

EUROFOUND 2013 achievements and 2014 work programme

EP Employment and Social Affairs Committee

22 January 2014

2013 Achievements

2013 marked the start of Eurofound's four-year programme 2013-2016 *From crisis to recovery: Better informed policies for a competitive and fair Europe*, developed against the background of a highly challenging and uncertain future for Europe.

The strategic objective of the Agency is to provide high quality, timely and policy-relevant knowledge as input to better informed policies, thus contributing to Europe 2020. Eurofound has identified **four areas** where – over the 2013-2016 period - its EU-wide monitoring activities complemented by research activities deliver findings and analysis to inform EU policy makers:

- Increasing labour market participation and combating unemployment by creating jobs, improving labour market functioning and promotion integration;
- Improving working conditions and making work sustainable throughout the life-course;

- Developing industrial relations to ensure equitable and productive solutions in a changing policy context;
- Improving standards of living and promoting social cohesion in the face of economic disparities and social inequalities

Eurofound's mission

Eurofound provides knowledge to assist in the development of social and work-related policies. Eurofound advises the European institutions and serves the information needs of policy makers in governments, trade unions and employer organisations. Its **tripartite nature** allows the Agency to deliver a unique added value.

Eurofound strives to provide the highest quality information – scientifically sound and unbiased - in its core areas of expertise: working conditions; industrial relations and social dialogue; living conditions and quality of life; structural change and restructuring. Its **monitoring tools** and **policy oriented research** provide unique **comparative analysis** across Europe.

Monitoring trends in Europe

The collection and analysis of data from the three European surveys run by Eurofound remained a priority in 2013. Analysis of data from the **5th European Working Conditions Survey (EWCS)** and from the **3rd European Quality of Life Survey (EQLS)** lead to reports and policy papers on subjective wellbeing, social inequalities in quality of life, quality of society and public services, over-indebtedness, political trust, work organization and employee involvement, working conditions for men and women and employee relations. The field work of the **3rd European Company Survey (ECS)** was carried out in spring and the first findings on workplace innovation were presented end of November 2013.

Key research findings 2013

1. Improving labour markets – Job creation

Labour market: Where is Europe losing jobs, where are we gaining jobs?

Key findings: Polarisation of jobs in term of wages due to the destruction of employment across Europe during the recession, while no polarisation in terms of educational attainment and other aspects of quality of jobs. Large proportion of jobs lost in mid-pay manufacturing and construction occupations. Polarisation accentuated by the crisis in most countries but also reduced diversity in the patterns of labour market change. Higher-paid jobs most resilient during the crisis. Expansion sustained by knowledge-intensive services in the private sector, and – during the early years of the recession - in the public sector health and education. Intense catch-up process of women in the labour market both in terms of employment numbers and access to higher layers of employment structure, due to the overrepresentation of women in some growing sectors (e.g. health) and their underrepresentation in declining sectors (e.g. construction) but also to higher levels of educational attainment by women.

Results from *Employment polarisation and job quality in the crisis: European Jobs Monitor 2013 report*

Which impact of restructuring over the last decade?

Key findings: Notable increase of job loss attributable to bankruptcy or closure, while decreasing when attributable to offshoring, relocation or mergers and acquisitions. Employment hold up relatively well –or has even grown – in knowledge intensive service sectors (health, education, IT and information services, and professional, scientific and technical activities). Employment destruction felt more acutely in manufacturing and construction except in auto/transport sector - one of the few main manufacturing sectors in which employment levels have grown over the past decade, reflecting a shift of production to eastern European countries. Although the rate of offshoring in Europe significantly reduced, one third of relocated jobs went to enlargement countries and another third went to Asia. Manufacturing accounted for the majority of offshored jobs in all Member States except the UK, where services offshoring predominated. Equally prevalent restructuring activity in the public and private sector. Many large restructuring cases implemented in public administration since 2008.

