (CECOA) (PT)

Workers: Penny Clarke (ETUC)
Emmanuel Mermet (ETUI) (alternate)

Commission: Ann Branch DG EMPL
Fernando Pereira DG EMPL

Committee of Experts: Juoko Natti (FIN)
John Ditch (UK)

Advisory Committees for transversal themes

Project 0242 Promoting Better Employment

Responsibility: Pascal Paoli

Representation

Governments: Ignacio Matía Prim (ES)
Robert Mounier-Vehier (FR)
Birgit Stimmer (A) (alternate)

Employers: Arnout de Koster (B)
Christian Ardhe (expert) (S)
Renate Hounung-Draus (alternate)

Workers: Amparo Serrano (ETUI)
David Feickert (UK) (alternate)

Commission: Stefaan Herman, DG EMPL
Georg Fischer, DG EMPL

Committee of Experts: Anders Rosdahl (DK)
Juoko Natti (FIN)
Françoise Piotet (F) (alternate)

Project 0243 Extending Equal Opportunities for Men and Women

Responsibility: Sabrina Tesoka

Representation

Governments: Birgit Stimmer (A)
Nadine Welter (LUX)
Rocio de la Hoz (ES) (alternate)

Employers: Stefania Rossi (I)
Anastasia Koutsivitou (GR)
Tanja Nackmayr (D) (alternate)

Workers: Rosario Morillo (ES)
Sinead Tiernan (ETUC)

Commission: Maria Tomassetti DG EMPL
Nicole Dewandre, DG RTD

Committee of Experts: Fred Huijgen (NL)

Project 0244 Managing Diversity

Responsibility: Philippe Bronchain

Representation

Governments: Robert Mounier-Vehier (F)
An expert to be nominated by Portuguese Board Member
Luc Vanhamme (B) (alternate)

Employers: Maria Angeles Asenjo (ES)
Sophie Crosby, IBEC (alternate)

Workers: Wim Sprenger (NL)
Angelo Masetti (I)

Commission: Barbara Nolan, DG EMPL

Committee of Experts: Anders Rosdahl (DK)

Project 0245 Supporting Social Inclusion

Responsibility: Robert Anderson

Representation

Governments: Gunilla Malmborg (S)
M.G. Blomsma, (NL)
Tony Martin (UK) (alternate)

Employers: Ms Guusje Dolsma (NL)
Bernard Le Marchand (deputy coordinator of Employers group)
Cormac McConnell, IBEC (alternate)

Workers: David Feickert (UK)
Henri Lourdelle (ETUC)
Richard Exell (UK) (alternate)

Commission: Hugh Frazer DG EMPL.E.2
Els Van Winckel, DG EMPL

Committee of Experts: Anders Rosdahl (DK)
Deirdre Carroll (IRL)
John S. Ditch (UK) (alternate)

Project 0246 Examining the Changing Use of Time

Responsibility: Agnès Parent-Thirion

Representation

Governments: Michel de Gols (B)
William Jestin (IRL)
Martin Blomsma (NL) (alternate)

Employers: Rainer Schmidt-Rudloff, BDA
Elias Tsamoussopolos (GR)
Rachel O'Flynn, IBEC (alternate)

Workers: Mats Essemyr (S)
Emmanuel Mermet (ETUI)
Wim Sprenger (NL) (alternate)

Commission: Lars Erik Andreasen, DG EMPL
Ann Branch, DG EMPL

Committee of Experts: A. Moritz (A)
Jouki Nätti (FIN)

Advisory Committees for developmental activities

Project: 0235 Working Conditions, living conditions and industrial relations in the Knowledge Society

Responsibility: Henrik Litske / Timo Kauppinen

Representation

Governments: William Jestin (IRL)
Michel de Gols (B) (alternate)

Employers: Alexandra Costa Artur (P)
Roberto Suarez (ES) (CEOE)
Barbara Dorn (D) (alternate)

Workers: Dieter Pougin (D)
Antonio Giacche (ETUC)

Commission: Peter Johnston, DG Info Society

Committee of Experts: Jouki Nätti (FIN)
Marc Hesselmans (B)
Anders Rosdahl (DK) (alternate)

Project 0254 Mobility and migration into the EU: Social and employment impacts

Responsibility: Philippe Bronchain / Henrik Litske / Jean-Michel Miller

Representation

Governments: Martin Blomsma (NL)
Tristan Slinger (UK)
William Jestin (IRL) (alternate)

Employers: Sverker Rudeberg (S)
S.J.L. Nieuwsma (NL)
Maria Angeles Asenjo (ES) (alternate)

Workers: Mats Essemyr (S)
Sinead Tiernan (ETUC)

Commission: Tim Mawson, DG EMPL
Marjatta Hautala

Committee of Experts: John S. Ditch (UK)
Fred Huijgen (NL)
Françoise Piotet (F) (alternate)

Advisory Committee for information and communications

Project 0247

Responsibility: Elisabeth Lagerlöf

Representation

Governments: Dimitrios Tangas (GR)
Hans-Peter Viethen (D)
Andreas Schaller (A) (alternate)

Employers: Bernard Le Marchand (F)
Heinrich Brauner (A)
Rainer Schmidt-Rudloff, BDA (alternate)

Workers: Angelo Masetti (I)
Waltraud Etz (ETUC)

Commission: Ylva Tiveus DG Environment

Committee of Experts: Marc Heselmans (B)
Christina Theochari (GR)

Steering Committee for the European Monitoring Centre on Change (EMCC)

Project: 0237

Responsibility: Raymond-Pierre Bodin

Representation

Governments: Michel de Gols (B)
Cees J. Vos (NL)
Cristina Galache (ES) (alternate)

Employers: Renate Hornung-Draus (D)
Natascha Waltke (UNICE)
Liliane Volozinskis (alternate)

Workers: Marjaana Valkonen (FIN)
Penny Clarke (ETUC)
Isabelle Barthes (B) (alternate)

Commission: Jürgen Schefflein, DG ENTR
Dominique Be, DG EMPL

Committee of Experts: Michaela Moritz (A)

5

Foundation staff (as at 31/12/02)

Directorate

Raymond-Pierre Bodin, Director
Eric Verborgh, Deputy Director
Wendy Ó Conghaile, Advisor to Directorate
Barry O'Shea, Advisor to Directorate **
Catherine Cerf
Cécile Deneys
Annick Menzies

Administration

Terry Sheehan, Head of Section
Sarah Hayes
Dolores McCarthy

Finance

Linda Byrne
Jennifer Corcoran (T)
Frances Doyle (T)
Elisabeth Gouilleux-Cahill
Nick McDonald (T)
Elizabeth Wade (T)

General Services

Michael Cosgrave
Kay Flynn (T)
Jackie Hayes (T)
Ewan Hogan
Brian Moore
Sally Anne Sloan

Information and Communication Technology

Gloria Nistal, Head of Section

Support and Operational Team

Said El Aroussi
Jim Halpenny
Louise Shanley
Justin Smith (T)

