



Annual report 2005

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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 website at <http://www.eurofound.eu.int/>

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Foundation budget 2005

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1. Summary of Revenue (EUR '000)

		%
EU Subsidy	19,060	99
Revenue for Services Rendered	0,220	1

2. Summary of Expenditure (EUR '000)

		%
Research	12,032	62
Information and dissemination	3,492	18
Translation	627	3
Administration	3,129	16

3. Analysis of Expenditure (EUR '000)

	Research		Information and dissemination		Translation		Administration		Total	
		%		%		%		%		%
Staff	4,144	46	1,928	21	218	2	2,685	30	8,975	47
Administrative	597	43	308	22	34	2	444	32	1,383	7
Operational	7,291	82	1,256	14	375	4	0	0	8,922	46
Total	12,032	62	3,492	18	627	3	3,129	16	19,280	100

4. Staffing

	Research	Information and dissemination	Translation	Administration	Total
Grade A	21	7	1	6	35
Grade B	8	7		10	25
Grade C	13	9	1	10	33
Grade D				1	1
Total	42	23	2	27	94

Country	Representatives of national governments		Representatives of employer organisations		Representatives of employee organisations	
	Member	Alternate	Member	Alternate	Member	Alternate
Austria	Andreas Schaller Federal Ministry for Social Security, Generations and Consumer Protection	Birgit Stimmer Federal Ministry for Economy and Labour	Heinrich Brauner Federation of Austrian Industry (IV)	Christoph Parak Austrian Association for Public and Social Economy	Renate Czeskleba Austrian Federation of Trade Unions (ÖGB)	Wolfgang Greif GPA Union of Salaried Private Sector Employees
Belgium	Michel De Gols Ministry of Employment, Labour and Social Dialogue	Jan Baten Ministry of Employment, Labour and Social Dialogue	Arnout de Koster Federation of Enterprises in Belgium (FEB-VBO)	Roland Waeyaert Organisation for self-employed and SMEs (UNIZO)	Herman Fonck Confederation of Christian Trade Unions (ACV/CSC)	François Philips Belgian General Federation of Labour (FGTB/ABCC)
Cyprus	Lenia Samuel Ministry of Labour and Social Insurance	Charalambos Kolokotronis Ministry of Labour and Social Insurance	Michael Antoniou Cyprus Employers and Industrialists Federation	Lena Panayiotou Cyprus Employers and Industrialists Federation	Petros Theophanous Cyprus Workers Confederation (SEK)	Andreas Poulis Cyprus Workers Confederation (SEK)
Czech Republic	Vlastimil Váňa Ministry of Labour and Social Affairs	Josef Jirka Ministry of Labour and Social Affairs	Vladimira Drbalová Confederation of Industry of the Czech Republic	Josef Fomůsek Czech Association of Employers in the Electricity Industry	Hana Málková Czech-Moravian Confederation of Trade Unions (CMKOS)	Luděk Toman Czech-Moravian Confederation of Trade Unions (CMKOS)
Denmark	Jonas Bering Linsberg Ministry of Employment	Kim Taaiby Ministry of Employment	Henriette Bernicke Confederation of Danish Employers	Nils J. Andreasen Danish Confederation of Employers' Associations in Agriculture (SALA)	Jens Wiene Salaried Employees and Civil Servants Council (FTF)	Niels Sørensen Danish Confederation of Trade Unions (LO)
Estonia	Tii Kaadu Ministry of Social Affairs	Ivar Raik Ministry of Social Affairs	Eve Päärendson Estonian Employers' Confederation (ETTK)	Tarmo Kriis Estonian Employers' Confederation (ETTK)	Vaike Parkel Employees' Unions' Confederation (TALO)	Kaile Kaida Confederation of Estonian Trade Unions (EAKL)
Finland	Raila Kangasperko Ministry of Labour	Tuomo Alasoini Ministry of Labour	Seppo Saukkonen Confederation of Finnish Industry and Employers (TT)	Mirja-Maija Tossavainen Employers' Confederation of Service Industries (PT)	Marjaana Valkonen Central Organisation of Finnish Trade Unions (SAK)	Leila Kurki Finnish Confederation of Salaried Employees (STTK)
France	Marc Boissel Ministry of Social Affairs, Labour and Solidarity	Emmanuel Gerat Ministry of Social Affairs, Labour and Solidarity	Florence Cordier France Electricity and France Gas (EDF-GDF)	Emmanuel Julien Movement of French Enterprises (MEDEF)	Jean Vanoye French Democratic Confederation of Labour (CFDT)	Rafaël Nedzyski General Confederation of Labour (CGT-FO)
Germany	Andreas Horst Federal Ministry of Economics and Labour	Eva Högl Federal Ministry of Economics and Labour	Rainer Schmidt-Rudloff Confederation of German Employers' Association (BDA)	Renate Hornung-Draus Confederation of German Employers' Association (BDA)	Dieter Pouglin German Confederation of Trade Unions (DGB)	Reinhard Dombre German Confederation of Trade Unions (DGB)
Greece	Gregorios Peloriadis Ministry of Employment and Social Protection	Constantinos Petinis Ministry of Employment and Social Protection	Rena Bardani Federation of Greek Industries (SEV)	Elias Tsamoussopoulos Federation of Greek Industries (SEV)	Alexandros Kalivis General Confederation of Workers of Greece (GSEE)	Dimitrios Moschogiannis General Confederation of Workers of Greece (GSEE)

Country	Representatives of national governments		Representatives of employer organisations		Representatives of employee organisations	
	Member	Alternate	Member	Alternate	Member	Alternate
Hungary	Mária Ladó Ministry of Employment and Labour	Edit Virág Ministry of Employment and Labour	Antal Csúport National Association of Strategic and Public Utility Companies (STRATOSZ)	Antal Szabadkai Union of Agrarian Employers (AMSZ)	Erzsébet Hanti Hungarian Confederation of Trade Unions (SZEF)	Lázló Gyimesi Forum for the Cooperation of Trade Unions (SZEF)
Ireland	Sean Ward Department of Enterprise, Trade and Employment	Riona Ní Fhlánghaile Department of the Environment, Heritage and Local Government	Liam Doherty Irish Business and Employers Confederation (IBEC)	Gavin Marié Irish Business and Employers Confederation (IBEC)	Rosheen Callender Services Industrial, Professional and Technical Union (SIPTU)	Liam Bemej Irish Congress of Trade Unions (ICTU)
Italy	Paolo Reboani Ministry of Labour and Social Politics	Francesca Pelaia Ministry of Labour and Social Politics	Massimo Marchetti General Confederation of Italian Industry (Confindustria)	Stefania Rossi General Confederation of Italian Industry (Confindustria)	Giulia Barbucci General Confederation of Italian Workers (UIL)	Angelo Masetti Union of Italian Workers (UIL)
Latvia	Ineta Tāre Ministry of Welfare	Ineta Vjakske Ministry of Welfare	Elma Egle Employers' Confederation of Latvia (LDDK)	Daiga Ermsone Employers' Confederation of Latvia (LDDK)	Linda Romele * Free Trade Union Confederation of Latvia	Lolita Burbo Union of Independent Trade Unions of Latvia (LBAS)
Lithuania	Rita Kazlauskienė Ministry of Social Security and Labour	Evaldas Bacevicius Ministry of Social Security and Labour	Laura Sirvydiene Lithuanian Confederation of Industrialists (LPK)	Marijka Zokaite Lithuanian Confederation of Industrialists (LPK)	Janina Matuiziene Lithuanian Trade Union Confederation (LDF)	Vaidotas Patromis Lithuanian Labour Federation (LDF)
Luxembourg	Nadine Welter Ministry of Labour and Employment	Jean Zahlen Ministry of Labour and Employment	Nicolas Welsch National Railway Society of Luxembourg	Emmanuelle Mathieu Federation of Luxembourg Industrialists (FEDIL)	Viviane Goergen Christian Trade Union Confederation (LCGB)	René Pizzaferr Luxembourg Confederation of Independent Trade Unions (OGB-L)
Malta	Noel Vella Ministry of Education, Youth and Employment	Anna Borg Employment and Training Corporation	John Scicluna Malta Federation of Industry (MFOI)	Roselyn Borg Malta Employers' Association	Michael Parnis General Workers' Union (GWU)	Anthony Micallef Debono Confederation of Malta Trade Unions (CMTU)
Netherlands	Lauris C. Beets* 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 Organisation for Agriculture and Horticulture	Erik Pentenga Federation of Dutch Trade Unions (FNV)	Arie Vultmeijer National Federation of Christian Trade Unions (CNV)
Poland	Jerzy Ciecchanski Ministry of Social Policy	Agnieszka Chlon-Dominczak Ministry of Social Policy	Michał Boni Polish Confederation of Private Employers (PKPP)	Andrzej Jankowski Confederation of Polish Employers	Bogdan Olszewski Independent and Self-Governing Trade Union 'Solidarność' (NSZZ)	Agata Baranowska-Gryciuk Independent and Self-Governing Trade Union 'Solidarność' (NSZZ)