Results from *ERM Annual report 2013: Monitoring and managing restructuring in the 21st century*

Which labour market pathways for young people?

Key findings: Difficult and slow pathway from school to work in Eastern and Mediterranean Member States has worsened as a result of the crisis. Decreased chances of entering the labour market quickly after education may postpone even further already delayed transitions to adulthood, and decisions about parenthood. Concern is reinforced by the precarious attachment to the labour market: temporary employment contracts for young people on the rise in most countries before the recession; increased use of traineeships and probationary periods. Young people on temporary contracts lack sufficient contributions to qualify for support such as unemployment, sickness and maternity benefits. Self-employment-arrangements in a number of countries and sectors lead to young people having fewer entitlements to social benefits and insurance-based pensions. Share of young people who move quickly from temporary to permanent contract is limited and declined further with the economic crisis.

Results from the report *Young people and temporary employment in Europe*

2. Improving working conditions

Despite the crisis, is Europe achieving its objective of improving working conditions for all?

Key findings: Economic downturn and labour law reforms implemented in some countries might have played a role in changing employment conditions and the quality of work. Divergence of trends in temporary employment: increase of fixed-term contracts in Ireland and some central/eastern countries; increase in involuntary temporary and part-time work in countries most impacted by the crisis (Ireland, Spain); lower job mobility and changing migration patterns in southern countries while increase of informal work in some eastern countries. Confirmed rise in job insecurity in most countries. Increased work intensity linked to specific crisis-related conditions such as restructuring. Decreased levels of well-being noticeable while positive changes in some indicators: small increase in job satisfaction, decreasing accident rates, drop in absenteeism.

Results from the report *Impact of the crisis on working conditions in Europe*

3. Industrial relations - Pay developments in Europe and minimum wages

Which impact of changing industrial relations on developments for wage-settings mechanisms? How many workers would be under a minimum wage threshold of 60% of the median of wages?

Key findings: *Collectively agreed pay:* no clear association found between bargaining systems and the degree to which pay and productivity developments are linked. Overall trend of a declining wage share in most Member States, when looking at the distributional aspects of wages. At sectoral level, increased disparities of collectively agreed pay over time between the public sector (service and local governments) and private sectors examined (metal, chemical, retail and banking). Comparatively faster growing nominal collectively agreed pay in private sectors, particularly in years following the crisis, when in many EU countries, pay was frozen or only moderately increased in public sector. *Minimum wage mechanisms:* confirmed wide variety of systems and effective levels of minimum wages. The existence or not of a statutory minimum wage is not linked to a specific outcome in terms of wage distribution. Scenario exercise: the establishment of an EU minimum wage of 60% of median national wage would disproportionately affect different Member States (highest percentage of workers effected (+15%): Germany, the Baltic States, the UK, Ireland, Poland and Romania seeing the highest percentage of workers being affected) and different groups, sectors and companies (women and young workers, these groups being likely to have low-paid jobs. The biggest impact would be in the personal services sectors and in small companies).

Results from the report *Pay in Europe in the 21st century*

Which company practices can facilitate innovation, improve performance and ensure good job quality? Does employees' involvement in improving work organisation play a role?

Key findings: Work organisation is key in facilitating innovation, improving performance and ensuring good job quality. *Performance and innovation:* financial situation improved in 34% of companies and establishments that had introduced innovation; product and process innovation or changes in technology help firms to be more resilient and exit the recession; *Knowledge management* as a source of competitive advantage: in 62% of establishments, employees document and keep record of good work practices learnt to be shared with colleagues while external ideas / technological changes are monitored in 29% of establishments; *Human resources practices:* variable pay used in 63% of companies (mostly in large and medium-sized establishments) and most commonly linked to individual performance; *Human resources challenges:* 39% of companies have difficulty finding staff with the required skills (43% in manufacturing sector while 30% in financial services) while 10% of establishments report having difficulties retaining employees; *Employee involvement:* strong social partnership and high level of social dialogue: 88% of companies have structure for employee representation in place with workers informed on most important decisions affecting working conditions.

