



*25 years
for a social Europe*





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Over the past twenty-five years,

★ ★ ★ ★ ★ *the European Foundation for the Improvement of Living and Working Conditions has played a major role in the shaping of a Social Europe, striving above all to achieve a better standard of living for all citizens.*

One of the founding aims of the Foundation was to increase the involvement of management and labour in the economic and social decisions of the European Community. The Foundation was one of the first European-level organisations in which employers' and employees' representatives had a decision-making role. This representation by the social partners on the Administrative Board of the Foundation was a new departure. It was the start of a movement at European level which brought the social partners into the policy-making arena.

The Foundation is firstly and most importantly a forum in which social partners, governments and the European Commission can be daring and innovative, in which a variety of issues can be explored from all perspectives. This anniversary booklet charts the progress and achievements of the Foundation over its twenty-five year history.

Over the past twenty-five years there has been tremendous change in how we live and work, in who works, and in where we work. From the outset, the Foundation has been investigating how the introduction of new technologies could be made to work in favour of people. Its earliest work programmes identified new forms of work organisation and the impact of the information society as key areas of the European work environment. Over the past ten years it has notably monitored and reported on trends in working life and industrial relations through its EU-wide surveys on working conditions and the European Industrial Relations Observatory (EIRO).

The Foundation provides the environment in which ideas can cross-fertilise and the communality of interests can be served. Equally important, it can help develop a national and European consensus on issues.

The Foundation is well placed to continue its role in analyzing and advising on living and working conditions and industrial relations as the European economy moves on to compete in the global field.

Twenty-five years have passed. Change and the every increasing pace of change means that we need to run even faster to even stand still. The work of the Foundation is as relevant now as it was at the beginning because we have to continue the search for better work, a better life, and a better Europe for all citizens.

*Raymond-Pierre Bodin
Director*

*Eric Verborgh
Deputy Director*

Our knowledge base



★ ★ ★ ★ ★ Every four years,

the Foundation reviews its strategy and the orientation to be given to its work and, after widespread consultation, prepares a rolling programme. Each year, within the context of this four-year rolling programme, an annual programme of work is prepared. The programmes are the outcomes of detailed discussions within and between the groups making up the Administrative Board of the Foundation, representing governments, employer and worker organisations in the Member States, as well as the European Commission. A summary of the Foundation's orientation from the beginning to the present day is given below. Over 25 years the Foundation has created a sound knowledge base in the areas of living conditions, working conditions and industrial relations. Independent research carried out by experts in different Member States of the European Union is analysed, published and communicated by the multidisciplinary staff of the Foundation.

77-80

- ★ Physical and psychological constraints at work
- ★ Work organisation
- ★ Shiftwork
- ★ Wage payment systems
- ★ Effect of technological development on working conditions and the environment

81-84

- ★ Physical and psychological stress
- ★ Work organisation
- ★ Working time and leisure time
- ★ Shiftwork
- ★ Housing
- ★ Transport
- ★ Telework

85-88

★ Man at work

★ Time

★ The environment

89-92

★ Promoting health and safety

★ Developing industrial relations and participation

★ Restructuring working life

★ Raising the standard and quality of life for all

★ Protecting the environment, the worker and the public

★ Assessing future technologies

93-96

★ Health and safety

★ Human relations within the company, social dialogue and industrial relations

★ Access to employment, innovation and work organisation

★ Equal opportunities

★ Social cohesion

★ Socio-economic aspects of the environment

97-00

★ Health and well-being

★ Participation

★ Employment

★ Equal opportunities

★ Social cohesion

★ Sustainable development

Our contribution



1977-84 Getting started Methods: Overviews of national situations
Case studies
Consolidated reports

1985-92 Diversifying the
Covering wider g

Living conditions

Working time and leisure time

Impact of retirement

Activities for the unemployed

Commuting between home and work

International archi

Social impact of

Locally based respo

Transport and safety

Voluntary work and the local en

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First social action programme

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Council Regulation creating the Foundation

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Directive on equal treatment for men and women regarding access to employment

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Directive on equal treatment for men and women in social security
Action programme on safety and health at work
3rd European Social Fund

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1975-2000

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Fight against poverty programme

81

Enlargement of the EEC to Greece

82

4th European Social Fund (fight against youth unemployment)

83

84

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Enlargement of the EEC to Spain
Single Eur

Our contribution



1977-84 Getting started Methods: Overviews of national situations
Case studies
Consolidated reports

1985-92 Diversifying the
Covering wider

Working conditions



Legal and contractual lim

Working conditions i

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First social action programme

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Directive on collective redundancies and on equal pay for men and women
Council Regulation creating the Foundation

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Directive on equal treatment for men and women regarding access to employment

77

Directive on the provision of safety signs at places of work

78

Action programme on safety and health at work
3rd European Social Fund

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1975 2000

80

Engagement of the EEC to Greece

81

4th European Social Fund (fight against youth unemployment)

82

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Social dialogue: Val Duchesse
Joint opinions on: growth and employment,
new technologies and social dialogue

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Engagement of the EEC to Spain
Single F...