Web Technology Team

Stephan Jaeger
Barbara Schmidt

Information and Communication Technology

Elisabeth Lagerlöf, Head of Section
Måns Mårtensson, Press Officer
Michael Wimmer *
Antonella Pirami

Public Affairs Unit

Brid Nolan, Programme Manager
Roseanna Creamer
Sophie Flynn (T)
Doris Hirschfeld
Dolores Whelan (T)

Content Management & Dissemination Unit

Mattanja de Boer, Programme Manager
Fiona Murray, Web Manager
Martin Flynn
Sean Griffin
Philip Ireland
Chrysanthe Moschonaki
Hilary O'Donoghue
Colm O'Neill
Marie O'Meara
Karin Teeuwen
Jan Vandamme

Language Services Unit

Cristina Frawley
Brigitte Mariacher
Jacques Prieu
Evangelos Psaroudakis
Clare Deasley (T)
Maria Santos

Human Resources

Raymond Comerford, Head of Section
Heather Brown
Aoife Caomhánach
Melina Fenelon (T)

Operational Support

Eberhard Köhler, Head of Operations
Martine Deasy
Agnes Geraghty (T)
Patricia Kingston
Bernadette Lovatt
Ann McDonald
Mary McNeice

Research

Industrial Relations

Stavroula Demetriades, Coordinator
Isabella Biletta *
Maria Byrne (T)
Camilla Galli da Bino
David Foden
Timo Kauppinen
Kevin O'Kelly (T)
Marina Patriarka
Sylvaine Recorbet
Ioanna Rossi (T)
Christian Welz

Living Conditions

Rob Anderson, Coordinator
Javier Bernier (T)
Bianca Bottoni *
Philippe Bronchain
Sarah Farrell
Inma Kinsella
Hubert Krieger
Henrik Litske
Teresa Renehan

Working Conditions

Pascal Paoli, Coordinator
Catherine Flynn (T)
Christine Gollin
John Hurley
Judy McAuley (T)
Leontine Mastebroek
Sophia MacGoris
Jean-Michel Miller
Sabrina Tesoka
Agnès Parent-Thirion

European Monitoring Centre on Change (EMCC)

Barbara Gerstenberger
Janet Smith
Sylvie Seigné-Monks (T)

(T) Temporary staff

* Seconded National Expert

** Seconded from European Commission

6

Foundation events (own+joint) 2002

Event Date	Event Title	Place	Organiser	Programme
10/03/2002	Research dissemination	Uppsala, Sweden	NIVA/EF	Elisabeth Lagerlöf, seminar leader
19/03/2002	EMCC	Brussels, Belgium	EMCC Team	Barbara Gerstenberger, presentation of EMCC to MEPs
26/03/2002	Workshop, New concept of the Industrial relations glossaries/EMIRE II	Brussels	Industrial Relations Team	
16/05/2002	Interaction between labour market and social protection'	Brussels, Belgium	Working Conditions Team	Raymond-Pierre Bodin, welcome and closing addresses; Robert Anderson, Eric Verborgh, chair workshops; Kevin O'Kelly, lead workshop session
22/05/2002	Social dialogue and EMU in the candidate countries'	Vienna, Austria	EF, Swedish Work Life Institute, EU Enlargement Project, Swedish Government	Raymond-Pierre Bodin, welcome address, Timo Kauppinen, speaker and chair workshop, Christian Welz, chair workshop and closing address
28/05/2002	European knowledge society foresight	Dublin, Ireland	Industrial Relations Team	
05/06/2002	Shaping the future of social services in Europe	Barcelona, Spain	European Social Network	Robert Anderson, speaker: 'Social services, quality and the user - a European review', Hubert Krieger organiser and chair of Foundation workshop: Future Supply of Care Workers
06/06/2002	Worklife Enlargement	Dublin, Ireland	Foundation and Work Life 2000	Pascal Paoli, presentation
17/06/2002	Employment and labour market insertion strategies as a tool for social Inclusion	Toledo, Spain	Ministry of Labour and Social Affairs	Raymond-Pierre Bodin, opening and welcome; Eric Verborgh, chair open discussion, Robert Anderson, speaker
18/06/2002	Irish Mexican Business Forum	Dublin, Ireland	Mexican Embassy/EF	R-P Bodin, welcome address
20/06/2002	Household services - matching supply and demand	Sheffield, UK	Centre for Regional Economic and Social Research, Sheffield Hallam University	Robert Anderson, speaker: Care as a sector (introduction and welcome)
01/07/2002	Portuguese EIRO Event Trends in pay, working time, and industrial restructuring in Portugal – The EIRO Annual Review 2001	Lisbon, Portugal	EIRO National Centre	Presentation overview IR and EIRO, T. Kauppinen; 'EIRO working time; gender pay gap and website overview', C. Gallida Bino
29/08/2002	1st Foundation Forum	Dublin, Ireland	Foundation	
23/09/2002	Social Partners and the development of Competences and Qualifications	Brussels, Belgium	CEDEFOP and EMCC Team	Janet Smith, paper on how the EMCC may support social partners in the future plus workshop contributions
26/09/2002	Financial participation of workers	Luxembourg	Co-organised by the Luxembourg Ministry of Labour and Employment	Raymond-Pierre Bodin, welcome address, Eric Verborgh, chair
03/10/2002	Monitoring Living Conditions and Quality of Life	Dublin, Ireland	Living Conditions Team	Robert Anderson, Henrik Litske, Hubert Krieger, chairs

Event Date	Event Title	Place	Organiser	Programme
08/10/2002	National workshops on social dialogue and EMU in the candidate countries	Tallinn	Industrial Relations Team	Timo Kauppinen, Christian Welz, speakers
10/10/2002	National workshops on social dialogue and EMU in candidate countries	Warsaw	Industrial Relations Team	Timo Kauppinen, Christian Welz, speakers
15/10/2002	CSR - joint workshop	Dublin, Ireland	Living/Working Conditions Teams	Eric Verborgh, opening Henrik Litske, Jean-Michel Miller, Sabrina Tesoka, speakers, Barry O'shea, conclusion
16/10/2002	National workshops on social dialogue and EMU in candidate countries	Ljubljana	Industrial Relations Team	Timo Kauppinen, Christian Welz, speakers
17/10/2002	Europe employment - enlargement deepening	Lyon, France	Lasaire	Christian Welz, speaker
17/10/2002	Quality of work and employment	Brussels, Belgium	Belgian Government/Commission/ILO	Pascal Paoli, presentation
17/10/2002	National workshops on social dialogue and EMU in the candidate countries	Budapest	Industrial Relations Team	Timo Kauppinen, Christian Welz, speakers
21/10/2002	National workshops on social dialogue and EMU in the candidate countries	Malta	Industrial Relations Team	Timo Kauppinen, Christian Welz, speakers
29/10/2002	Tripartism in an enlarged Europe	Elsinore, Denmark	EU Presidency conference coorganised with the Danish Ministry of Employment	Eric Verborgh, welcome and closing addresses, Stavroula Demetriades, Timo Kauppinen, Ioanna Rossi, speakers; David Foden, Elisabeth Lagerlöf, Christian Welz, rapporteurs, Isabella Billeta, workshop moderator
29/10/2002	Tripartism in an enlarged Europe	Elsinore, Denmark	Industrial Relations Team	
01/11/2002	European Works Councils	Brussels, Belgium	Industrial Relations Team	
11/11/2002	Quality of labour relations in the public sector	Dublin, Ireland	Industrial Relations Team	Timo Kauppinen, David Foden, Christian Welz, speakers
14/11/2002	New organisation of time over working life	Brussels, Belgium	Living Conditions Team	Hubert Krieger, chair Robert Anderson, chair
14/11/2002:	Kick-off seminar, New concept of the industrial relations glossaries/EMIRE II and the EU volume	Dublin	Industrial Relations Team	
15/11/2002	Greek EIRO event, Low wage workers and the working poor comparative study, presentation of EIRO project.	Athens, Greece	EIRO National Centre	Presentations EIRO, S. Demetriades and I. Rossi