Country	Representatives of national governments		Representatives of employer organisations		Representatives of employee organisations	
	Member	Alternate	Member	Alternate	Member	Alternate
Portugal	Jorge Gaspar Ministry of Labour and Social Solidarity	Fernando Ribeiro Lopes Ministry of Labour and Social Solidarity	Heitor Salgueiro Association of Portuguese Industry (CIP)	Pedro Almeida Freire Association of Portuguese Trade and Services (CCP)	Joaquim Dionisio Confederation of Portuguese Workers (CGTP)	João de Deus Gomes Pires General Workers Federation (UGT-P)
Slovakia	Elena Michaldová Ministry of Labour, Social Affairs and Family	Elena Bartunková Ministry of Labour, Social Affairs and Family	Viola Kromerová Slovak Tradesmen Union	Martina Kunáková Slovak Tradesmen Union	Eva Měšťanová Confederation of Trade Unions of the Slovak Republic (KOZ SR)	Margita Ančicová Confederation of Trade Unions of the Slovak Republic (KOZ SR)
Slovenia	Vladka Komel Ministry of Labour, Family and Social Affairs	Metka Štoka-Debevec Ministry of Labour, Family and Social Affairs	Marjan Ravnik Chamber of Craft of Slovenia (OZS)	Nina Globočnik Association of Employers of Slovenia	Pavle Vrhovec Association of Free Trade Unions of Slovenia (ZSSS)	Jure Snoj Association of Free Trade Unions of Slovenia (ZSSS)
Spain	Pilar González Bayo Ministry of Labour and Social Affairs	Joaquín Martínez Soler* Ministry of Work and Social Security	Maria Angeles Asenjo Dorado National Confederation of Construction (CNC)	Rosario Escolar Polo State Society of Industrial Shares (SEPI)	Rosario Morillo Confederation of Workers Commission (CC.OO)	Íñigo Sagarna Odrizola Basque Workers Solidarity (ELA-STV)
Sweden	Mikael Sjöberg National Institute for Working Life	Annika Mansnerus Ministry of Health and Social Affairs	Marie-Louise Thorsén-Lind Confederation of Swedish Enterprise	Sverker Rudeberg Confederation of Swedish Enterprise	Mats Essenmyr Swedish Confederation of Professional Employees (TCC)	Sten Gellerstedt Swedish Trade Union Confederation (LO)
United Kingdom	Anthony R Martin Department for Work and Pensions	George Clark Department for Work and Pensions	Kate Groucutt Confederation of British Industry (CBI)	Neil Bentley Confederation of British Industry (CBI)	Richard Exell Trade Union Congress (TUC)	Peter Coldrick Trade Union Congress (TUC)
Representatives of the Commission						
	Member	Alternate	Member	Alternate	Member	Alternate
	Bernhard Jansen DG Employment, Social Affairs and Equal Opportunities	Jackie Morin DG Employment, Social Affairs and Equal Opportunities	Ylva Tivéus DG Environment	Robin Miege DG Environment	Andrew Sors DG Research	Roman O'Brien DG Research

* awaiting official nomination

Members of the Bureau

Government group

Vice-Chairperson of the Board

Mária Ladó, Ministry of Employment and Labour

Coordinator

Michel De Gols, Ministry of Employment and Labour

Additional Representative

Jerzy Ciechanski, Ministry of Social Policy

Alternate

Nadine Welter, Ministry of Labour and Employment

Anthony R. Martin, Department for Work and Pensions

Andreas Schaller, Federal Ministry for Social Security, Generations and Consumer Protection

Employers group

Chairperson of the Board

Rainer Schmidt-Rudloff, Confederation of German Employers' Associations (BDA)

Coordinator

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

Additional Representative

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

Alternate

Maria Angeles Asenjo, National Confederation of Construction (CNC)

Vladimíra Drbalová, Confederation of Industry of the Czech Republic

Employees group

Vice-Chairperson of the Board

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

Coordinator

Walter Cerfeda, European Trade Union Confederation (ETUC)

Additional Representative

Herman Fonck, Confederation of Christian Trade Unions (ACV-CSC)

Alternate

Hana Málková, Czech-Moravian Confederation of Trade Unions (CMKOS)

Erik Pentenga, Federation of Dutch Trade Unions (FNV)

Sinead Tiernan, European Trade Union Confederation (ETUC)

European Commission

Vice-Chairperson of the Board

Bernhard Jansen, DG Employment, Social Affairs and Equal Opportunities

Additional Representative

Jackie Morin, DG Employment, Social Affairs and Equal Opportunities

Alternate

Awaiting appointment

EFTA Representatives at EF Meetings as Observers

Government

Hanna Sigríður Gunnsteinsdóttir, Ministry for Social Affairs, Iceland

Employers

Dagfinn Malnes, Confederation of Norwegian Business and Industry, Norway

Employees

Antony Kallevig, Norwegian Confederation of Trade Unions, Norway

Foundation staff (as at 31 December 2005)

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Directorate

Jorma Karppinen, Director
Willy Buschak, Deputy Director
Eberhard Köhler, Advisor to Directorate
Sylvie Jacquet, Brussels Liaison Officer
Cécile Deneys
Lidia Jankowska

Administration

Terry Sheehan, Head of Unit
Sarah Hayes
Bronislava Kovacicova

Finance

Jean-Christophe Gayrand, Accounting Officer
Gema María Castro Martín
Colin Hindle (T)
Leontine Mastenbroek

General Services

Michael Cosgrave
Kay Flynn (CA)
Ewan Hogan
Sabrina Potier (T)
Leslie Privett (T)

Information and Communication Technologies

Jim Halpenny, Acting Head of Unit

Support and Operational Team

Linda Byrne
Said El Aroussi
Brian Gorman
Louise Shanley

Web Technology Team

Stephan Jaeger
Barbara Schmidt

Information and Communication

Elisabeth Lagerlöf, Head of Unit
May-Britt Billfalk
Måns Mårtensson

Content Management and Dissemination

Mary McCaughey, Editor-in-Chief
Cristina Sequeira Frawley
Martin Flynn
Philip Ireland
Brigitte Mariacher
Fiona Murray
Hilary O'Donoghue
Janka Robinson
Maria Santos
Sylvie Seigné-Monks

Customer Relations Unit

Brid Nolan
Elisabeth Gouilleux-Cahill
Seán Griffin
Doris Hirschfeld
Chrysanthe Moschonaki
Colm O'Neill
Bernice Turner
Jan Vandamme

Human Resources

Raymond Comerford, Head of Unit
Guus Ackers (T)
Heather Brown
Aoife Caomhánach
Matias Linder

Catering Services

Helen Ritchie (CA)
Maura O'Brien (CA)

Operational Support

Mattanja de Boer, Head of Unit
Martine Deasy
Patricia Kingston
Wojciech Kostka
Bernadette Lovatt
Mary McNeice
Janet Smith

Research

Industrial Relations

Stavroula Demetriades, Coordinator
Isabella Biletta **
Maria Cuesta
David Foden
Camilla Galli da Bino
Alexandra Gryparis
Timo Kauppinen
Marina Patriarka
Sylvaine Recorbet
Christian Welz

Living Conditions

Robert Anderson, Coordinator
Javier Bernier
Sarah Farrell
Inma Kinsella
Hubert Krieger
Henrik Litske
Branislav Mikulic
Teresa Renahan
Gerlinde Ziniel **

Working Conditions

Agnès Parent-Thirion, Coordinator
Roseanna Creamer
Enrique Fernández
Christine Gollin
Bernard Housset**
John Hurley
Sophia MacGoris
Jean-Michel Miller
Greet Vermeulen

European Monitoring Centre on Change (EMCC)

Barbara Gerstenberger, Coordinator
Catherine Cerf
Gregorio de Castro Freixo
Torsten Mueller (T)
Donald Storrie

(CA) = Contract Agent

(T) = Temporary staff

** Seconded national expert

Advisory Committees

Advisory Committee for Working Conditions

Project 0240

Coordinator: Agnès Parent-Thirion

Representation

Governments: Andreas Horst (DE)
Birgit Stimmer (AT)
Paolo Reboani (IT)

Employers: Heitor Salgueiro (PT)
Natascha Waltke (UNICE)
Maria Angeles Asenjo Dorado (ES)

Workers: Herman Fonck (BE)
Erik Pentenga (NL)
Pavle Vrhovec (SI)

Commission: Dimitrios Dimitriou, DG Employment

Advisory Committee for Living Conditions

Project 0238

Coordinator: Robert Anderson

Representation

Governments: Anthony R. Martin (UK)
Martin Blomsma (NL)
Vlastimil Váňa (CZ)

Employers: Bernard Le Marchand (FR) (deputy coordinator for employers)
Antal Csuport (HU)

Workers: Rosheen Callender (IE)
Henri Lourdelle (BE)
Reinhard Dombre (DE)