Results from the résumé 3rd *European Company Survey: First findings*

4. Quality of life – Promoting social cohesion

Has the economic crisis impacted on the quality of life of Europeans? How to tackle social inequalities?

Key findings: *Trends:* High and stable quality of family life, education and social life over the period 2003-2012 while declining satisfaction with health, particularly for those on the lowest incomes. Women, older people and unemployed found to be disadvantaged across a range of health indicators. Trust in institutions positively linked to satisfaction with the economic situation of one's own country while negatively linked to inequality. Highest tensions perceived between different racial and ethnic groups, between rich and poor and management and workers. *Policy pointers:* Need for a more active approach when developing and implementing social cohesion policies; multidimensional strategies to address the social determinants of poor health including mental health of unemployed, poor quality housing, poverty, low educational attainment; access and high quality of childcare and long-term care for disadvantaged groups to be secured; public authorities and social partners to formulate age-management measures with a working life perspective; differences in patterns of immigration and internal ethnic diversity to be taken into account.

Results from the reports *Quality of life in Europe: Trends 2003–2012*, *Quality of life in Europe: Social inequalities* and *Quality of life in Europe: Quality of society and public services*

2013 performance in figures

- Total 2013 budget of EUR 20.624.000. The budget implementation reached 99% (commitment rate). Only about 2% of appropriations carried over from 2012 had to be cancelled in 2013.
- 112 staff positions in total in 2013 (incl. CA)- 98% positions filled (based on establishment plan 2013)
- 220 EU policy documents citing references to Eurofound findings & expertise, of which **40** in EP documents in 2013
- 202 on request contributions at events in 2013
- 172 publications in PDF (and 671 linguistic versions) published in 2013
- 113,760 downloads in 2013 (18% increase compared to 2012)
- 2,060,195 user visits in 2013 (2% decrease compared to 2012)

An overview of projects status of the 2013 and 2014 work programmes is presented in the annex.

Eurofound 2014 activities

Highlights of Eurofound research in 2014

Eurofound will implement the second year of its four year work programme 2013-2016 providing facts and figures and monitoring trends. The expansion of the geographical scope of the **6th European Working Conditions Survey (EWCS)** (2015) will be explored with the International Labour Organization (ILO) in order to open the possibility for comparison of working conditions beyond the EU. Eurofound will integrate its two observatories on industrial relations (EIRO) and working conditions (EWCO) into the **European Observatory of working life** as a single platform for all Eurofound's expertise on working life. Linked to the upgrading and further development of Eurofound's website, the integrated observatory will benefit from improved functionalities.

Eurofound will further analyse policies and practices offering evidence-based advice for the development of policy responses in the **four priority areas**. Below, highlights of research projects in 2014:

1. Increasing labour market participation and combating unemployment by creating jobs, improving labour market functioning and promoting integration.

- How is Europe's **employment structure** changing? How does the new global division of labour influence European developments?

Eurofound – through its European Jobs Monitor (EJM) – will continue to monitor changes in the types of jobs created and destroyed, and will explore labour market transitions and occupational mobility of individuals. It will also analyse the changing European employment structure in the context of global developments.

- What are the drivers of strong **job creation in SMEs**? What are the characteristics of jobs created in SMEs?

Eurofound will investigate drivers and barriers, which impact strong or weak job creation (macroeconomic situation, legal/fiscal framework, the business model, etc.), characteristics of jobs created (wage or skill levels) in SMEs and if they have been influenced by the crisis. The processes of job creation will also be analysed through examples of 'born global' young companies with intensive international activities.

- What is the **economic cost of the lower female employment** rate in many parts of Europe?