86

approach ground Methods: Overviews of national situations
Case studies
Consolidated reports
Questionnaire surveys

Networking
Conferences/round tables
Newsletter/booklets/journals
Seminars for CEECs

1993-2000 Diversifying further
Consolidating knowledge
Targeted dissemination

Methods: Overviews of national situations
Case studies
Consolidated reports
Questionnaire surveys

Networking
Conferences/round tables
Newsletter/booklets/journals
Seminars for CEECs

EU Presidency conferences
Summaries
Observatories
Website

Evolution of working time
Bulletin of European Studies on Time (BEST)

Working conditions in SMEs
First European survey of working conditions

Work in the construction industry: from design to building site
Health and safety in Europe database (HASTE)

New forms of work

Industrial robots and automated systems
Consideration of working conditions in the management of technical projects

Ageing and work organisation

Monitoring of working time developments

Monitoring of working conditions: Second European survey of working conditions
Third European survey of working conditions

Work environment in figures
Employment options of the future

Telehome working - Flexispace - Living and working in the information society

Occupational health strategies
Employment policies, working conditions and health

Workplace-related stress
Benefits of stress prevention

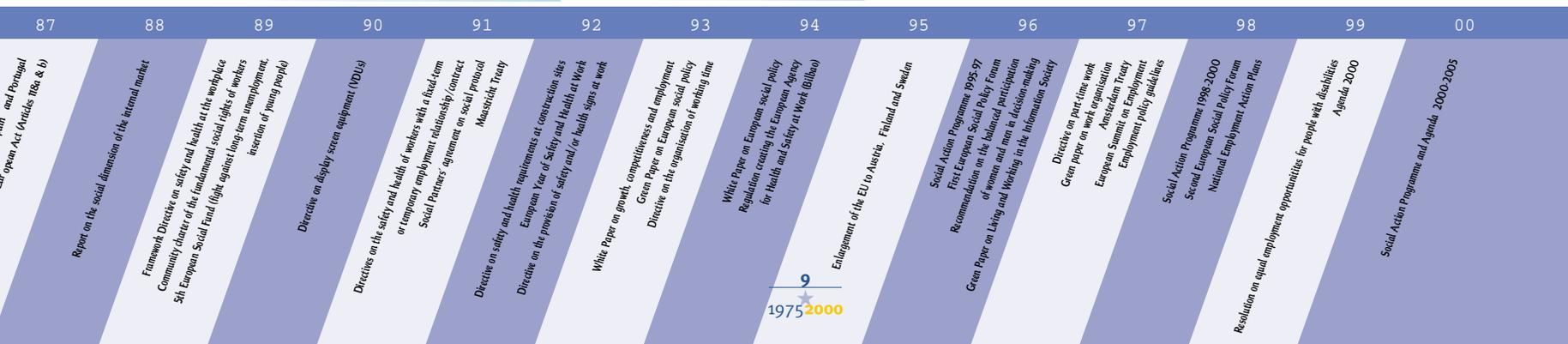
Economics incentives for work environment
Costs and benefits of OSH

Workplace assessment
Promoting gender equality at the workplace

Prevention of workplace absenteeism
Job creation and quality of work

Design for health
Design for integration of ageing and disabled workers

Workplace action for health promotion
SMEs and job creation: quality of jobs in micro firms



Our contribution



1977-84 Getting started Methods: Overviews of national situations
Case studies
Consolidated reports

1985-92 Diversifying the...
Covering wider g...

Industrial relations

Wage systems

Role of the parties concerned in the introduction of new technology

Participation in the intro...

Worker participation

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First social action programme

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Directives on collective redundancies and on equal pay for men and women
Council Regulation creating the Foundation

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Directive on equal treatment for men and women regarding access to employment

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Action programme on safety and health at work

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1975 2000

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Engagement of the EEC to Greece

81

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4th European Social Fund (fight against youth unemployment)

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84

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Social dialogue 'Vol Duchscher'
Joint opinions on growth and employment
new technologies and social dialogue

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Engagement of the EEC to C
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**approach
round**

Methods: Overviews of national situations
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Observatories
Website

European Employment and Industrial Relations glossaries and EMIRE database

European Employment and Industrial Relations glossaries and EMIRE database

Information and consultation in European multinational companies

Information and consultation in European multinational companies

Introduction of new technology (survey and national round tables)

Participation in the improvement of the working environment

Equal opportunities and collective bargaining

Financial participation

Monitoring innovations in worker participation (P+)