Commission: Virginia Vitorino, DG Research

Advisory Committee for Industrial Relations

Project 0241

Coordinator: Stavroula Demetriades

Representation

Governments: Meta Štoka-Debevec (SI)
Tuomo Alasoini (FI)
Mária Ladó (HU)

Employers: Arnout De Koster (BE)
Liam Doherty (IE)
Slavi Pirš (SI)

Workers: Mats Essemyr (SE)
Claudio Stanzani (ETUC)
Erzsébet Hanti (HU)
Hana Málková (CZ)

Commission: Dimitriou Dimitriou, DG Employment
Ann Branch, DG Employment

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

Project: 0237

Coordinator: Barbara Gerstenberger

Representation

Governments: Michel de Gols (BE)
Paolo Reboani (IT)
Joaquín Martínez Soler (ES)

Employers: Marie-Louise Thorsén-Lind (SE)
Roberto Suarez (ES)
Liliane Volozinskis (BE)

Workers: Giulia Barbucci (IT)
Maria Helena André (ETUC)
Isabelle Barthès (BE)

Commission: Nicolas Théry, DG Enterprise and Industry
Anneli Sillanpää, DG Employment

*Advisory Committee for Company Survey on Time***Project 0272**

Coordinator: David Foden

Representation

Governments: Michel de Gols (BE)
Manolis Mylonas (EL)
Nadine Welter (LU)

Employers: Maria Angeles Asenjo (ES)
Massimo Marchetti (IT)

Workers: Bogdan Olszewski (PL)
Herman Fonck (BE) (CSC)
Eva Mešt'ánová (SK)

Commission: Ann Branch, DG Employment
Fernando Pereira, DG Employment

*Advisory Committee for information and communication***Project 0247**

Responsibility: Elisabeth Lagerlöf

Representation

Governments: Jan Baten (BE)
Vladka Komel (SI)
Hans-Peter Viethen (DE)

Employers: Bernard Le Marchand (FR)
Heinrich Brauner (AT)

Workers: Anthony Micallef Debono (MT)
Jean Vanoye (FR)
Juliane Bir (ETUC)

Commission: Ylva Tivéus, DG Environment
Michael Morass, DG Employment
Ilias Sotirchos, DG Employment

Advisory committee on Foundation Seminar Series

Project: 0268

Responsibility: Isabella Biletta / Bernard Housset

Representation

Governments: Jerzy Ciechanski (PL)
Rita Kazlauskienė (LT)
Jorge Gaspar (PT)

Employers: Bernard Le Marchand (BE)
Michał Boni (PL)
Antal Csúport (HU)

Workers: Agata Baranowska-Gryczuk (PL)
Wolfgang Greif (AT)
Angelo Masetti (IT)

Commission: Klaus Käding, DG Employment

Advisory committee on evaluation and monitoring (2006 Corporate Evaluation)

Project: 0334

Responsibility: Janet Smith

Representation

Governments: Michel De Gols (BE)
Ineta Tāre (LV)

Employers: Marie-Louise Thorsén-Lind (SE)

Workers: Linda Romele (LV)
Liene Liekna (LV)

Commission: Ilias Sotirchos, DG Employment
Olivier Rouland, DG Employment
Expert: Kees J. Vos (NL)

Foundation events 2005

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- Event Date:* 24 January 2005
Event Title: **Living Conditions advisory committee meeting**
Place: Dublin, Ireland
Organiser: Living Conditions
Participation: Robert Anderson, Teresa Renehan, Hubert Krieger, Henrik Litske, Gerlinde Ziniel
- Event Date:* 27–28 January 2005
Event Title: **Roadshow Austria**
Place: Vienna, Austria
Organiser: Information and Communications
Participation: Willy Buschak, Bríd Nolan, Robert Anderson, Eberhard Köhler, Måns Mårtensson
- Event Date:* 3–4 February 2005
Event Title: **Working Conditions advisory committee meeting**
Place: Dublin, Ireland
Organiser: Working Conditions
Participation: Agnès Parent-Thirion, Jean Michel Miller, Greet Vermeylen, John Hurley
- Event Date:* 11 February 2005
Event Title: **Bureau meeting of Governing Board**
Place: Brussels, Belgium
Organiser: Administration and OSU
Participation: Willy Buschak, Terry Sheehan
- Event Date:* 21–22 February 2005
Event Title: **Information and communications and advisory committee meeting**
Place: Brussels, Belgium
Organiser: Information and Communications
Participation: Elisabeth Lagerlöf, Fiona Murray, Cristina Frawley, Bríd Nolan, Doris Hirschfeld, Mary Mc Caughey, Philippe Alonso, Måns Mårtensson, May-Britt Billfalk
- Event Date:* 24–25 February 2005
Event Title: **Industrial Relations advisory and evaluation committee meeting**
Place: Brussels, Belgium
Organiser: Industrial Relations
Participation: David Foden, Stavroula Demetriades, Timo Kauppinen, Christian Welz, Isabella Biletta, Camilla Galli da Bino, Marina Patriarka
- Event Date:* 28 February–1 March 2005
Event Title: **Roadshow Hungary**
Place: Budapest, Hungary
Organiser: Information and Communications
Participation: Robert Anderson, Willy Buschak, Eberhard Köhler, Måns Mårtensson, Bríd Nolan

Event Date: 9–11 March 2005
Event Title: **Seminar on age and work – connecting the generations: session one**
Place: Dublin, Ireland
Organiser: Transversal Project
Participation: Isabella Biletta, Bernard Housset, Brid Nolan, Willy Buschak, Christine Gollin, Maria Cuesta, Marina Patriarka, Robert Anderson

Event Date: 10 March 2005
Event Title: **EMCC advisory committee meeting**
Place: Brussels, Belgium
Organiser: EMCC
Participation: Eberhard Köhler, Barbara Gerstenberger, Sabrina Tesoka, Richard Alexander Roehrl, Gregorio De Castro, Catherine Cerf, Fiona Murray

Event Date: 15–16 March 2005
Event Type: Foundation Own Event
Event Title: **Social dialogue capacity building**
Place: Riga, Latvia
Organiser: Foundation
Participation: Timo Kauppinen, Isabella Biletta, Marina Patriarka and Alexandra Gryparis

Event Date: 17–18 March 2005
Event Title: **Company network seminar on outsourcing**
Place: Tallinn, Estonia
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro, Willy Buschak, Måns Mårtensson, Bernice Turner

Event Date: 31 March 2005
Event Title: **Groups meeting of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and OSU and Directorate
Participation: Willy Buschak, Terry Sheehan

Event Date: 31 March 2005
Event Title: **Bureau meeting of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and OSU and Directorate
Participation: Willy Buschak, Terry Sheehan

Event Date: 1 April 2005
Event Title: **74th meeting of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and OSU and Directorate
Participation: Willy Buschak, Terry Sheehan

- Event Date:* 14–15 April 2005
Event Title: **Journalists' seminar**
Place: Dublin, Ireland
Organiser: Information and Communications
Participation: Måns Mårtensson, Willy Buschak
- Event Date:* 25–26 April 2005
Event Title: **Roadshow Spain**
Place: Madrid, Spain
Organiser: Information and communications
Participation: Willy Buschak, Robert Anderson, Brid Nolan, Måns Mårtensson, Gregorio de Castro
- Event Date:* 26 April 2005
Event Title: **Internal seminar on quality control and surveys**
Place: Dublin, Ireland
Organiser: Foundation
Participation: Greet Vermeylen, David Foden, Henrik Litske, Enrique Fernandez, John Hurley
- Event Date:* 28–29 April 2005
Event Title: **EWCO network meeting**
Place: Dublin, Ireland
Organiser: EWCO
Participation: Jean Michel Miller
- Event Date:* 12–13 May 2005
Event Title: **Building industrial relations country profiles**
Place: Kranj, Slovenia
Organiser: Industrial Relations
Participation: Timo Kauppinen, Christian Welz
- Event Date:* 13 May 2005
Event Title: **Bureau meeting of Governing Board**
Place: Brussels, Belgium
Organiser: Administration and Directorate
Participation: Willy Buschak, Terry Sheehan
- Event Date:* 23–24 May 2005
Event Title: **Roadshow Slovenia**
Place: Ljubljana, Slovenia
Organiser: Foundation
Participation: Willy Buschak, Eberhard Köhler, Robert Anderson, Brid Nolan, Måns Mårtensson
- Event Date:* 23–25 May 2005
Event Title: **Seminar on age and work – connecting the generations: session two**
Place: Kranj, Slovenia
Organiser: Transversal project
Participation: Isabella Biletta, Bernard Housset, Brid Nolan, Willy Buschak