Event Date	Event Title	Place	Organiser	Programme
21/11/2002	Illness and Inclusion	Brussels, Belgium	Living Conditions Team	Raymond-Pierre Bodin, opening address, Robert Anderson, chair Philippe Bronchain, chair
21/11/2002	Corporate social responsibility: stepping stone or stumbling block for the social partners?	Elsinore, Denmark	Employment Relations Research Centre	Jean-Michel Miller, presentation: 'European lessons on CSR and the social partners'
3-4/12/2002	Mergers and acquisitions in Europe.	Dublin, Ireland	EMCC Team	
17-18/12/2002	ICT and change: What's the story?	Brussels, Belgium	EMCC Team	

External events 2002

7

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
07/01/2002	Prevention of risks	Trondheim, Sweden		Elisabeth Lagerlöf: Global problems and European experiences		No
17/01/2002	Future of work, employment and social protection	Lyon, France	ILO/Ministry of Employment and Solidarity(FR)		Raymond-Pierre Bodin	No
23/01/2002	Workers and companies' capital in Europe	Brussels	ETUC	Kevin O'Kelly, speaker		
04/02/2002	Prolonging working life	Lanzarote, Canary Islands	Spanish Ministry of Labour and Social Affairs	Robert Anderson, paper: Company measures in favour of the Ageing Workforce		No
10/02/2002	Employment in Europe: from Luxembourg to Barcelona	Madrid, Spain	Spanish Ministry of Labour and Social Affairs		Robert Anderson, Agnes Parent-Thirion	No
19/02/2002	EU labour and social policy	Ljubljana, Slovenia	TALIX office of EC	Sabrina Tesoka, paper: Social acquis - Equal Opportunities for Men and Women in the EU		No
19/02/2002	Promoting core labour standards and corporate social responsibility	Brussels, Belgium	Committee on Employment and Social Affairs		Jean-Michel Miller	No
19/02/2002	Well-being at work	Brussels, Belgium	Belgian Ministry of Labour	Pascal Paoli, paper: Working conditions		No
21/02/2002	Future of European social policy	Belfast, Northern Ireland	Queen's University	Kevin O'Kelly, speaker: Future of European Social Policy		No
25/02/2003	European Commission workshop on Temporary Agency Work	Brussels, Belgium		Sabrina Tesoka, Ola Persson		
25/02/2002	Banking on the Euro: Leap of faith or act of folly?	London, UK	Royal Institute of International Affairs		Timo Kauppinen	No
28/02/2002	First conference of EFES central and eastern European employee ownership network	Budapest, Hungary	EFES Network	Kevin O'Kelly, speaker, 'Developments in employee ownership and financial participation in the CEE countries'	Camilla Galli da Bino	Yes

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
04/03/2002	Working conditions under Neo-Liberalism	Oslo, Norway	For velferdstaten	Presentation: Ola Persson		No
07/03/2002	Safety and health in the automobile industry	Kassel, Germany	State Ministry of Hessen for Social Affairs and Labour/IFAL	Michael Wimmer, Participant round table	Jean-Michel Müller	No
19/03/2002	European integration and social quality - opportunities and threats	Cork, Ireland	University College Cork	Hubert Krieger, speaker		No
20/03/2002	European congress on people with disabilities	Madrid, Spain	ONCE, EDF, L Vives Foundation		Philippe Bronchain	No
26/03/2002	Ergonomie face au monde du travail en changement	Brussels, Belgium	BES	Eric Verborgh: conclusion paper		No
01/04/2002	Valencia Forum	Valencia, Spain	International Association of Gerontology	Robert Anderson: Human Resource Measures in Favour of an Ageing Workforce		No
12/04/2002	Gender equal society symposium	Dublin, Ireland	National Women's Council/Equality Authority		Sabrina Tesoka	No
15/04/2002	EC law and social policy	Strasbourg/Kehl, Germany	Universities of Ludwigsburg/Kehl	Christian Welz, speaker: European Labour Law		No
15/04/2002	L'agenda de l'UE et le rôle de la Commission	Brussels, Belgium	Institute of European Studies		Sabrina Tesoka	No
16/04/2002	The world, the workplace and we, the workers: e-work in a global world	Brussels, Belgium	Department of Sociology of the Catholic University of Leuven		Timo Kauppinen, Janet Smith	No
19/04/2002	Industrial relations and change in the EU	Modena, Italy	ADAPT	Timo Kauppinen (speaker), Raymond-Pierre Bodin (chair)		No
22/04/2002	Community strategy on health and safety at work, 2002-2006	Barcelona, Spain	Labour Ministry/Commission/ Spanish Presidency	Eric Verborgh, round table		No

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
24/04/2003	International trends, changes and developments in Human Resource Management'	Cranfield University, UK	Jean-Michel Miller in workshop			
25/04/2002	Apres Doha: l'Europe et le commerce international	Brussels, Belgium	CEDAC		Sabrina Tesoka	No
25/04/2002	International trends, changes and developments in HRM	Cranfield University, UK	Cranfield University		Jean-Michel Miller	No
25/04/2002	Group of specialists on employment for marginalised groups	Strasbourg, France	Council of Europe	Robert Anderson		No
25/04/2002	IT and decent work: Finding solutions in the Information Society	Tallinn, Estonia	ILO	Ola Persson, paper		No
29/04/2002	EMCO indicators group	Brussels, Belgium	Employment Committee, EC		Pascal Paoli	No
29/04/2002	Women and health - Steering Committee report	Brussels, Belgium	Belgian Government		Pascal Paoli, Sabrina Tesoka	No
03/05/2002	Globalisation and the new media: EFJ sets the agenda	Brussels, Belgium	European Federation of Journalists	Janet Smith, presentation on EMCC		No
06/05/2002	Research on social sciences: policies and institutions in Europe	Barcelona, Spain	Spanish Presidency		Timo Kauppinen	No
07/05/2003	Developments in Human Resource Management	Brussels, Belgium	Jean-Michel Miller			
08/05/2002	European policy open dialogue on temporary work	Brussels, Belgium	not stated		Agnès Parent-Thirion	No
13/05/2002	EPSU collective bargaining conference	Brussels, Belgium	EESC	Christian Welz, presentation		No
13/05/2002	Role of foresight in the selection of research policy priorities	Seville, Spain	Spanish Presidency		Timo Kauppinen	No
15/05/2002	Working conditions in the candidate countries	Brussels, Belgium	DG Employment	Pascal Paoli, Agnès Parent-Thirion, speakers		No