The project will map recent trends of female labour market participation in Europe – including non-paid domestic and care work. Eurofound will also examine the economic loss due to the employment gender gap in the EU labour market and its future effects on economic growth. In cooperation with EIGE (European Institute for Gender Equality), institutional set-ups and policies promoting female labour force participation will be reviewed.

- How can existing **Public Employment Services (PES)** be better benchmarked?

Eurofound – together with the Secretariat of the Public Employment Services Network – will contribute to the development of methodologies and indicators to assess the performance of PES and with a particular focus on transitions out of unemployment.

2. Improving working conditions and making work sustainable throughout the life-course.

- Which policy instruments to achieve **sustainable work** can be identified?

Building on a Eurofound framework on sustainable work, the project will focus on the implementation of national policies, the interaction/coherence between different levels, topics and policy areas (e.g. older workers, equality, etc.). It will assess if these policies are integrated in a coherent policy framework. A dedicated Foundation Seminar Series (FSS) will look at an integrated actor-perspective of sustainable work (governments, social partners, companies).

- How does **work organization** and **employee participation** impact on performance, innovation or good outcomes for the company and the workers?

The findings of the 3rd European Company Survey (ECS) will be the basis for in-depth analysis on how work organization and human resources management practices contribute to the development of 'smart growth' at company level. The potential role of workplace social dialogue – formal or informal - in fostering participative work process will also be investigated. Eurofound will also conduct qualitative follow-up interviews on the development of workplace innovation in companies from the ECS dataset. HR practices, work organization, employee participation as well as the motivations and roles of those involved in developing innovative practices and the outcomes will be explored.

- What have been the key **trends and milestones of collectively agreed working time** between 2000 and 2012?

Eurofound will analyse the developments of collectively agreed working time and actual working time in the EU during the 1st decade of the 21st century taking into account economic and social background during this period. The analysis will be based on data compiled by Eurofound since 2000 and with a sectoral perspective (metal working, banking, chemicals, retail, local and central government).

3. Developing industrial relations to ensure equitable and productive solutions in a changing policy context.

- Which **role for social partners** in the National Reform Programmes (NRPs) and the **European Semester**?

Levels, forms and mechanisms of involvement of national-level social partner in NRPs differ widely among Member States. Eurofound will map their role in the design, shaping and implementation of NRPs and policies and how they contribute to the European Semester as a whole. The mapping exercise will inform policymakers, enhance understanding and allow for mutual learning.

- How have **collective bargaining and social dialogue** evolved over the last 15 years? Which are the key dimensions of a **comparative framework for industrial relations**?

Taking stock of its previous work and information gathered on industrial relations since 1997, Eurofound will map and analyse trends and developments in collective bargaining and social dialogue across countries and topical areas: the structures for social dialogue, changes in legislative support or the involvement of different actors. A selection of key variables and indicators of industrial relations will support the proposal of a comparative framework. Eurofound will also explore the key dimensions and related indicators for comparing industrial relations in Europe.

4. Improving standards of living and promoting social cohesion in the face of economic disparities and social inequalities.

- How can the effectiveness of **public services** be maintained in times of diminishing public budgets?

Eurofound will continue to investigate two public services, childcare and health services, to see how these services are adapting and in what ways quality and access can be maintained.

- Can the use of private and non-profit services for **delivering public services** help in coping with budget cuts and the impact of austerity measures?

Eurofound will map countries where an expansion of the private sector in delivering social services of general interest has occurred and examine to what extent it helped Member States coping with consequences of the financial and economic crisis. The project will also explore the implications for access – including costs barriers – and the quality and effectiveness of selected services.

- What are the social and economic implications of poor **housing standards** in Europe?

Following the European Parliament’s call for a study on the costs of non-action on inadequate housing, Eurofound will map the availability and affordability of adequate housing, identify most affected groups and which policy measures are the most efficient in helping households at risk. The project will also quantify some of the social and economic costs associated with poor quality housing and housing insecurity.