- Event Date:* 26–27 May 2005
Event Title: **Anticipation workshop on telecommunications sector**
Place: Montpellier, France
Organiser: EMCC
Participation: Sabrina Tesoka, Barbara Gerstenberger
- Event Date:* 26–27 May 2005
Event Title: **Journalists’ seminar**
Place: Dublin, Ireland
Organiser: Information and Communications
Participation: Måns Mårtensson, Willy Buschak
- Event Date:* 7–9 June 2005
Event Type: Foundation own event
Event Title: **Social dialogue capacity building: Romanian national seminar**
Place: Bucharest, Romania
Organiser: Foundation
Participation: Timo Kauppinen, Isabella Biletta
- Event Date:* 9–10 June 2005
Event Title: **EMCC planning seminar**
Place: Dublin, Ireland
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro
- Event Date:* 21–22 June 2005
Event Title: **EWCO seminar ‘Training and employability’**
Place: Luxembourg
Organiser: EWCO and Luxembourg Presidency
Participation: Jean–Michel Miller, John Hurley, Greet Vermeylen, Roseanna Creamer
- Event Date:* 22 June 2005
Event Title: **MEPs’ lunch on restructuring**
Place: Brussels, Belgium
Organiser: Brussels Liaison Office
Participation: Sylvie Jaquet, Willy Buschak
- Event Date:* 27–28 June 2005
Event Title: **Company network seminar: workplace innovation**
Place: Bologna, Italy
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro, Catherine Cerf
- Event Date:* 29 June 2005
Event Title: **Roadshow Ireland**
Place: Dublin, Ireland
Organiser: Information and Communication
Participation: Willy Buschak, Bríd Nolan, Måns Mårtensson, Teresa Renehan, Bernice Turner

- Event Date:* 30 June–1 July 2005
Event Title: **Group meetings of government stakeholders of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and Directorate
Participation: Willy Buschak, Terry Sheehan, Eberhard Köhler
- Event Date:* 4–5 July 2005
Event Title: **Group meetings of worker stakeholders of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and Directorate
Participation: Willy Buschak, Terry Sheehan, Eberhard Köhler
- Event Date:* 5–6 July 2005
Event Title: **Group meetings of employer stakeholders of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and Directorate
Participation: Willy Buschak, Terry Sheehan, Eberhard Köhler
- Event Date:* 8 July 2005
Event Title: **EIRO brainstorming seminar**
Place: Brussels, Belgium
Organiser: Industrial Relations
Participation: Stavroula Demetriades, David Foden, Christian Welz, Isabella Biletta, Camilla Galli da Bino
- Event Date:* 7 September 2005
Event Title: **Seminar on ‘Promoting quality of life in rural areas’**
Place: Dublin, Ireland
Organiser: Foundation
Participation: Henrik Litske
- Event Date:* 9 September 2005
Event Title: **Bureau meeting of Governing Board**
Place: Brussels, Belgium
Organiser: Administration and Information and Communication
Participation: Willy Buschak, Terry Sheehan
- Event Date:* 14 September 2005
Event Title: **Workshop on labour supply in care services**
Place: Brussels, Belgium
Organiser: Living Conditions
Participation: Henrik Litske
- Event Date:* 15–16 September 2005
Event Title: **Living Conditions advisory committee and evaluation meeting**
Place: Brussels, Belgium
Organiser: Living Conditions
Participation: Robert Anderson, Teresa Renehan, Hubert Krieger, Henrik Litske

Event Date: 15–16 September 2005
Event Title: **Workshop on social dialogue capacity building and national Romanian seminar**
Place: Bucharest, Romania
Organiser: Industrial Relations
Participation: Timo Kauppinen

Event Date: 19 September 2005
Event Title: **Roadshow Sweden**
Place: Stockholm, Sweden
Organiser: Information and Communications
Participation: Brid Nolan, Måns Mårtensson, Elisabeth Lagerlöf, Willy Buschak

Event Date: 19–20 September 2005
Event Title: **Industrial Relations advisory committee meeting**
Place: Dublin, Ireland
Organiser: Industrial Relations
Participation: Stavroula Demetriades, David Foden, Timo Kauppinen, Christian Welz, Isabella Biletta, Camilla Galli da Bino, Marina Patriarka

Event Date: 22 September 2005
Event Title: **EMCC advisory committee meeting**
Place: Brussels, Belgium
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro, Donald Storrie

Event Date: 22–23 September 2005
Event Title: **Working Conditions advisory committee meeting**
Place: Brussels, Belgium
Organiser: Working Conditions
Participation: Greet Vermeylen, Roseanna Creamer, Bernard Housset, Enrique Fernandez, John Hurley, Jean-Michel Miller, Agnes Parent-Thirion

Event Date: 28 September 2005
Event Title: **EIRO event, Belgium**
Place: Brussels, Belgium
Organiser: Industrial Relations and EIRO National Centre Belgium
Participation: David Foden, Camilla Galli Da Bino

Event Date: 29 September 2005
Event Title: **EMCC anticipation workshop on construction sector**
Place: Madrid, Spain
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro, Catherine Cerf

- Event Date:* 29 September 2005
Event Title: **Information and communications advisory committee meeting**
Place: Dublin, Ireland
Organiser: Information and Communications
Participation: Elisabeth Lagerlöf, Fiona Murray, Bríd Nolan, Doris Hirschfeld, Bernice Turner, Jan Vandamme, Hilary O'Donoghue
- Event Date:* 5–7 October 2005
Event Title: **Foundation seminar series: 'Towards a flexible and sustainable work organisation'**
Place: Dublin, Ireland
Organiser: Transversal project
Participation: Isabella Biletta, Bernard Housset, Brid Nolan
- Event Date:* 10 October 2005
Event Title: **Restructuring training day**
Place: Santander, Spain
Organiser: EMCC and regional government of Cantabria
Participation: Gregorio De Castro
- Event Date:* 12–13 October 2005
Event Title: **EWCO network meeting**
Place: Brussels, Belgium
Organiser: EWCO
Participation: Jean Michel Miller, Agnès Parent-Thirion, Greet Vermeylen, John Hurley
- Event Date:* 14 October 2005
Event Title: **Foundation seminar series advisory committee meeting**
Place: Belgium
Organiser: Transversal project
Participation: Isabella Biletta, Bernard Housset
- Event Date:* 17 October 2005
Event Title: **Joint CCM/EMCC workshop**
Place: Bratislava, Slovakia
Organiser: EMCC
Participation: Barbara Gerstenberger, Torsten Mueller
- Event Date:* 20 October 2005
Event Title: **Group meeting of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and Information and Communication
Participation: Willy Buschak, Terry Sheehan
- Event Date:* 20 October 2005
Event Title: **Bureau meeting of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and Information and Communication
Participation: Willy Buschak, Terry Sheehan

- Event Date:* 21 October 2005
Event Title: **75th meeting of Governing Board**
Place: Dublin, Ireland
Organiser: Administration and OSU and Directorate
Participation: Willy Buschak, Terry Sheehan
- Event Date:* 24 October 2005
Event Title: **EMCC exchange event**
Place: Romania
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro
- Event Date:* 26 October 2005
Event Title: **EMCC exchange event**
Place: Bulgaria
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro
- Event Date:* 10–11 November 2005
Event Title: **EIRO national centre meeting**
Place: Dublin, Ireland
Organiser: Industrial Relations
Participation: Stavroula Demetriades, David Foden, Christian Welz, Isabella Biletta, Camilla Galli da Bino
- Event Date:* 11 November 2005
Event Title: **Researchers/network meeting on sustainable childcare services**
Place: Birmingham, United Kingdom
Organiser: Living Conditions
Participation: Gerlinde Ziniel
- Event Date:* 17–18 November 2005
Event Title: **EMCC Company Network seminar entrepreneurship and job creation**
Place: Dublin, Ireland
Organiser: EMCC
Participation: Barbara Gerstenberger, Gregorio De Castro, Catherine Cerf, Willy Buschak
- Event Date:* 21 November 2005
Event Title: **Company Survey on Time advisory committee meeting**
Place: Brussels, Belgium
Organiser: Company Survey Team
Participation: David Foden, Enrique Fernández, Branislav Mikulic, Fiona Murray, Donald Storrie, Camilla Galli da Bino

- Event Date:* 22 November 2005
Event Title: **Action research workshop**
Place: Dublin, Ireland
Organiser: European Foundation
Participation: Janet Smith, all staff
- Event Date:* 24–25 November 2005
Event Title: **IR in the EU, Japan and USA**
Place: London, United Kingdom
Organiser: Industrial Relations
Participation: Stavroula Demetriades, David Foden, Christian Welz, Isabella Biletta, Camilla Galli da Bino
- Event Date:* 30 November 2005
Event Title: **Launch of European Industrial Relations Dictionary**
Place: Brussels, Belgium
Organiser: Information and Communications and Industrial Relations
Participation: Sylvie Jacquet, Willy Buschak, Christian Welz, Marina Patriarka, Måns Mårtensson, Elisabeth Lagerlöf, Bernice Turner, Doris Hirschfeld
- Event Date:* 1–2 December 2005
Event Title: **Attractive workplace for all**
Place: Dublin, Ireland
Organiser: Transversal Project
Participation: Gerlinde Ziniel, Greet Vermeylen, Isabella Biletta, Jean-Michel Miller, Bernard Housset, John Hurley, Agnes Parent-Thirion
- Event Date:* 1 December 2005
Event Title: **Annual exchange seminar with SAA**
Place: Brussels, Belgium
Organiser: Brussels liaison office
Participation: Donald Storrie, Sylvie Jacquet
- Event Date:* 8 December 2005
Event Title: **New structures, forms and processes of governance in European IR**
Place: Brussels, Belgium
Organiser: Industrial Relations
Participation: Christian Welz, Greet Vermeylen, Marina Patriarka
- Event Date:* 8–9 December 2005
Event Title: **Scientific seminar – Social conditions in an enlarged Europe**
Place: Berlin, Germany
Organiser: Living Conditions
Participation: Hubert Krieger, Robert Anderson