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
16/05/2002	Working for the future and new chances for OSH research into the European research area	Seville, Spain	ISNHT/Ministry of Labour and Social Affairs	Raymond-Pierre Bodin, paper: Research as a European OSH state indicator	Pascal Paoli	No
22/05/2002	Labour, globalisation and the new economy	Osnabruck, Germany	Work and Labour Network	Kevin O'Kelly, speaker: Experiences with European-wide Financial Participation and their Impact on Social Regulation at Corporate Level		No
23/05/2002	Active ageing statistics	The Hague, Netherlands	Eurostat			No
27/05/2002	2nd Round Table on CSR standards	Brussels, Belgium	DG-EMPL		Jean-Michel Miller	No
27/05/2002	Implementing work-life balance	London, UK	Joseph Rowntree Foundation	Robert Anderson, Advisory Group member		No
02/06/2002	Women, work and health	Stockholm, Sweden	National Institute for Working Life	Elisabeth Lagerlöf, Workshop on women's conditions in EU and applicant countries	Roseanna Creamer, Sabrina Tesoka	Yes
06/06/2002	Employee ownership in Europe	Seville Spain	European Centre	Kevin O'Kelly, speaker: Employee Share Ownership in Europe: the views of the social partners		No
06/06/2002	European business summit	Brussels		Co-organisation of round table on European social model and EIRO presentations	Raymond-Pierre Bodin, Stavroula Demetriades, Camilla Galli Da Bino, Vincent Quinn	Yes
10/06/2002	Fathers and mothers: dilemmas of the work-life balance	Dublin, Ireland	Trinity College, Dublin		Bianca Bottoni	No
13/06/2002	EC law: Labour law and social policy	Strasbourg/Kehl, Germany	Universities of Ludwigsborg/Kehl	Christian Welz, speaker: European Social Policy		No
13-14/06/2002	Evaluation du processus emploi et des PNAE (seminar)	Paris, France	Robert Villeneuve, COPARSOC	NAPS-EIRO annual review 2001 EIRO presentation, C. Galli da Bino	Camilla Galli da Bino	No

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
15/06/2002	Structural Funds, women and employment	Santander, Spain	Instituto Mujer	Sabrina Tesoka, presentation		Yes
16/06/2002	The European social policy agenda and the coordination of social security systems	Brussels, Belgium	Friedrich Nauman Stiftung	Raymond-Pierre Bodin, intervention Philippe Bronchain, speaker		No
17/06/2003	Presentation at ECOSOC WG-meeting on temporary agency work	Brussels, Belgium		Ola Persson, paper		
27/06/2002	Benchmarking in the public sector: how to make it happen	Maastricht, Netherlands	European Institute of Public Administration		Christian Welz, Timo Kauppinen	No
27/06/2002	Improving the employment opportunities for older workers	Dublin, Ireland	IBEC	Robert Anderson, speaker		No
28/06/2002	With an open mind: tolerance and diversity	Berlin, Germany	Alfred Herrhausen Society for International Dialogue		Philippe Bronchain	No
04/07/2002	Norway 2003/foresight scenarios: landscaping methods and tools	Brussels, Belgium			Timo Kauppinen	No
24/07/2002	National centre for partnership and performance	Dublin, Ireland	NCPP	Kevin O'Kelly, presentation: partnership/social dialogue		Yes
25/07/2002	IIRA/CIRA Congress of the Americas: financial participation in Europe and North America – a comparison	Toronto, Canada	International Industrial Relations Association / Canadian Industrial Relations Association	Kevin O'Kelly, speaker,		No
02/09/2002	Labour supply and diversity locally to globally	Gothenburg, Sweden	GR	Henrik Litske : presentation: Migration and Mobility in the EU		No
03/09/2002	ETUC seminar, 'Trade union strategies for collective bargaining'	Evia (Greece)		Pascal Paoli, presentation		

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
03/09/2002	workingonsafety.net	Elsinore, Denmark	Arbejdstilsynet	Elisabeth Lagerlöf, rapporteur, parallel session		No
04/09/2002	Social inclusion - through social dialogue and partnership	Skagen, Denmark	Danish Ministry of Labour		Robert Anderson	No
09/09/2002	Future trends in work, labour relations and HRM	Amsterdam, Netherlands	TNO Work and Employment	Robert Anderson, chair	-	No
25/09/2002	An ageing workforce and topical Issues	Dublin, Ireland	The Royal College of Physicians of Ireland	Robert Anderson, speaker: Extending Working Life: Human Resources measures in favour of an ageing workforce		No
27/09/2002	Access to social rights	Dublin, Ireland	Dept. of Social, Community and Family Affairs	Kevin O'Kelly, presentation on social public services		Yes
29/09/2002	Work strengthening women's conditions at the workplace	Bratislava, Slovakia	Worklife Enlargement Women and Work	Sabrina Tesoka, presentation: health and safety issues, working condition in Candidate countries		Yes
01/10/2002	Psychosocial work environment	Denmark	Danish Ministry of Labour		Pascal Paoli	No
02/10/2002	Well-being at work		Institut de Formation Economique et Sociale	Jean-Michel Miller, speaker		No
03/10/2002	Working conditions conference	Remich, Luxembourg	OGB-L / LCGB Trade Unions, Luxembourg	Jean-Michel Miller, presentation: Working Conditions		No
03/10/2002	Schering-Plough fourteenth annual executive strategic leadership conference	Barcelona (Spain)	Schering-Plough	Robert Anderson, speaker		No
04/10/2002	Telework at the age of the Information Society	Trier, Germany	ERA		Timo Kauppinen	No
07/10/2002	Financial participation	Brussels	Confederation européenne des cadres	Kevin O'Kelly, speaker		No

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
09/10/2002	HR Summit 2002	Dublin, Ireland	IBEC		Raymond-Pierre Bodin	No
10-12/10/02	Second regional conference on occupational health and safety	Ankara, Turkey		Jean-Michel Miller, presentation on 'Trends in working conditions in Europe and challenges for occupational health and safety policies'		
13/10/2002	Strengthening women's participation and development in the labour market	Vienna, Austria	Work Life Enlargement	Elisabeth Lagerlöf, speaker: Women's entrance and re-entrance in the labour market		Yes
14/10/2002	Economic, employment and social implications of restructuring	Brussels, Belgium	European Parliament		Barbara Gerstenberger, Barry O'Shea, Janet Smith	No
18/10/2002	La société européenne et la participation des travailleurs	Paris, France	Centre des Jeunes Dirigeants	Barbara Gerstenberger: Développer la participation des salariés: une dynamique pour l'entreprise		No
16/10/2002	Quality and indicators of social services in a European context	Berlin, Germany	Institut für Sozialarbeit und Sozialpädagogik	Robert Anderson, Hubert Krieger, speakers		No
17/10/2002	European Round Table on poverty and social exclusion	Aarhus, Denmark	Danish Ministry of Social Affairs/EU Commission	Philippe Bronchain, presentation: Socio-economic problems of chronically ill and disabled people in Europe		No
17/10/2002	Joint seminar on restructuring	Brussels, Belgium	UNICE		Raymond-Pierre Bodin	No
18/10/2002	Euro Module network	Berlin, Germany	WZB	Hubert Krieger, Network member		No
22/10/2002	Flexibility on the European labour market	Dusseldorf, Germany	Adecco	Jean-Michel Miller to speak on temporary work	Jean-Michel Miller	No
28/10/2002	Responsible European management (CSR)	Brussels, Belgium	EUROCADRES		Jean-Michel Miller	No
29/10/2002	Temporary work in Europe	Berlin, Germany	Innovationszentrum der deutschen Wirtschaft	Eberhard Köhler, presentation		No