- How can Member States ensure that **social benefits** reach those most in need?

Eurofound will map where gaps exist between eligibility and take-up of social benefits by groups in vulnerable situation (unemployed, economically inactive young people, low-income households etc.). National initiatives and policies supporting the effective targeting of benefits will be assessed. Successful experiences, which reduced or avoided inefficiencies (in particular administrative costs and simplified application procedures) or adverse incentives, will be described.

Communication strategy & thematic clusters

2014 Communication highlights

The communication focus developed in 2013 on employment and job creation, youth and quality of life will be continued while two additional 2013-2016 thematic clusters will be prioritized in 2014: “Win-win practices – good working conditions for high performance workplaces” and “Sustainable work – the future of working life in Europe”.

Further to its on-going collaboration with EU institutions and EU Presidencies, Eurofound will strengthen its cooperation with the Council’s Committees such as the **Employment Committee** (EMCO) and the **Social Protection Committee** (SPC) providing them expertise in their priority areas. Eurofound will also step up its efforts to adjust its communication and outputs to feed into the timing of **the European Semester**. The **national outreach initiative**, started in 2013, will be continued with a series of country cluster thematic meetings targeting key tripartite target groups at national level.

The **thematic clusters** help prioritize the agency’s activities, focus its outputs and provide a framework for the communication strategy over the 2013-2016 period.

2013-2016 Thematic clusters

- Youth in Europe – improving prospects for all
- Public service in Europe – ensuring access, quality, sustainability
- Sustainable work – the future of working life in Europe
- Win-win practices – good working conditions for high performance workplaces
- Social dialogue in Europe – developing its role in a changing context
- Employment – preserving, creating and sharing jobs in Europe
- Trends in quality of life – the impact of the crisis and Europe’s middle class
- Social cohesion – fighting poverty and social exclusion
- Older people – addressing the challenges of work, care and inclusion
- Mobility and migration – addressing employment and social consequences

Cooperation, Resources, Monitoring and evaluation - 2014 focus

- Cooperation between Eurofound and other agencies has substantially increased. **Memoranda of understanding** with EU-OSHA, Cedefop, ETF, FRA and EIGE set the framework for closer cooperation. Each MoU is operationalised through an **annual action plan** identifying concrete joint activities for the following year, such as 1) a close cooperation for the development of work programmes to avoid overlap of activities and identify possibilities for cooperation; 2) **joint research projects** (for example on psychosocial risks at work with EU OSHA); 3) **peer review** of draft research reports; 4) granted **early and preferential access to Eurofound survey data sets** to conduct own analysis (e.g. access to EQLS data for gender specific analysis by EIGE; 5) **exchange on survey methodology** with Cedefop, EU OSHA and FRA; 6) cooperation in **communication** through joint events (e.g. on Youth Employment in the European Parliament on 30 June 2011; on The European Social Model – a key driver for competitiveness in the European Parliament on 25 September 2013).
- The Agency is exploring a strategic partnership with the International Labour Organization (ILO) to expand the number of countries covered by Eurofound's European Working Conditions Survey.
- Eurofound has planned on the basis of an **EU contribution of € 20,371,000 for 2014**. It is expected to raise additional revenue from services rendered to third parties. As per January 2014, Eurofound's total budget amounts to €20,557,000. This represents a reduction of about 0,3% compared to the budget of 2013. Reflected in the **activity-based budgeting**, 82% of the total budget are allocated to research and communication and 18% to administration and support. The allocation of the budget into operational and support activities is under constant monitoring and scrutiny.
- The external environment in which Eurofound will be implementing its 2014 programme requires further attention to the efficient and effective use of resources. Therefore, gathering performance data and analysis will continue to be a strong feature in the Agency's reporting. The **Eurofound Performance Monitoring System** (EPMS) is aligned with the 2013-2016 work programme and its strategic objectives, with an increased emphasis on the qualitative analysis of reported data. The **Evaluation programme** will be strengthened by EPMS data analysis and the **stakeholders/target groups feedback activities**. Its overarching aims are to document the uptake of Eurofound's research and expertise by EU policy makers and to gather evidence about Eurofound's performance and added-value.