Event Date: 9 December 2005
Event Title: **Presentation of EIRO study on industrial relations in agriculture**
Place: Romania
Organiser: Industrial Relations
Participation: Stavroula Demetriades, Camilla Galli da Bino

Event Date: 13 December 2005
Event Title: **Bureau Meeting of Governing Board**
Place: Brussels, Belgium
Organiser: Administration and Information and Communication
Participation: Willy Buschak, Terry Sheehan

Event Date: 13 December 2005
Event Title: **IR country profiles, comments and preparation of the February 2006 conference**
Place: Brussels, Belgium
Organiser: Industrial Relations
Participation: Timo Kauppinen, Stavroula Demetriades, Camilla Galli da Bino

Event Date: 14–15 December 2005
Event Title: **Workshop on ageing workforce**
Place: Bucharest, Romania
Organiser: Living Conditions
Participation: Robert Anderson

External events 2005

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- Event Date:* 12–13 January 2005
Event Title: **EU–Phare Twinning Project**
Place: Bucharest, Romania
Organiser: Petra Baier, Pre-Accession Advisor
Attendance: Timo Kauppinen
- Event Date:* 15–16 January 2005
Event Title: **EU–Phare Twinning Project**
Place: Constanta, Romania
Organiser: Petra Baier, Pre-Accession Advisor
Attendance: Timo Kauppinen
- Event Date:* 25–26 January 2005
Event Title: **EU–Phare Twinning Project: ‘Promoting autonomous social dialogue’**
Place: Brasov, Romania
Organiser: Petra Baier, Pre-Accession Advisor
Attendance: Christian Welz
- Event Date:* 25–27 January 2005
Event Title: **International Conference on Occupational Health Services 2005**
Place: Helsinki, Finland
Organiser: Finnish Institute of Occupational Health
Attendance: Greet Vermeylen
- Event Date:* 26 January 2005
Event Title: **Hearing on the large retail sector**
Place : Brussels, Belgium
Organiser: EESC – NAT section
Attendance: Sylvie Jacquet
- Event Date:* 2–3 February 2005
Event Title: **Qualité du travail et de l’emploi: un atout pour la performance économique et sociale?**
Place : Marcy l’Etoile, France
Organiser : INTEFP
Attendance: Isabella Biletta
- Event Date:* 4 February 2005
Event Title: **Management Seminar Series**
Place: Belfast, United Kingdom
Organiser: School of Management
Attendance: Christian Welz
- Event Date:* 9 February 2005
Event Title: **DG Enterprise Forum on Business Related Services**
Place : Brussels, Belgium
Organiser: European Commission DG Enterprise and Industry
Attendance: Gregorio De Castro

External events 2005

- Event Date:* 10 February 2005
Event Title: **Making Offshore Outsourcing Sustainable**
Place: Paris, France
Organiser: Uni Europa
Attendance: Gregorio De Castro
- Event Date:* 17–18 February 2005
Event Title: **Restructurations industrielles en Europe et gestion des mobilités**
Place: Brussels, Belgium
Organiser: Confrontations Europe
Attendance: Sylvie Jacquet
- Event Date:* 20–23 February 2005
Event Title: **Workshop Europäische Betriebsräte**
Place: Steinbach/Taunus, Germany
Organiser: IG Bauen-Agrar-Umwelt
Attendance: Christian Welz
- Event Date:* 24 February 2005
Event Title: **Social dialogue and industrial change**
Place: Brussels, Belgium
Organiser: CCMI
Attendance: Isabella Biletta
- Event Date:* 25 February 2005
Event Title: **Technical Group Europea Statistics on Accidents at Work**
Place: Luxembourg
Organiser: Eurostat
Attendance: Jean-Michel Miller
- Event Date:* 25–26 February 2005
Event Title: **EQUAL – Free Movement of Good Ideas**
Place: Warsaw, Poland
Organiser: European Commission, DG Employment, Social Affairs and Equal Opportunities
Attendance: Robert Anderson
- Event Date:* 2 March 2005
Event Title: **UKWON Conference: Productivity and Healthy Workplaces**
Place: London, United Kingdom
Organiser: IPA
Attendance: Timo Kauppinen
- Event Date:* 8 March 2005
Event Title: **Work–life balance – the strategic perspective**
Place: Copenhagen, Denmark
Organiser: CBAF (Center for work-life balance)
Attendance: Henrik Litske

- Event Date:* 8–9 March 2005
Event Title: **EU–Phare twinning project: ‘Promoting autonomous social dialogue’**
Place: Timisoara, Romania
Organiser: Petra Baier, Pre-Accession Advisor
Attendance: Christian Welz
- Event Date:* 16 March 2005
Event Title: **Public hearing – Role of women in Turkey in social, economic and political life**
Place: Brussels, Belgium
Organiser: EP Women’s Committee
Attendance: Sabrina Tesoka
- Event Date:* 18 March 2005
Event Title: **PES Conference: More and better jobs for women: an EU priority**
Place: Brussels, Belgium
Organiser: European Socialist Party
Attendance: Sabrina Tesoka
- Event Date:* 23–24 March 2005
Event Title: **International Migration and Labour Management**
Place: Paris, France
Organiser: ANPE – Department of Studies and Statistics
Attendance: Hubert Krieger
- Event Date:* 4–5 April 2005
Event Title: **Workshop on planned ‘Society and Politics in an enlarged Europe’ yearbook**
Place: Berlin, Germany
Organiser: WZB Berlin
Attendance: Hubert Krieger
- Event Date:* 5–6 April 2005
Event Title: **EU–Phare Twinning Project: ‘Promoting Autonomous Social Dialogue’**
Place: Cluj, Romania
Organiser: Petra Baier, Pre-Accession Advisor
Attendance: Christian Welz
- Event Date:* 6 April 2005
Event Title: **Séminaire atelier mutations économiques**
Place : Paris, France
Organiser: Mission Interministérielle Mutations Economiques
Attendance: Sabrina Tesoka
- Event Date:* 6–8 April 2005
Event Title: **Ageing, Work and Employment**
Place: Lyon, France
Organiser: ANACT
Attendance: Isabella Biletta

- Event Date:* 7–8 April 2005
Event Title: **Demographic challenges for social cohesion**
Place: Strasbourg, France
Organiser: European Population Committee of the Council of Europe
Attendance: Hubert Krieger
- Event Date:* 8 April 2005
Event Title: **Impulse in der Europäischen Sozialpolitik**
Place : Baden bei Wien, Austria
Organiser : Arbeiterkammer
Attendance: Willy Buschak
- Event Date:* 11 April 2005
Event Title: **Annual Conference Managerial and Professional Staff Association (Amicus) UK**
Place: London, United Kingdom
Organiser: Amicus Union
Attendance: Gregorio De Castro
- Event Date:* 11 April 2005
Event Title: **Sectoral Liaison Forum seminar on Restructuring**
Place : Brussels, Belgium
Organiser: Sectoral Liaison Forum – DG Employment, Social Affairs and Equal Opportunities
Attendance: Barbara Gerstenberger
- Event Date:* 12 April 2005
Event Title: **Droits des femmes dans les 10 nouveaux Etats Membres**
Place : Paris, France
Organiser : Délégation droits des femmes / Egalité des chances du Senat français
Attendance: Sabrina Tesoka
- Event Date:* 14–15 April 2005
Event Title: **Out of the shadow: organising domestic workers**
Place: Brussels, Belgium
Organiser: ETUC
Attendance: Robert Anderson
- Event Date:* 15 April 2005
Event Title: **Annual Conference of European Information Association**
Place : London, United Kingdom
Organiser : European Information Association
Attendance: Jan Vandamme
- Event Date:* 20 April 2005
Event Title: **Seminar on ‘Comprehensive strategies for active ageing’**
Place : Brussels, Belgium
Organiser : DG Employment, Social Affairs and Equal Opportunities
Attendance: Robert Anderson