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
30/10/2002	Quality of life and quality in services for people with disabilities	Copenhagen, Denmark	The Danish Council of Organisations of Disabled People		Philippe Bronchain	No
07/11/2002	Group of specialists on employment for marginalised groups	Strasbourg, France	Council of Europe	Robert Anderson, group member		No
08/11/2002	Recent trends in employee financial participation	London	European Business Foundation	Kevin O'Kelly, speaker		No
11/11/2003	Managing gender equality conference	Barcelona, Spain		Stavroula Demetriades, presentation		
12/11/2002	Work organisation conference	Roskilde, Denmark	Danish Presidency	Kevin O'Kelly, speaker, 'New forms of work organisation'		Yes
13/11/2002	3rd European work-life and diversity conference	Amsterdam	The Conference Board Europe	Paper by min in general session	Jean-Michel Miller	No
14/11/2002	Social inclusion - from theory to practice	Aalborg, Denmark	European Network of Job Rotation	Henrik Litske, speaker on CSR issues		No
19/11/2002	Employment week 2002	Brussels, Belgium	Touchstone Conferences and Exhibitions	Barbara Gerstenberger, presentation on EMCC	Barry O'Shea, Janet Smith, Vincent Quinn	Yes
21/11/2002	Organisation, intensity of work, quality of work	Paris, France	Ceprenap	Pascal Paoli, workshop, Intensity of Work		No
21-22/11/02	EU Presidency Conference 'Mainstreaming corporate social responsibility across Europe'	Elsinore, Denmark		Jean-Michel Miller, presentation of Corporate Social Responsibility project	Henrik Litske	
22/11/2002	European health forum	Brussels, Belgium		Philippe Bronchain, paper on health and inequalities		No
25/11/2002	Care services for children and other dependants	Elsinore, Denmark	Ministry of Social Affairs and Gender Equality & European Commission		Henrik Litske	No

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
25/11/2002	Preventing psychosocial risks at work	Bilbao, Spain	Bilbao Agency		Raymond-Pierre Bodin, Eric Verborgh	No
25/11/2002	Social dialogue and ageing	Budapest, Hungary	ILO	Robert Anderson, paper: Overview of best practices in promoting older workers in employment		No
28/11/2002	Bridging the gap between research and policy in public health-information, promotion and training	Dresden, Germany	10th Annual European Public Health Association	Robert Anderson, speaker	-	No
04/12/2002	Responsible European management	Brussels, Belgium	Eurocadres	Jean-Michel Miller, presentation: Corporate social responsibility and working conditions		No
05/12/2002	Modernisation of social protection in candidate countries: new opportunities and challenges for the EU	Brussels, Belgium	European Commission DG EMPL		Robert Anderson	No
05/12/2002	Prevention of stress at work	Luxembourg	Inspection du Travail et des Mines		Pascal Paoli	No
09/12/2002	HSE chief scientist seminars	London, UK	Health and Safety Executive		Pascal Paoli	No
13/12/2002	The future of health care in Europe: ensuring accessibility, quality and financial sustainability	Brussels, Belgium	European Commission		Philippe Bronchain	No
17/12/2002	Age and employment	Cambridge, UK	University of Cambridge	Robert Anderson, chair of session		No

Event Date	Event Title	Place	Organiser	Programme	Participants	Exhibition
17/12/2002	Employee financial participation	Brussels	Section for employment, social affairs and citizenship (Study group on financial participation), European Economic and Social Committee	Kevin O'Kelly, speaker		No
19/12/2002	De la violence en entreprise	Paris, France	Entreprise et Personnel	Raymond-Pierre Bodin, paper: Quel est l'apprehension du probleme en Europe?		No

INDUSTRIAL RELATIONS

Report English	EF/02/19	Eiro Annual Review 2001
Report English	EF/02/84	Industrial relations in EU and CC
Report* English	EF/02/03	Public sector reform under EMU
Résumé English	EF/02/13	Public sector reform under EMU
Report* English	EF/02/102	Europeanisation of industrial relations in a global perspective: literature review
Summary English, French	EF/02/103	Europeanisation of industrial relations in a global perspective: literature review
Report* English	EF/02/15	New practices in industrial relations: analysis of EIRO articles
Report* English	EF/02/16	Lifelong learning and collective bargaining: an analysis of EIRO articles
Report* English	EF/02/17	Reconciliation of work and family life and collective bargaining: analysis of EIRO articles
Report* English	EF/02/76	The Europeanisation of industrial relations: evaluating the quality of European industrial relations in a global context: literature review
Report* French, German	EF/01/12	Recent trends in employee financial participation in the EU
Report* English	EF/02/80	Employment relations in micro and small firms in the EU: literature review
Report* English	EF/02/85	Features of micro firms in the EU
Journal English	EF/02/09	Eirobserver 01/02
Journal English	EF/02/14	Eirobserver 02/02
Journal English	EF/02/45	Eirobserver 03/02
Journal English	EF/02/79	Eirobserver 04/02
Journal English	EF/02/79	Eirobserver 04/02
Journal English	EF/02/89	Eirobserver 05/02

Journal English	EF/02/105	Eirobserver 06/02
Promotional English French, German	EF/02/38	Towards a qualitative dialogue in industrial relations - Five years of developments in collective bargaining and social dialogue, from the European Industrial Relations Observatory
Promotional 11 Community languages and 11	EF/02/39	EIRO Promotional card Candidate country languages

LIVING CONDITIONS

Report English, French, Spanish	EF/02/04	Integrated approaches to active welfare and employment policies
Summary English	EF/02/51	Integrated approaches to active welfare and employment policies-Belgium
Summary English	EF/02/52	Integrated approaches to active welfare and employment policies-Denmark
Summary English, Finnish	EF/02/53	Integrated approaches to active welfare and employment policies-Finland
Summary English, French	EF/02/54	Integrated approaches to active welfare and employment policies-France
Summary English, German	EF/02/55	Integrated approaches to active welfare and employment policies-Germany
Summary English	EF/02/56	Integrated approaches to active welfare and employment policies-Ireland
Summary English	EF/02/57	Integrated approaches to active welfare and employment policies-Italy
Summary English, Dutch	EF/02/58	Integrated approaches to active welfare and employment policies-The Netherlands
Summary English, Portuguese	EF/02/59	Integrated approaches to active welfare and employment policies-Portugal
Summary English, Spanish	EF/02/60	Integrated approaches to active welfare and employment policies-Spain
Summary English	EF/02/61	Integrated approaches to active welfare and employment policies-UK
Report* English, French	EF/02/63	Integrated approaches to active welfare and employment policies National report Belgium
Report* English	EF/02/64	Integrated approaches to active welfare and employment policies National report Denmark
Report* English, Finnish	EF/02/65	Integrated approaches to active welfare and employment policies National report Finland
Report* English, French	EF/02/66	Integrated approaches to active welfare and employment policies National report France