For more information, visit **Eurofound website**: <http://eurofound.europa.eu>

For any request, **email** to Eurofound.brusselsoffice@eurofound.europa.eu

ANNEX to Eurofound note to EP EMPL Committee meeting on 22 January 2014

Eurofound Work programme research 2013 -2014 (2013-2016 strategic framework)

Project title (Work programme year)	Outputs work programme 2013	Delivery	Outputs work programme 2014	Expected delivery
Priority area 1: Increasing labour market participation and combatting unemployment by creating jobs, improving labour markets and promoting integration				
European Jobs Monitor (EJM)	Annual EJM report on employment shifts Analysis of the job polarisation hypothesis together with the ranking of job quality using the EWCS	Delivered	EJM Annual report 2013	2014
European Restructuring Monitor (ERM)	ERM factsheets online (continuously) Four editions of the ERM quarterly ERM annual report 2012 Contribution to every Monthly Labour Market Fact Sheet published by the DG for Employment, Social Affairs and Inclusion, as well as its EU Employment and Social Situation Quarterly Review	Delivered	ERM factsheets online (continuously) Four editions of the ERM quarterly ERM annual report 2013 Contribution to every Monthly Labour Market Fact Sheet published by the DG for Employment, Social Affairs and Inclusion, as well as its EU Employment and Social Situation Quarterly Review	2014
ERM qualitative databases	Updating of existing qualitative ERM databases. Establishment of a new ERM database of case studies.	Delivered	Updating of existing qualitative ERM databases. Establishment of a new ERM database of case studies. Info sheet: severance pay/redundancy payment regulations in Europe.	2014
Restructuring in the Public Sector	Comparative analytical report	2014		
Effects of restructuring at regional level and approaches to deal with the consequences	Report summarising the data analysis, literature review and case studies	2014		
EMCC Future Study: The future of manufacturing in Europe	Report on the future of European manufacturing (including the development of manufacturing trends, scenarios, an assessment of the scenarios with illustrative case studies)	2014		
Youth entrepreneurship in Europe: values and characteristics of young entrepreneurs	Report	2014		

Project title (Work programme year)	Outputs work programme 2013	Delivery	Outputs work programme 2014	Expected delivery
New forms of employment relationships – analysis of selected new employment forms	Comparative analytical report Individual case studies on public or social-partner-based instruments related to new forms of employment and linked to cross-company job creation Report summarising the European mapping of new forms of employment and the analysed instruments, and pinpointing policy conclusions	2014	Topic-specific reports. Consolidated report.	2014 2015
Labour market transitions in turbulent times	Analysis of: - the recent evolution of temporary work in the European Union - changes in the patterns of early exit from the labour force by older workers - job stability from 2000 to 2012	Comparative analysis delivered 2014		
Facilitating geographical mobility	Comparative analytical report	2014		
Job creation in SMEs (new 2014)			Comparative analytical report (overview and national contributions) Case studies Consolidated report.	2014 2015
Start-up support for young people – an assessment of selected labour market policies (new 2014)			Consolidated report.	2014
The gender employment gap: challenges and solutions (new 2014)			Consolidated report.	2014
Benchmarking Public Employment Services (new 2014)			Consolidated report.	2014
Priority area 2: Improving working conditions and making work sustainable				
Convergence and divergence between Member States: improvement of working conditions over time	Secondary analysis report from 5th EWCS	2014		
European Working Conditions Survey (EWCS): Preparation of the sixth wave	Documentation of the survey preparation	Delivered	Preparation fieldwork	2014