Employee direct participation in organisational change (EPOC)

Work organisation and gender

European Industrial Relations Observatory (EIRO)

Alternatives to migration: Prevention of racism at the workplace

Pacts for employment and competitiveness

Social implications of EMU

Industrial relations and the environment

Role of the social partners in the environment

Role of the social partners in sustainable development

Changes in the functions of management

Innovative forms of work organisation (Ecology of work conferences)

Information transfer seminars for central and eastern European countries

Information transfer seminars for CEECs

87 88 89 90 91 92 93 94 95 96 97 98 99 00

Spain and Portugal
1993 European Act (Articles 118a & b)

Report on the social dimension of the internal market

Framework Directive on safety and health at the workplace
Community charter of the fundamental social rights of workers

Directives on the safety and health of workers with a fixed-term or temporary employment relationship/contract
Social Partners' agreement on social protocol
Maastricht Treaty

Recommendation on minimum incomes in Europe

White Paper on growth, competitiveness and employment
Green Paper on European social policy
Directive on the organisation of working time

Directive on European Works Councils
White Paper on European social policy

Engagement of the EU in Austria, Finland and Sweden

Social Action Programme 1995-97
First European Social Policy Forum
Recommendation on the balanced participation of women and men in decision-making
Green Paper on Living and Working in the Information Society

Directive on part-time work
Green paper on work organisation
Amsterdam Treaty
European Summit on Employment
European Year against Racism
Employment policy guidelines

Social Action Programme 1998-2000
Second European Social Policy Forum
National Employment Action Plans

Resolution on equal employment opportunities for people with disabilities
Agenda 2000

Social Action Programme and Agenda 2000-2005

Our role



★ *'The Foundation has made a significant contribution to propagating equal opportunities through collective bargaining....it gave me both the practical material and intellectual stimulation which I have used in preparing for bargaining and in actual bargaining.'* [2000]

Marjaana Valkonen,
Vice-chair of the Administrative Board

★ *'The Foundation has evolved a strategy to help those in the EU institutions and its Member States gain from its work by clearly spelling out options for policy and offering guidelines on where and how practices might be improved.'* [2000]

Clive Purkiss,
Former Director of the Foundation

★ *'It is to the Foundation's credit that it is has for some years undertaken in-depth studies on long-term unemployment. These studies, which have a message for governments, social partners and those in authority at all levels, must be followed up.'* [1988]

Bernard Le Marchand,
Employers' Liaison Committee

A policy instigator

★ *'In football terms, the Foundation has developed its role from reactive "sweeper" (surveying, for instance, developments on time management) to proactive "striker" in some fields of industrial relations. It has achieved its goals by becoming a real professional of knowledge management, delivering an integrated contribution on living and working conditions to our emerging "active society".'* [2000]

Wout Buitelaar,
Chair of the Committee of Experts

★ *'The Foundation has a strong role to play in making a contribution to the formulation and practical implementation of community policies and measures in relation to living and working conditions.'* [1993]

Pádraig Flynn,
European Commissioner

★ *'It is vitally important that we have in Europe an organisation that gathers information for the policy-making process.'* [1990]

Bertie Ahern,
Irish Minister of Labour

★ *'The summer schools organised since 1990 for social partners in central and eastern European countries have not only provided the participants with information and insights into the current issues of living and working conditions in the Union, but have also enabled the Foundation to develop a network of organisations and individuals in these countries which are readily available to provide us – the social partners – with open doors to develop our own contacts.'* [2000]

Marjaana Valkonen,
Vice-chair of the Administrative Board

★ *'Employers, unions and governments must dedicate themselves to managing change. Change is truly revolutionary. It will create a Europe whose final size, shape and constitution are still unknown. The Foundation must play a full part in that definition.'* [1997]

Zygmunt Tyszkiewicz,
Secretary-General UNICE

★ *'The Foundation has established a network of social science researchers the like of which cannot be challenged for its extent, spread, diversity and purposefulness. Focusing on applied research, this academic circle has evolved into a group of like-minded people of high integrity who have always been able to reach agreement on key findings.'* [2000]

Ray Wild,
Former member of the Committee of Experts

A networks builder

★ *'Put shortly, if the Foundation did not already exist, we would have to invent it.'* [1997]

Erik Carlsund,
Deputy Secretary-General ETUC

★ *'Its work programmes and research projects are built upon the expertise and support of the social partners, and research results can be disseminated through the existing channels.'* [2000]

Kees J. Vos,
Member of the Administrative Board

Our role



★ *'The work of the Foundation has revealed the need for an integrative approach to research and helped to bring a new dimension to many areas where before it was unusual or not commonly accepted.'* [2000]