- Event Date:* 20–23 April 2005
Event Title: **Scientific seminar of PhD and master students**
Place: Riga, Latvia
Organiser: The Department of Government in Austria
Attendance: Gerlinde Ziniel
- Event Date:* 21–22 April 2005
Event Title: **ETUC Conference ‘Prevention and resolution of conflicts’**
Place: Sofia, Bulgaria
Organiser: ETUC
Attendance: Timo Kauppinen
- Event Date:* 22 April 2005
Event Title: **Gender sensitive health and safety seminar**
Place: Belfast, United Kingdom
Organiser: ICTUNI
Attendance: Greet Vermeylen
- Event Date:* 22–23 April 2005
Event Title: **National Women’s Forum**
Place: Tralee, Ireland
Organiser: SIPTU
Attendance: Hubert Krieger
- Event Date:* 26 April 2005
Event Title: **European Occupational Diseases Statistics: Technical Group**
Place : Luxembourg
Organiser : EUROSTAT
Attendance: Jean-Michel Miller
- Event Date:* 3–4 May 2005
Event Title: **EU–Phare Twinning Project: ‘Promoting Autonomous Social Dialogue’**
Place: Iași, Romania
Organiser: Petra Baier, Pre-Accession Advisor
Attendance: Christian Welz
- Event Date:* 10 May 2005
Event Title: **Challenges of an ageing workforce**
Place: Berlin, Germany
Organiser: German Federal Ministry for Senior Affairs
Attendance: Robert Anderson
- Event Date:* 10 May 2005
Event Title : **Des entreprises innovantes, des emplois de qualité: une réponse à la désindustrialisation**
Place : Lyon, France
Organiser : ANACT
Attendance: Isabella Biletta

External events 2005

- Event Date:* 15–20 May 2005
Event Title: **Europe Week**
Place: Galway, Ireland
Organiser: Department for European Affairs
Attendance: Teresa Renehan
- Event Date:* 19–20 May 2005
Event Title: **Reconciliation of work and family life**
Place: Athens, Greece
Organiser: National Thematic Network
Attendance: Stavroula Demetriades
- Event Date:* 24–25 May 2005
Event Title: **Committee of Experts on Children and Families**
Place: Strasbourg, France
Organiser: Council of Europe
Attendance: Hubert Krieger
- Event Date:* 27 May 2005
Event Title: **Advisory Committee on Safety and Health Protection at Work – 4th Plenary Meeting**
Place: Luxembourg
Organiser: European Commission
Attendance: Jean-Michel Miller
- Event Date:* 9 June 2005
Event Title: **Surviving or thriving? Quality of life issues in rural Ireland**
Place: Dublin, Ireland
Organiser: LEADER Programme
Attendance: Henrik Litske
- Event Date:* 9–10 June 2005
Event Title: **Conference ‘ICT, the Knowledge Society and Changes in Work’**
Place: The Hague, Netherlands
Organiser: HIVA
Attendance: Timo Kauppinen
- Event Date:* 9–10 June 2005
Event Title: **Gender Equality: a key to change**
Place: Madrid, Spain
Organiser: European Commission/Ministry of Employment of Spain
Attendance: Janet Smith
- Event Date:* 16 June 2005
Event Title: **Workshop on Life Course Policies**
Place: Berlin, Germany
Organiser : Wissenschaftszentrum Berlin für Sozialforschung/Hans-Böckler-Stiftung
Attendance: Hubert Krieger

- Event Date:* 20–21 June 2005
Event Title: **Mid-term conference of the Work–Life Development Programme**
Place: Prague, Czech Republic
Organiser: Work Life Development Programme
Attendance: Timo Kauppinen
- Event Date:* 21 June 2005
Event Title: **AGE NGO administrative board meeting**
Place: Brussels, Belgium
Organiser: AGE
Attendance: Robert Anderson
- Event Date:* 22 June 2005
Event Title: **Gender and Valuing Care Seminar**
Place: London, United Kingdom
Organiser: London School of Economics
Attendance: Robert Anderson
- Event Date:* 23 June 2005
Event Title: **AGORA 2005: Experience is capital**
Place: Paris, France
Organiser: European Commission and French Ministry of Employment
Attendance: Robert Anderson
- Event Date:* 4 July 2005
Event Title: **13th European Social Services Conference ‘Putting People First’**
Place: Edinburgh, United Kingdom
Organiser: European Social Network
Attendance: Teresa Renehan, Javier Bernier
- Event Date:* 11–12 July 2005
Event Title: **Confronting demographic change: for a new solidarity between generations**
Place: Brussels, Belgium
Organiser: European Commission
Attendance: Hubert Krieger
- Event Date:* 8 September 2005
Event Title: **Closing conference of LOCIN ‘Local initiatives in the fight against poverty and social exclusion’**
Place: Brussels, Belgium
Organiser: European Commission, DG Research and EAPN
Attendance: Gerlinde Ziniel
- Event Date:* 19 September 2005
Event Title: **European Social Dialogue seminar on undeclared work**
Place: Brussels, Belgium
Organiser: UNICE
Attendance: Isabella Biletta

- Event Date:* 20 September 2005
Event Title: **Meeting of EP Intergroup on Ageing**
Place: Brussels, Belgium
Organiser: EP Intergroup on Ageing
Attendance: Gerlinde Ziniel
- Event Date:* 21 September 2005
Event Title: **European Employment Strategy and the employment of older people**
Place: Utrecht, Netherlands
Organiser: Age Platform
Attendance: Gerlinde Ziniel
- Event Date:* 23 September 2005
Event Title: **Demographic management of chance: importance and future**
Place: Amsterdam, Netherlands
Organiser: Fair play for older workers
Attendance: Robert Anderson, Gerlinde Ziniel
- Event Date:* 26–27 September 2005
Event Title: **Successes, paradoxes and shortcomings: experiences with the recent HRM-reform in the Public Service**
Place: Maastricht, Netherlands
Organiser: EIPA
Attendance: Jean-Michel Miller
- Event Date:* 28–29 September 2005
Event Title: **European Conference on Financial Participation**
Place: Brussels, Belgium
Organiser: IAFP
Attendance: Christian Welz
- Event Date:* 29 September 2005
Event Title: **10 Jahre Pionierarbeit – der Europäische Betriebsrat in der Praxis**
Place: Vienna, Austria
Organiser: ÖGB – Bildungsreferat/EU-Projektbüro
Attendance: Willy Buschak
- Event Date:* 30 September–2 October 2005
Event Title: **XVIII International EURAG Congress 2005**
Place: Ljubljana, Slovenia
Organiser: EURAG
Attendance: Robert Anderson
- Event Date:* 4–7 October 2005
Event Title: **5th Salvslaboris Fair on Prevention, Environment and Occupational Health**
Place: Madrid, Spain
Organiser: European Institute of Health and Social Welfare
Attendance: Enrique Fernandez

- Event Date:* 13–14 October 2005
Event Title: **Seminar COOP**
Place: Montelupo Fiorentino, Italy
Organiser: Franco Barsali
Attendance: Camilla Galli da Bino
- Event Date:* 14 October 2005
Event Title: **Health and safety of temporary workers in Europe**
Place: Paris, France
Organiser: EUROGIP
Attendance: Christian Welz
- Event Date:* 14 October 2005
Event Title: **UK Presidency ‘European Social Fund Conference’**
Place: Manchester, United Kingdom
Organiser: Department for Work and Pensions
Attendance: Robert ANDERSON
- Event Date:* 14–15 October 2005
Event Title: **Employee involvement in a globalising world**
Place: Frankfurt am Main, Germany
Organiser: Martin-Luther-Universität Halle
Attendance: Stavroula Demetriades
- Event Date:* 17–18 October 2005
Event Title: **UK Presidency Conference – The 4th Round Table on Social Inclusion: Halfway to Lisbon**
Place: Glasgow, United Kingdom
Organiser: Department for Work and Pensions
Attendance: Robert Anderson
- Event Date:* 19 October 2005
Event Title: **Creating a more inclusive labour market**
Place: Dublin, Ireland
Organiser: National Economic and Social Forum (NESF)
Attendance: Branislav Mikulic
- Event Date:* 19–20 October 2005
Event Title: **6th European Work-Life and Diversity Conference**
Place: Paris, France
Organiser: The Conference Board Europe
Attendance: Enrique Fernandez, Robert Anderson
- Event Date:* 19–21 October 2005
Event Title: **Industrial and economic restructuring**
Place: Riga, Latvia
Organiser: State employment agency of Latvia
Attendance: Donald Storrie