Report* English, German	EF/02/67	Integrated approaches to active welfare and employment policies National report Germany
Report* English	EF/02/68	Integrated approaches to active welfare and employment policies National report Ireland
Report* English, Italian	EF/02/69	Integrated approaches to active welfare and employment policies National report Italy
Report* English, Dutch	EF/02/70	Integrated approaches to active welfare and employment policies National report The Netherlands
Report* English, Portuguese	EF/02/71	Integrated approaches to active welfare and employment policies National report Portugal
Report* English, Spanish	EF/02/72	Integrated approaches to active welfare and employment policies National report Spain
Report* English	EF/02/73	Integrated approaches to active welfare and employment policies National report United Kingdom
Résumé 11 Community languages	EF/02/37	Integrated approaches to active welfare and employment policies
Promotional English, French	EF/01/72	Pathways to social cohesion

WORKING CONDITIONS

Report French, German	EF/01/21	Third European survey on working conditions 2000
Report French	EF/01/27	Working time preferences at different phases of life
Report French	EF/01/45	Gender, employment and working time preferences in Europe
Summary French	EF/01/49	Gender, employment and working time preferences in Europe
Report English	EF/01/61	Promoting gender equality in the workplace
Report English	EF/02/02	Temporary agency work in the EU
Report* English	EF/02/22	Temporary agency work; National report Austria
Report* French	EF/02/23	Temporary agency work; National report Belgium
Report* English	EF/02/24	Temporary agency work; National report Denmark
Report* English	EF/02/25	Temporary agency work; National report Finland

Report* English, French	EF/02/26	Temporary agency work; National report France
Report* English	EF/02/27	Temporary agency work; National report Germany
Report* English	EF/02/28	Temporary agency work; National report Greece
Report* English	EF/02/29	Temporary agency work; National report Ireland
Report* English	EF/02/30	Temporary agency work; National report Italy
Report* French	EF/02/31	Temporary agency work; National report Luxembourg
Report* English	EF/02/32	Temporary agency work; National report The Netherlands
Report* English	EF/02/33	Temporary agency work; National report Portugal
Report* English	EF/02/34	Temporary agency work; National report Spain
Report* English	EF/02/35	Temporary agency work; National report Sweden
Report* English	EF/02/36	Temporary agency work; National report United Kingdom
Résumé 11 Community languages	EF/02/47	Temporary agency work in the EU
Report* English	EF/02/05	Work organisation, technology and working conditions
Summary English	EF/02/82	Work organisation, technology and working conditions
Report* French, English, Spanish	EF/02/06	Organisation du travail et santé dans l'Union Européenne
Report English	EF/02/07	Working time preferences in sixteen European countries
Report* English	EF/02/08	Employment status and working conditions
Summary English	EF/02/83	Employment status and working conditions
Report* French	EF/02/11	Temps et travail: la durée du travail
Report* French	EF/02/48	Temps et travail: l'intensité du travail

Report* English	EF/02/21	Types of employment and health in the EU
Report* English	EF/02/49	Gender, jobs and working conditions in the EU
Summary English	EF/02/77	Gender, jobs and working conditions in the EU
Report* English	EF/02/74	New work organisation, working conditions and quality of work: towards the flexible firm?
Report* English	EF/02/75	Sectoral profiles of working conditions
Résumé French, German	EF/01/58	Employment and working time in Europe
Résumé English, 11 candidate country languages	EF/02/46	Working conditions in candidate countries and the EU
Summary French, German, Spanish	EF/01/59	Atypical forms of work
Summary French, English	EF/02/106	Age et conditions de travail au sein de l'Union européenne

EMCC

Conference Summary English, French, German	EF/01/76	Understanding, anticipating and managing change
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TRANSVERSAL THEMES

Foundation Paper English, French	EF/02/12	Quality of work and employment in Europe Issues and challenges
Foundation Paper English, French	EF/02/44	Access to employment for vulnerable groups

CORPORATE PRODUCTS

Newsletter English, French	EF/02/10	Communiqué Issue 1 2002
Newsletter English, French	EF/02/20	Communiqué Issue 2 2002
Newsletter English, French	EF/02/62	Communiqué Issue 3 2002
Newsletter English, French	EF/02/81	Communiqué Issue 4 2002
Newsletter English, French	EF/02/101	Communiqué Issue 5 2002

Newsletter English, French	EF/02/104	Communiqué Special Issue Foundation Forum
Newsletter English, French	EF/02/111	Communiqué Issue 6 2002
Corporate. product 11 Community languages and 11 Candidate country languages	EF/01/42	For better work and a better life in a changing Europe (promotional brochure)
Corporate. product English, French	EF/02/18	Annual Report 2001
Corporate. product* German, Italian, Danish, Dutch, Greek, Spanish, Portuguese, Finnish, Swedish	EF/02/50	Annual Report 2001
Corporate. product 11 Community languages	EF/02/01	Programme of work 2002
Corporate. product 11 Community languages	EF/03/01	Programme of work 2003
GENERAL		
Other 11 Community languages	EF/01/74	CD ROM Publications 2001

**All publications are available on the Foundation website at www.eurofound.eu.int.
Publications marked * are printed on demand.**

Work Programme 2002

9

Living Conditions					
No.	Title of project	Nature of activity	Phase	Reports received	Key dissemination events
0202	Employment in household services	Joint conference	Completed	Conference summary	20-21 June , Brussels, 'Household Services – Matching Supply and Demand', jointly organised with University of Sheffield.
0209	Social public services	Conference	Completed		5-7 June, Barcelona , 'Shaping the Future of Social Services in Europe', organised by the European Social Network.
0222	Monitoring living conditions and quality of life in the EU	Concept development Survey and analysis of data	Exploratory	Conceptual framework Illustrative report on quality of life indicators Statistical database	3-4 October , Dublin, Foundation workshop on 'Monitoring Living Conditions and Quality of Life in the EU'. 16-17 October , Berlin, 'Quality and Indicators of Social Services in a European context'. Organised by the Observatory for the Development of Social Services in Europe. 26-27 November , Budapest, first meeting of Candidate Countries Experts Network.
0223	Corporate responsibility towards society	Case studies	Completed	Final report incorporating 40 case studies of companies' involvement in local community and environmental activities. To be merged with report from Working Conditions on restructuring and subcontracting to produce 40 page joint report.	15-16 October , Dublin, Foundation workshop on CSR.
0224	A new organisation of time over working life	Concept development Country reports	Exploratory	Draft concept report	14-15 November , Brussels, Foundation workshop on 'Time over Working Life'.
0250	Illness and inclusion	Investigation and analysis of main policy issues	Exploratory	Draft report	17-18 October , Aarhus, 'European Round Table on Poverty and Social Exclusion'. 21 November , Brussels, Foundation workshop on 'Illness and Social Inclusion'. 22 November , Brussels, European Health Forum – Inequalities in Health
0267	Integrated approaches to active welfare and employment policies	Joint Presidency conference	Completed	Conference summary	17-18 June , Toledo, joint Spanish Presidency conference, 'Employment and Labour Market Insertion Strategies as a Tool for Social Inclusion'.