Project title (Work programme year)	Outputs work programme 2013	Delivery	Outputs work programme 2014	Expected delivery
Sustainable work and employment throughout the life course	Report on the conceptual framework	Delivered	Case studies (up to 10 national-level). Consolidated report.	2014
Working conditions and chronic diseases	Comparative analytical report, with 28 national contributions	2014		
Changing places: Mid-career review, internal mobility and intergenerational mobility to extend working life	Review of 'special' early retirement policies for specific occupations and related initiatives to extend working life Working paper on the concept of mid-career review and methods for operationalization	Delivered	Consolidated report.	2014
Occupational profiles in working conditions: identification of groups with multiple disadvantages (secondary analysis from the fifth EWCS)	Report	2013 (Publication date early 2014)		
Extent of harassment and violence at work and preventive public measures	Comparative analytical report and 28 associated national contributions	2014		
European Working Conditions Observatory (EWCO)	Information updates (national and European level) Country survey reports Annual review of working conditions and industrial relations report	Delivered	See: The European Observatory of Working Life	
Joint project EUROFOUND-EU-OSHA on psychosocial risks	Joint report, including summary.	2013 (Publication date 31 March)		
Pay developments into the 21st century	Research report	2014		
Third European Company Survey (ECS): Fieldwork and first findings	Clean dataset Quality assessment report First findings summary (end 2013) Launch event for the first results (December 2013)	Delivered	Consolidated report.	2015
Third European Company Survey (ECS): Qualitative follow-up interviews on the development of workplace innovation in companies	Report	2014	Consolidated report.	2015

Project title (Work programme year)	Outputs work programme 2013	Delivery	Outputs work programme 2014	Expected delivery
The European Observatory of Working Life (on-going, integrating <i>European Working Conditions Observatory (EWCO)</i> and <i>European Industrial Relations Observatory (EIRO)</i>)			Quarterly reporting 1-4. Annual updates: pay Annual updates: working time Research in Focus. Spotlight reports Industrial relations country profiles: update. European industrial relations dictionary: update Annual review of industrial relations and working conditions	2014
Working time developments into the 21st Century (new 2014)			Consolidated report.	2015
Recent developments in the distribution of wages in Europe (new 2014)			Consolidated report.	2015
Improving working conditions in occupations with multiple disadvantages (new 2014)			Consolidated report.	2015
Overview report of 3rd European Company Survey (new 2014)			Consolidated report. Survey mapping tool: update.	2014
The impact of work organisation on performance, innovation and work climate in European companies (Secondary analysis of the 3rd ECS) (new 2014)			Secondary analytical report.	2015
Employee participation in European companies (Secondary analysis of the 3rd ECS) (new 2014)			Secondary analytical report.	2015
Regulation of labour market intermediaries and the role of social partners in preventing trafficking of labour (new 2014)			Comparative analytical report (overview and national contributions).	2015

Project title (Work programme year)	Outputs work programme 2013	Delivery	Outputs work programme 2014	Expected delivery
Priority area 3: Developing industrial relations to ensure equitable and productive solutions in a changing policy context				
European Industrial Relations Observatory (EIRO)	Information updates Annual review of working conditions and industrial relations report Annual updates on pay 2013 Updated industrial relations country profiles Updated European industrial relations dictionary, with relevant new terms	Delivered 2014 Annual review and updates 2012 delivered Delivered Delivered	See: The European Observatory of Working Life	
Changes in wage-setting mechanisms on the context of the crisis and new economic governance	Comparative analytical report and 28 associated national contributions	2014		
The role of social dialogue in industrial policies	Comparative analytical report and 28 national contributions	2014		
Industrial relations and gender in Europe	Comparative analytical report Meeting of experts at the conclusion of the comparative analytical report	2014		
Representativeness studies	Overview reports for representativeness studies on sectors as requested by the European Commission	2014	Overview reports for representativeness studies on sectors as requested by the European Commission Comparative analytical report (overview and national contributions) on Concept of Representativeness.	2015
Industrial relations beyond the European Union	Country profiles for five non-EU countries	Delivered		
Developments in collective bargaining and social dialogue into the 21st century (new 2014)			Comparative analytical report (overview and national contributions). Consolidated report.	2014 2015
Mapping key dimensions of industrial relations in Europe (new 2014)			Consolidated report.	2015
The role of social partners in the National Reform Programmes and in the European			Comparative analytical report (overview and national contributions).	2015