- Event Date:* 20–21 October 2005
Event Title: **How to develop skills in temporary agency work – potentials and limits**
Place: Bonn, Germany
Organiser: BIBB
Attendance: Jean-Michel Miller
- Event Date:* 3–4 November 2005
Event Title: **The future of the European Social Model: a German perspective**
Place: Berlin, Germany
Organiser: German Federal Ministry for Family Affairs and Observatory for the Development of Social Services
Attendance: Hubert Krieger
- Event Date:* 7 November 2005
Event Title: **Expert Meeting on Age Management**
Place: Netherlands
Organiser: Employers Association AWWN, Netherlands
Attendance: Gerlinde Ziniel
- Event Date:* 9 November 2005
Event Title: **Farewell symposium for Dr. C.J. Vos**
Place: The Hague, Netherlands
Organiser: Dutch Ministry of Social Affairs & Employment
Attendance: Timo Kauppinen, Hubert Krieger
- Event Date:* 16–18 November 2005
Event Title: **The Contribution of Older Persons to the Social and Economic Development**
Place: Madrid, Spain
Organiser: IMSERSO – Spanish Ministry of Employment & Social Affairs
Attendance: Robert Anderson
- Event Date:* 17 November 2005
Event Title: **European Human Resource Network**
Place: Brussels, Belgium
Organiser: EHRN
Attendance: Donald Storrie
- Event Date:* 17 November 2005
Event Title: **Social Dialogue Conference (UK presidency)**
Place: London, United Kingdom
Organiser: Department of Trade and Industry
Attendance: Timo Kauppinen
- Event Date:* 22 November 2005
Event Title: **Meeting of Committee on Employment and Social Affairs**
Place : Brussels, Belgium
Organiser: European Parliament
Attendance: Hubert Krieger, Sylvie Jacquet

- Event Date:* 23–24 November 2005
Event Title: **60th anniversary seminar of the Agriculture Employer Organisation**
Place: Helsinki, Finland
Organiser: Agriculture Employer Organisation
Attendance: Timo Kauppinen
- Event Date:* 23–24 November 2005
Event Title: **Corporate Restructuring in Europe – Managing the Employee Relations Dimension**
Place: Brussels, Belgium
Organiser: EIRI Associates
Attendance: Barbara Gerstenberger
- Event Date:* 23–24 November 2005
Event Title: **UK Presidency conference on economic inactivity and ill-health – challenges and solutions**
Place: Cardiff, United Kingdom
Organiser: Department for Work & Pensions
Attendance: Robert Anderson
- Event Date:* 24–25 November 2005
Event Title: **Towards a European Policy on OHS and Social Dialogue in South-East Europe**
Place: Brussels, Belgium
Organiser: TAIEX
Attendance: Greet Vermeylen
- Event Date:* 25 November 2005
Event Title: **Health and social care services for people with disabilities: A transnational approach**
Place: Budapest, Hungary
Organiser: PRISMA Consultant
Attendance: Robert Anderson
- Event Date:* 25 November 2005
Event Title: **Partnership in Enterprise**
Place: Tallinn, Estonia
Organiser: Estonian Employers Confederation
Attendance: Christian Welz
- Event Date:* 28 November 2005
Event Title: **Relocalisation: Challenges for Europe's regions and cities**
Place: Edinburgh, United Kingdom
Organiser: Committee of the Regions
Attendance: Willy Buschak
- Event Date:* 29 November 2005
Event Title: **ICA European Awareness Week 2005**
Place: Termonfeckin, Ireland
Organiser: ICA Central Office
Attendance: Robert Anderson

External events 2005

- Event Date:* 2–3 December 2005
Event Title: **First conference of the Study Group on a Restatement of European Labour Law**
Place: Hagen, Germany
Organiser: European Labour Law Network
Attendance: Stavroula Demetriades
- Event Date:* 6–8 December 2005
Event Title: **Seminar CEE EDF**
Place: Brussels, Belgium
Organiser: EDF
Attendance: David Foden
- Event Date:* 7–8 December 2005
Event Title: **PES workshop on Responding to the challenge of change – technology, location and employment**
Place: Brussels, Belgium
Organiser: PES group
Attendance: Barbara Gerstenberger
- Event Date:* 8–9 December 2005
Event Title: **European Conference on ‘Social Conditions in Enlarged Europe’**
Place: Berlin, Germany
Organiser: WZB
Attendance: Hubert Krieger, Robert Anderson
- Event Date:* 8–9 December 2005
Event Title: **European workshop on innovative restructuring in Europe**
Place: Paris, France
Organiser: Syndex
Attendance: Donald Storrie
- Event Date:* 12 December 2005
Event Title: **CSR and Change Management**
Place: Brussels, Belgium
Organiser: CEDAC
Attendance: Barbara Gerstenberger
- Event Date:* 16–17 December 2005
Event Title: **European Regeneration Area’s Network Seminar**
Place: Venice, Italy
Organiser: Quartiers-en-Crise – European Regeneration Area’s Network
Attendance: Gregorio De Castro

Foundation publications 2005

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Area	Title	Type (* pdf only)	EF Code	Language
EMCC	Sector futures food and drink article 3: The future landscape for Europe's food policy	Report*	EF/04/146	English
EMCC	Sector futures Transport: Where are we going	Report*	EF/04/123	English
EMCC	ERM Quarterly review Issue 4 winter 2004	Report*	EF/05/03	English
EMCC	Sectoral research studies and scenarios on the trends and drivers of change in the telecommunications sector	Report*	EF/04/148	English
EMCC	Programme for company network seminar Tallinn March 2005	Promo	EF/05/29	English
EMCC	Sector futures Transport: Which direction?	Report*	EF/04/123-2	English
EMCC	Company network seminar – Achieving gender balance: four case examples	Report*	EF/05/52/ENC	English
EMCC	EMCC Sector futures Transport Policy issues Bulletin 3	Report*	EF/04/123/3	English
EMCC	Company network seminar – Achieving gender balance:	Report*	EF/05/52	English
EMCC	EMCC Case studies TransFair and HVB Profil	Report*	EF/05/48	English
EMCC	ERM Quarterly review Issue 1 Spring 2005	Report*	EF/05/45	English
EMCC	The future of telecommunications services: Outline of four scenarios	Report*	EF/05/67	English
EMCC	EMCC Case studies France Télécom	Report*	EF/05/67/ENC	English
EMCC	EMCC Automotive sector: Data sources	Report*	EF/05/141	English
EMCC	EMCC Case studies: Restructuring of Europe's telecom incumbents	Report*	EF/05/67/ENC1	English
EMCC	Changes in Telecom sector	Report*	EF/05/31	English, French
EMCC	Offshore outsourcing of business services	Report*	EF/05/49	English
EMCC	Offshore outsourcing of business services: 4 Case examples	Report*	EF/05/49/ENC	English
EMCC	EMCC Dossier on telecoms	Report*	EF/05/55	English
EMCC	EMCC Company network seminar Flyer	Report*	EF/05/30	English
EMCC	EMCC Case studies – Managing large-scale restructuring: Moulinex	Report*	EF/05/48/ENC2	English
EMCC	EMCC Case studies – Managing large-scale restructuring: Danone-Saiwa	Report*	EF/05/48/ENC3	English

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Area	Title	Type (* pdf only)	EF Code	Language
EMCC	EMCC Second quarterly review	Report*	EF/05/46	English
EMCC	Company network seminar – Achieving gender balance: Case examples	Report*	EF/05/52/ENC	English
EMCC	Company network seminar – Workplace innovation: four case examples	Report*	EF/05/50/ENC	English
EMCC	Company network seminar –Workplace innovation: Fostering productivity and quality of work	Report*	EF/05/50/	English
EMCC	Company restructuring: Updated issue	Report*	EF/04/57	English, Bulgarian, Romanian
EMCC	Anticipating change: Updated issue	Report*	EF/04/56	English, Bulgarian, Romanian
EMCC	EMCC exchange events: Updated issue	Report*	EF/04/60	English, Bulgarian, Romanian
EMCC	Trends and drivers of change in European construction sector: Four scenarios	Report*	EF/05/66	English
EMCC	Industrial change in the construction sector: Construction cluster in northeast England	Report*	EF/05/66 C1	English
EMCC	Industrial change in the construction sector: Grupo Dragados S.A.	Report*	EF/05/66 C3	English
EMCC	Dossier on the construction sector	Report*	EF/05/57	English
EMCC	Trends and drivers of change in European construction sector: Mapping report	Report*	EF/04/149	English
EMCC	Sector futures: The knowledge-intensive business services sector	Report*	EF/05/59 1-3	English
EMCC	Sector futures: The knowledge-intensive business services sector	Report*	EF/05/59 2	English
EMCC	Industrial change in the construction sector: Construction cluster in Finland	Report*	EF/05/66 C2	English
EMCC	Business creation as a result of industrial restructuring – Dublin seminar	Promo	EF/05/141	English
EMCC	ERM Quarterly review issue 3 Autumn 2005	Report*	EF/05/47	English
EWCO	Working conditions improving in Estonia	Report*	EF/04/147	English
EWCO	Work related stress	Report*	EF/05/127	English