Working Conditions					
No.	Title of project	Nature of activity	Phase	Reports received	Key dissemination events
0152	Employment options of the Future	Survey and analysis of data	Completed Final report published.	Published: <i>Working time preferences in sixteen European countries</i>	
0156	Third European Working Conditions survey	Survey and analysis of data	Ongoing. First working conditions survey in 12 candidate countries completed in 2001 and in Turkey in 2002. Publication of data and reports based on secondary analyses.	Published: <i>Working Conditions in the Candidate Countries and the EU (summ.)</i> . <i>Sectoral profiles of working conditions</i> . <i>Gender, jobs and working conditions in the EU</i> . <i>Age and working conditions in Europe</i> . <i>Employment status and working conditions</i> . <i>Temps et travail: l'intensité du travail</i> . <i>Temps et travail : la durée du travail</i> . <i>Work organisation and health at work in the EU</i> .	19 Feb , Brussels, presentation of Foundation work at 'Well-being at work' conference, Brussels. 4-5 March , Norway, Trade Union conference, presentation of Third Survey results, Oslo. 25-26 April , Tallinn, keynote speech at ILO / Estonian government conference. 15 May , Brussels, presentation of candidate countries WC survey results to European Commission. 3 June , Brussels, presentation on 'Quality of Work in Europe' to Union Syndicale. 6 June , Brussels, press conference at the European Business Summit. 9 Dec , UK, keynote presentation HSE chief scientists seminar, London
0203	Temporary agency work	National reports and consolidated report	Completed	National reports published electronically. Consolidated report published: <i>Temporary Agency Work in Europe</i>	25 Feb , Brussels, Participation at European Commission workshop on Temporary Agency Work. 8 May , Brussels, Presentation of Foundation project at the European Policy Centre. 17 June , Brussels, Presentation at ECOSOC working group meeting, Brussels. 22 Oct , Dusseldorf, Presentation to Adecco symposium, 'Flexibility on European Labour Market'.
0215	Promoting gender equality in the workplace	Strategic research / case studies in seven member states	Completion of case study-based national reports and synthesis report	Report published: <i>Promoting Gender Equality in the Workplace</i>	2-5 June , Stockholm, presentations at Third international conference on 'Women, work and health'. 15-16 June , Santander, presentation at conference, 'Structural Funds, women and employment'. 11 Nov , Barcelona, presentation at conference, 'Managing Gender Equality'.

0226	Corporate social responsibility and working conditions	Literature review	Completed	Joint report to be published with Living Conditions. unit (2003)	27 May , Brussels, participation at second round table on CSR standards. 21-22 Nov , Brussels, presentation at EU presidency conference, 'Mainstreaming CSR across Europe'. 4 Dec , Brussels, presentation at Eurocadres workshop.
0227	Negotiating the conditions of flexibility	Literature review / synthesis of previous work	Ongoing	Report on Flexibility and Social Protection (to be published 2003)	16 May , Brussels, seminar on interaction between labour market and social protection organised by Foundation.
0228	Work organisation and working conditions	Review of recent Foundation research / development of analytical framework	Completed	Report published: <i>Work organisation, technology and working conditions</i>	
0251	Working poor	Case studies / report	Initiated		
0252	Preventing violence and harassment in the workplace	Literature review	Completed	Report to be published in 2003.	
0261	Indicators of quality of work and employment	Conceptual model of quality of work / development of indicator model	Ongoing		20-21 Sept , Brussels, conference on 'Quality in Employment and Enlargement of the EU' co-organised by the Foundation. 21 Nov , Paris, presentation at conference, 'Organisations, Intensity of Work, Quality of Work', Paris.
0262	Third working conditions survey, sectoral surveys	National reports from fifteen member states in two sectors; a synthesis report	Ongoing	National reports for EU-15 in the hotel and restaurants sector and the road transport sector.	
0263	Links to working conditions surveys	Inventory of working conditions surveys in and beyond Europe	Completed	Survey database, analytical report and proposal for international network.	

Industrial Relations

No.	Title of project	Nature of activity	Phase	Reports received	Key dissemination events
0116	European works councils	To provide information and analysis of EWC agreements.	Ongoing	Pilot study completed and a study of 40 EWCs, based in France, Germany, Italy, Sweden and UK is under way. Four national reports from pilot study received, analysed and used a basis for full study in five Member States.	23-27 Sept , Namur, International seminar 'Social consequences of corporate restructuring'.

0118	European employment and industrial relations glossaries and database	To monitor trends and developments in industrial relations.	Ongoing	European Employment and Industrial Relations Glossaries, Swedish, Austrian and Finnish language versions. EU volume and the updating of the existing ones are under way.	26 March , Brussels, workshop on 'New concept of the industrial relations glossaries/EMIRE II'. 14 Nov , Dublin, kick-off seminar.
0188	European industrial relations observatory (EIRO)	Monitor trends and developments in the field of industrial relations.	Ongoing	EIRO Annual Review 2001(EU, Norway; EU level); Annual Review EU, USA, Japan; Industrial Relations in the EU and Candidate Countries; Industrial Relations in the Candidate Countries; Annual updates; 5 th Anniversary booklet <i>Towards a qualitative dialogue in industrial relations</i> ; 7 comparative studies. Sectoral reports (Banking & finance, ICT, Tourism, Aviation); Approx. 760 articles. 6 issues of EIRObserver; EIRO promotional card.	6-8 June , Brussels, European Business Summit. Press conference, publication exhibition. 1 July , Lisbon, EIRO National event. Publications exhibition. 29-30 Oct , Elsinore, EU Presidency conference co-organised by the Danish Ministry of Employment and the Foundation, 'Tripartism in an enlarged Europe'. Publications exhibition. 15 Nov , Athens, EIRO national event. Publications exhibition.
0200	Europeanisation of industrial relations	To address the aspects of modernisation of employment relations and the role of social partners in a changing environment of industrial relations.	Ongoing	Report <i>Public sector reform under EMU</i> . Report <i>Evaluating the quality of European industrial relations in a global context</i> . Report, <i>Europeanisation of industrial relation in a global perspective</i> .	22-24 May , Vienna, workshop, 'Social Dialogue and EMU in the Candidate Countries'. 27-28 June , Maastricht, 'Benchmarking in the Public Sector'. 11-12 Nov , Dublin, 'Quality of labour relations in the public sector'. 17-18 Oct , Lyon, Biennale LASAIRE, 'Employment-Enlargement'.