Kees J.Vos,
Member of the Administrative Board

★ *'In its work, the Foundation provides evidence that a European perspective is possible – in relation, for example, to social dialogue and participation.'* [2000]

Norbert Altman,
Member of the Committee of Experts

★ *'The Foundation has put on the European agenda – and explored – themes which were previously absent.'* [2000]

Ray Wild,
Former member of the Committee
of Experts

A body of European knowledge

★ *'I believe that the Foundation has made a significant contribution to putting industrial relations in Europe on an objective basis. With its approach to research and its structure – institutionally integrating Europe's main industrial relations' actors – the Foundation was – and is – suited for this task like no other institution.'* [2000]

Fritz-Jürgen Kador,
Former Chair of the Administrative Board

★ *'With its different surveys on working conditions, the Foundation has explored unknown territory and has greatly helped to fill in white spots on the map.'* [2000]

Willy Buschak,
Confederal Secretary ETUC

★ *'Using holistic approaches to produce reference works on key themes of tomorrow's social Europe: such has been the core contribution of the Foundation.'* [2000]

Jacques Combe,
Member of the Administrative Board

★ *'The Foundation's structure offers a forum for discussions between employers' and union representatives (and governments) at the European level which has enabled it to make a significant contribution in several important areas.'* [2000]

Kees J.Vos,
Member of the Administrative Board

★ *'This is where the Foundation is playing such an important role by bringing the social partners together where they can consider the real issues.'* [1986]

John Lee,
British Parliamentary Under-Secretary
for Employment

★ *'The Foundation has had a growing impact on the way we live and work in Europe. It has succeeded because from the outset it directly involved influential actors interested in the drive to improve society: employers, workers and public administration representatives from the Member States of the European Union, and officials of the European Commission. All have been party to the management of Foundation work and helped give its findings practical effect.'* [2000]

Clive Purkiss,
Former Director of the Foundation

★ *'Complementing its independence, each stakeholder of the Administrative Board seeks to highlight their own concerns and convictions, so that every decision necessarily requires discussion to reach consensus or compromise.'* [2000]

Jacques Combe,
Member of the Administrative Board

A forum for debate

★ *'The Foundation is a centre not only for contemplation but for honest and frank confrontation of ideas and approaches, cross-fertilising the experience of these leaders within new frameworks for understanding common problems.'* [1992]

Mary Robinson,
President of Ireland

★ *'Industrial relations in Europe are no longer an unknown jungle, thanks to the European Industrial Relations Observatory. The Observatory was built up from nothing and it has become a very valuable tool for social partners, for trade union negotiators, employers, for everybody from our organisations in need of good, reliable information.'* [2000]

Willy Buschak,
Confederal Secretary ETUC

Our profile



*A think-tank
of European social policy*

*Piloting and synthesising
a multi-disciplinary approach between
different research fields and disciplines*



*Communicating information
that is accurate, useable and timely*



A EUROPEAN CENTRE,
IN THE SOCIETAL FIELD,
WITH A TRI-PARTITE STRUCTURE,
WHOSE ROLE IS TO PROVIDE
FINDINGS, KNOWLEDGE AND ADVICE
FROM COMPARATIVE RESEARCH MANAGED
IN A EUROPEAN PERSPECTIVE,
WHICH RESPOND TO THE NEEDS
OF KEY PARTIES AT EU LEVEL.

*Facilitating, supporting,
opening up the debate*



*Fostering and managing
co-operation and
interrelationships between
research teams, experts,
economic and social actors*





The European Foundation for the Improvement of Living and Working Conditions is an autonomous body of the European Union. Its mandate is to provide Europe's policy makers with knowledge to assist them in responding to the challenges faced by society through the management and analysis of research and information.

The Foundation's work is in the public domain and available to all interested parties. You can obtain further information about our work, as well as downloading many free publications, at the Foundation website:

<http://www.eurofound.ie>

For any other enquiries, you may contact our Information Centre directly by fax or e-mail:

Fax: (353 1) 282 64 56

E-mail: info@eurofound.ie

The European Foundation for the Improvement of Living and Working Conditions was established by Regulation (EEC) No. 1365/75 of the Council of Ministers of the European Union of 25 May 1975. Article 2 of the Regulation states:

The aim of the Foundation shall be to contribute to the planning and establishment of better living and working conditions through action designed to increase and disseminate knowledge likely to assist this development.

With this aim in view, the tasks of the Foundation shall be to develop and to pursue ideas on the medium- and long-term improvement of living and working conditions in the light of practical experience and to identify factors leading to change. The Foundation shall take the relevant Community policies into account when carrying out its tasks. It shall advise the Community institutions on foreseeable objectives and guidelines by forwarding in particular scientific information and technical data.

**The European Foundation for the Improvement
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