Project title (Work programme year)	Outputs work programme 2013	Delivery	Outputs work programme 2014	Expected delivery
Semester (new 2014)			Consolidated report.	
New topics, new tools, innovative approaches by the social partners (new 2014)			Comparative analytical report (overview and national contributions): Innovative practices in industrial relations.	2015
Priority area 4: Improving standards of living and promoting social cohesion in the face of economic disparities and social inequalities				
Analysis and reporting the European Quality of Life Survey (EQLS - EU27)	Publication of secondary analyses on: <ul style="list-style-type: none"> - Subjective well-being - Social inequalities in quality of life - Quality of society and public services - Trends in quality of life in Europe (2003–2012) Preparation of a series of in-house analytical reports on specific policy-relevant issues Technical reports, including analysis after reweighting with 2011 census data Results from the survey presented in the Survey Mapping Tool (SMT)	Delivered Delivered Delivered 2014 Delivered 2014 Delivered		
Third European Quality of Life Survey (EQLS) - Country analyses	Series of brief (three to four pages) in-house country reports for the seven non-EU countries Trend reports for Croatia and Macedonia and Turkey for 2007–2012 Detailed analytical reports and comparative analyses for the seven non-EU countries Secondary analyses for country clusters from the 34-country dataset	Delivered 2014		
Assessing childcare services in Europe	Consolidated report bringing together information from the case studies and the literature review of evaluation methods	2014 Background paper delivered	Literature review. Case studies: 15 national-level. Consolidated report.	2014 2015
The impact of the crisis on access to health services	Report	2014	Country reports: five. Consolidated report.	2014
Social inclusion of young people	Two research reports: <ul style="list-style-type: none"> - Quantitative findings on the consequences of long- 	2014	Report: impact of unemployment and inactivity of youth.	2014

Project title (Work programme year)	Outputs work programme 2013	Delivery	Outputs work programme 2014	Expected delivery
	<p>term unemployment of young people for the individual and society</p> <ul style="list-style-type: none"> - Qualitative investigation of the innovative support systems designed for re-integrating young people into the society and to prevent the consequences of long-term exclusion from labour market. <p>Comparative analytical report</p>		<p>Report: preventing long-term unemployment – transferability and implementation of Youth Guarantee.</p> <p>Comparative analytical report (overview and national contributions): income support systems for young people.</p> <p>Consolidated report.</p>	
Families in the economic crisis: an analysis of risks of poverty and exclusion	Research report	Publication early 2014	Country reports: 10 (input into final report). Consolidated report.	2014
The impact of demographic change on policies for reconciliation of work and family life	Research report	2014		
Migration, labour market policies and the effective integration of third country nationals	Background paper	2014	Case studies: four. Consolidated report.	2014
The social dimension of intra-EU mobility: Impact on public services	Report	2014		
EQLS: planning for the 4th wave (new 2014)			<p>Draft technical specifications for the 4th wave.</p> <p>Feasibility study on web-based data collection as an add-on to the EQLS.</p> <p>Internal assessments piloting future activities as outlined above.</p>	2014
Delivering public services: a greater role for the private sector? (new 2014)			<p>Country reports: up to four.</p> <p>In-house assessment in preparation for 2015 activities.</p>	2014
Access to benefits in times of crisis (new 2014)			Consolidated report.	2015
Housing in Europe – the consequences of poor accommodation (new 2014)			<p>Case studies: eight.</p> <p>Internal assessment papers</p>	2015 2014