	EMU and candidate countries	To promote social dialogue in these countries as a consensual decision-making process with regard to the economic development, employment, social protection as well as social cohesion.	Ongoing	Report/Summary in preparation. <i>National development programmes in Estonia, Hungary, Malta, Poland and Slovenia.</i>	National workshops on social dialogue and EMU in candidate countries: 8 Oct , Tallinn. 10 October , Warsaw. 16 Oct , Ljubljana. 17 October Budapest. 21 Oct , Malta.
0211	Pacts for employment and competitiveness (PECs)	To increase awareness and understanding of the contribution of collective agreements for employment and competitiveness.	Completed	30 case studies from 11 Member States available in an online database on the EF website. Case study on German railways completed and included in a synthesis report on PECs in the railway sector in the EU.	9 July , Brussels, National Economic and Social Council of Croatia / ILO delegation. 12-13 Nov , Roskilde, Danish Presidency Conference, 'New Forms of Work Organisation'.
0218	Financial participation	To provide information on the views and policies of the peak organisations on financial participation in the Member States.	Ongoing	National reports received for Belgium, France, Germany, the Netherlands, Portugal and UK.	23 Jan , Brussels, ETUC Forum, 'Workers and Company's Capital in Europe'. 1-2 March , Budapest, European Federation of Employee Share-ownership, 'Developments in Employee Ownership and Financial Participation in the CEE countries'. 22-25 May , Osnabrück, International congress 'Labour, Globalisation and the New Economy'. 6-7 June , Seville, European Centre for Employee Ownership annual conference, 'International employee ownership'. 25-28 July , Toronto, Canada, IIRA/ Canadian IR Association – Congress of the Americas, 'Financial Participation in Europe and North America: a comparison'. 26 Sept , Luxembourg, Conference coorganised by the Luxembourg Ministry of Labour and Employment and the Foundation, 'Financial participation of workers'. 7 & 8 October , Brussels, Confederation Européenne des Cadres, 'Financial Participation'. 8 Nov , London, European Business Foundation, 'Recent Trends in Employee Financial Participation'. 17 Dec , Brussels, Section for Employment, Social Affairs and Citizenship, European Economic and Social Committee, working document, 'Employee Financial Participation'.

0237	EMCC	Support key actors in the understanding, anticipation and management of change through provision of reliable data and information.	First full year of operation	Conference report, <i>Understanding, anticipating and managing change. Identifying the drivers of change</i> , published and launched.	19 March , Brussels, informal meeting with MEPs for a briefing on EMCC. 3 May , Workshop IFJ: 'Globalisation and New Media' (Brussels). 3 June , Keflavik, Iceland, Conference of the Nordic Finance Union on Lifelong Learning. 3 Sept , Budapest, Conference, 'Strengthening Autonomous Social Dialogue'. 14-15 Oct , Brussels, PSE group seminar, 'Employment effects of mergers and acquisitions'. 19-21 Nov , Brussels, Employment Week, Launch of EMCC Portal..
0253	Joint Danish Presidency conference on tripartism in enlarged Europe	To promote the results of the Foundation's work on the europeanisation project and EIRO comparative studies and reports.	Completed	Conference report, <i>Challenges and Opportunities for Social Dialogue and Tripartism</i> ,	29-30 Oct , Elsinore, EU Presidency conference coorganised by the Danish Ministry of Employment and the Foundation <i>Tripartism in an enlarged Europe</i> .

Transversal Themes

No.	Title of project	Nature of activity	Phase	Reports received	Key dissemination events
0242	Promoting better employment	To enable the Foundation to better communicate the findings of its work on better employment in a way that addresses the concerns and priorities of EU social policy and social dialogue.	Initial	Foundation paper no 1 by Pascal Paoli on 'Quality of work and employment in Europe: issues and challenges'. Foundation paper no 2 by Rob Anderson on 'Improving access to employment for vulnerable groups'	17-18 June , Toledo, 'Employment and labour market insertion strategies as a tool for social inclusion'. 27 June , Dublin, 'Improving Employment Opportunities for Older Workers'. 2-3 Sept , Gothenburg, 'Labour supply and diversity – locally and globally'. 9-10 Sept , Netherlands, 'Future Trends in Work, Labour Relations and HRM'. 25 Sept , Dublin, 'An Ageing Workforce'. 17-19 Dec , Cambridge, International Symposium: Public policy, ageing and work.
0243	Extending equal opportunities for men and women	To provide the Foundation with a strategic framework to identify areas for continuing activities and initiatives in the field of equal opportunities for men and women and to synthesise relevant existing Foundation research findings.	Initial	Foundation paper no 3 by Sabrina Tesoka on 'Quality of women's work and employment: tools for change'.	15-16 June , Santander, presentation at conference, 'Structural Funds, women and employment'. 11 Nov , Barcelona, presentation at conference, 'Managing Gender Equality'.

0244	Managing diversity	To enable the Foundation to better communicate the findings of its work on managing diversity in a way that addresses the concerns and priorities of EU social policy and social dialogue.	Preparatory	Papers planned for 2003 include 'Diversity and Social Inclusion'	
0245	Supporting social inclusion	To enable the Foundation to better communicate the findings of its work on social inclusion in a way that addresses the concerns and priorities of EU social policy and social dialogue.	Preparatory	Three papers planned for 2003: Partnerships with civil society; Access to social public services; Social partners and social inclusion. -	
0246	Examining the changing use of time	To enable the Foundation to better communicate the findings of its work on time in a way that addresses the concerns and priorities of EU social policy and social dialogue.	Initial		

Developmental activities

No.	Title of project	Nature of activity	Phase	Reports received	Key dissemination events
0235	Working conditions, living conditions and industrial relations in the knowledge society	Assess the impact of the transition towards a knowledge based economy and society.	Preparatory	Handbook of knowledge society foresight	6-7 March , Dublin, 'European Knowledge Society Foresight'. 27-28 May , Dublin, 'European Knowledge Society Foresight – Towards the Handbook on Foresight Methodology and towards the National Knowledge Society Foresights' 21-22 Nov , Brussels, 'European Knowledge Society Foresight – the Missing Link between technology foresight and the Lisbon Objective?'
0254	Mobility and migration into the EU	Conceptual and descriptive report on social and economic impacts of migration and mobility within the EU.	Exploratory		Workshop planned for May/June 2003.

Information and communication activities		
	<i>Nature of Activity</i>	Statistical information
Information centre	Enquiries to the centre	997
Foundation website	User sessions <i>Eurofound</i>	804,923
	<i>EIRO</i>	1,124,568
	<i>EMCC</i> (Nov. and Dec. only)	2,226
Multilingual programme of publications/electronic publications	Publications produced	245
Publication licences	Licences granted	15
Communiqué and relations with the press	Bi-monthly newsletter	7
	Press releases	26
Marketing activities	Information visits to Foundation	69
	Exhibitions	27
Dissemination activities	Publications including <i>Communiqué</i> and dispatching to conferences and events	127,760

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Annual report 2002 - Annexes

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