Area	Title	Type (* pdf only)	EF Code	Language
EWCO	Annual review of working conditions in the EU 2004–2005	Report	EF/05/126	English
EWCO	Quality in work and employment	Report*	EF/05/129	English
EWCO	Quality of working life in the Czech republic	Report*	EF/05/115	English
EWCO	Working environment risks and other job-related stress factors in Austria	Report*	EF/05/114	English
EWCO	The 2002 Italian survey of quality of life	Report*	EF/05/116	English
EWCO	Working conditions in Portugal	Report*	EF/05/117	English
EWCO	Impact of training on people's employability	Report*	EF/05/110	English
EWCO	Financial participation in the EU: A benchmarking study of Slovenia	Report*	EF/05/132	English
EWCO	Quality of life in the Spanish workplace	Report*	EF/05/118	English
EWCO	EWCO Conference report: Training and employability	Report*	EF/05/122	English
EWCO	National working conditions survey Bulgaria	Report*	EF/05/119	English
EWCO	Work-life balance: Combining family and full-time work	Report*	EF/05/109	English
EWCO	Combining family and full-time work: 12 national case studies (Austria, Czech Republic, Denmark, Estonia, Finland, France, Germany, Italy, Netherlands, Portugal, Spain and Sweden)	Report*	EF/05/109/EN-12	English
EWCO	Workplace employment practices in Britain, Survey 2004	Report*	EF/05/56	English
EWCO	Working time flexibility in Austria	Report*	EF/05/120	English
EWCO	Trends for risk factors in the Danish work environment, Survey data report	Report*	EF/05/165	English
IC	Programme of work 2005	Report*	EF/04/135	All languages
IC	Communiqué 1/05	Newsletter	EF/05/01	English
IC	Communiqué 2/05	Newsletter	EF/05/04	English
IC	Communiqué 3/05	Newsletter	EF/05/05	English
IC	Communiqué 4/05	Newsletter	EF/05/06	English
IC	Communiqué 5/05	Newsletter	EF/05/07	English
IC	Communiqué 6/05	Newsletter	EF/05/08	English

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Area	Title	Type (* pdf only)	EF Code	Language
IC	Communiqué 7/05	Newsletter	EF/05/09	English
IC	Communiqué 8/05	Newsletter	EF/05/10	English
IC	Communiqué 9/05	Newsletter	EF/05/11	English
IC	Communiqué 10/05	Newsletter	EF/05/12	English
IC	Foundation promotional card	Promotional	EF/04/125	All languages
IC	EIRO promotional card	Promotional	EF/05/24	All languages
IC	National liaison centres	Promo card	EF/05/23	6 Languages
IC	Annual report 2004 – Annexes	Report*	EF/05/14	English
IC	Annual report 2004	Report	EF/05/13	All languages
IC	Foundation Focus 1/05: Industrial restructuring	Foundation Focus	EF/05/21	English
IC	Programme of work 2006	Report*	EF/05/39	All languages
IC	European Industrial Relations Dictionary – promotional card	Promo	EF/05/27	English
IC	EF contribution to Commission green paper on ‘Confronting demographic change’	Report*	EF/05/17	English
IR	Works councils: and other workplace representation and participation structures	Report*	EF/04/143	English
IR	Social partner involvement in the 2002/2003 NAPs	Report*	EF/04/144	English
IR	Industrial relations in the EU, Japan and USA, 2003–2004	Report	EF/05/73	English
IR	IR in the public sector, Italy	Report*	EF/05/80	English
IR	Industrial relations developments in Europe 2004	Report	EF/05/72	English
IR	Industrial relations in the steel industry	Report*	EF/05/81	English, French, Dutch
IR	IR – Minimum wages, Germany	Report*	EF/05/80	English

Area	Title	Type (* pdf only)	EF Code	Language
IR	European works councils: Case study British Airways	Report*	EF/05/71/EN-1	English
IR	European works councils: Case study GlaxoSmithKline	Report*	EF/05/71/EN-2	English
IR	European works councils: Case study HSBC	Report*	EF/05/71/EN-3	English
IR	European works councils: Case study UK Amersham	Report*	EF/05/71/EN-9	English
IR	European works councils: Case study BOC	Report*	EF/05/71/EN-10	English
IR	European works councils: Case study British American Tobacco	Report*	EF/05/71/EN-11	English
IR	European works councils: Case study The Royal sun alliance group	Report*	EF/05/71/EN-12	English
IR	European works councils: Case study Allianz group	Report*	EF/05/71/EN-13	English
IR	European works councils: Case study Electrolux	Report*	EF/05/71/EN-20	English
IR	European works councils: Case study Securitas	Report*	EF/05/71/EN-21	English
IR	European works councils: Case study SKF	Report*	EF/05/71/EN-22	English
IR	European works councils: Case study Swedish Match	Report*	EF/05/71/EN-23	English
IR	European works councils: Case study IKEA	Report*	EF/05/71/EN-24	English
IR	The puzzle of the knowledge society	Report*	EF/05/134	English
IR	Collective bargaining	Report*	EF/05/82	English
IR	EIRO Thematic feature: Industrial relations and undeclared work	Report*	EF/05/135	English
IR	EIRO Thematic feature: Redundancies and redundancy costs	Report*	EF/05/75	English
IR	European works councils: Case study Bayer	Report*	EF/05/71/EN-14	English
IR	European works councils: Case study DaimlerChrysler	Report*	EF/05/71/EN-15	English
IR	European works councils: Case study Deutsche Bank	Report*	EF/05/71/EN-16	English
IR	European works councils: Case study Kraft	Report*	EF/05/71/EN-17	English
IR	European works councils: Case study ASSA	Report*	EF/05/71/EN-18	English
IR	European works councils: Case study Atlas	Report*	EF/05/71/EN-19	English
IR	European works councils: Case study Electrolux	Report*	EF/05/71/EN-20	English
IR	European works councils: Case study Securitas	Report*	EF/05/71/EN-21	English

Area	Title	Type (* pdf only)	EF Code	Language
IR	European works councils: Case study SKF	Report*	EF/05/71/EN-22	English
IR	European works councils: Case study Swedish Match	Report*	EF/05/71/EN-23	English
IR	European works councils: Case study IKEA	Report*	EF/05/71/EN-24	English
IR	European Industrial Relations Dictionary: Overview and CD ROM	Report	EF/05/02	English
IR	Industrial relations in agriculture	Info sheet	EF/05/85	English, Romanian
IR	Industrial relations in the airline sector	Report*	EF/05/84	
IR	European works councils: Case study Auchan	Report*	EF/05/71/EN-25	English
IR	European works councils: Case study Aventis	Report*	EF/05/71/EN-26	English
IR	European works councils: Case study Eiffage	Report*	EF/05/71/EN-27	English
IR	European works councils: Case study Lafarger	Report*	EF/05/71/EN-28	English
IR	European works councils: Case study Michelin	Report*	EF/05/71/EN-29	English
IR	European works councils: Case study Suez	Report*	EF/05/71/EN-30	English
IR	EIRO Thematic feature IR in the railway sector	Report*	EF/05/78/EN	English
IR	European works councils: Case study Assicurazioni generali	Report*	EF/05/71/EN-31	English
IR	European works councils: Case study The Italian food group	Report*	EF/05/71/EN-32	English
IR	European works councils: Case study Marazzi group	Report*	EF/05/71/EN-33	English
IR	European works councils: Case study The Merloni group	Report*	EF/05/71/EN-34	English
IR	European works councils: Case study The ENI group	Report*	EF/05/71/EN-35	English
IR	European works councils: Case study Pirelli	Report*	EF/05/71/EN-36	English
IR	European works councils: Case study The Riva group	Report*	EF/05/71/EN-37	English
IR	European works councils: Case study Whirlpool	Report*	EF/05/71/EN-38	English
LC	Regional social capital in Europe	2-Report	EF/04/114	English
LC	Working and living in an enlarged Europe	Report	EF/05/95	English
LC	Regional social capital in Europe	Summary	EF/04/114/EN2	English
LC	Web database of case studies on the ageing workforce	Report*	EF/05/105	English

Area	Title	Type (* pdf only)	EF Code	Language
LC	Ageing workforce: 51 case studies	Report*	EF/05/105C	English
LC	1st European Quality of Life Survey: Life satisfaction, happiness and sense of belonging	Report	EF/05/91	English
LC	1st European Quality of Life Survey: Families, work and social networks in Europe – analytical Report	Report	EF/05/92	English
LC	1st European Quality of Life Survey: Income inequalities and deprivation	Report	EF/05/93	English
LC	Life satisfaction, happiness and sense of belonging	Summary	EF/05/161/EN	English
LC	Families, work and social networks	Summary	EF/05/162/EN	English
LC	Income inequalities and deprivation	Summary	EF/05/163/EN	English
WC	Perceptions of living conditions in an enlarged Europe	Résumé	EF/03/114	Swedish, Finnish
WC	Equal opportunities for women and men in services of general interest, education, health care and social services	Foundation Paper	EF/04/128	English
WC	Gender, work and employment in 10 accession countries	Report	EF/04/138	English
WC	Foundation seminar series	Info sheet	EF/04/139	All languages
WC	The knowledge society in Ireland	Report*	EF/04/08	English
WC	Wages and working conditions in the EU	Report*	EF/05/106	English
WC	The knowledge society and EUFORIA	Report*	EF/04/14	English
WC	Working conditions in central and European acceding and candidate countries	Report	EF/05/107	English

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