Concept Document 2008

Internet guide of EZA
for the
European Social Dialogue

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1 Introduction

1.1 Introduction into the topics

European Social Dialogue has gained increasingly in dynamism over the past years and takes now place on two levels: the independent Social Dialogue between employees and employers and the tripartite dialogue between social partners and public administration.

The role of small and medium sized enterprises, offering 90% of the jobs in the enlarged European Union, will be equally important within Social Dialogue in future as the integration of issues of quality (vocational training, organization of work, social relations in enterprises, sustainability) complementing the traditional issues of quantity (working hours, salaries).

Each year, EZA and its member centres, with the support of the European Commission, implement approximately 50-60 projects on important topics related to European Social Dialogue. Target groups include employees and their organizations from trade unions, socio-political and socio-cultural organisations.

Since the year 2004 a special project for worker’s organisations in the new Member States and accession candidate countries of middle and east Europe is conducted by EZA.

After the accession of two new Member States on January 1st 2007 the European integration and the enlargement of the EU will still be important topics of the European Social Dialogue during the next years. At the moment EZA has eight member centres in middle and Eastern Europe and many contacts with worker’s organisation in the states of Eastern Europe and the Balkan, abutting at the enlarged EU.

In an enlarged European Union the information and consultation of the workers, especially in multinational enterprises, and the role of the European employee committees will become once again more important in the Social Dialogue.

The reconciliation of flexibility and security (“Flexicurity”) will be an increasingly important focus of the Social Dialogue.

Not only within the new Member States but also in some countries of Eastern Europe social partners have to pay more attention at the prevention of occupational accidents. The reduction of intermitted unemployment, caused by stress, has to become a primary topic in the domain of health protection at work.

Related to the changing structure of the age pyramid, the question of how to finance social security systems in future will be in the foreground.

The labour market situation and the question of how to integrate socially disadvantaged groups (youth, seniors, women, people with disabilities, and immigrants) into the labour market is the main focus of many of our member centres’ daily work.
In this context, a further main emphasis will be put on the situation of young workers as well as the equality of opportunities between men and women and the compatibility of family and work.

Migration and mobility of workers and the effects on the labour markets will play an increasingly important role within a Europe growing together. This is as true within the enlarged European Union as well as on its new borders. This is why international relations with different continents are a necessity for EZA and its member centres.

The European Commission’s programmes on life-long learning and on education in new media in the framework of vocational training will remain important concerns of adult education within European Social Dialogue.

The following questions should provide a brief overview on the ‘European Social Dialogue” education programme topics that are currently of greatest importance and those that will be in the near future. Thus, they simultaneously reflect the spectrum of contents of EZA’s and its member centres’ seminars.

In order to give account of the present state of the political debate, currently important questions as well as Internet sites providing the most important documents of the European Commission and of other European institutions on each of the topics will be mentioned. Furthermore, research institutes dealing with the field of the Social Dialogue and former seminars and projects conducted by EZA member centres will be indicated.
1.2 General indications on the topics

Websites of the European Commission and other European institutions

EZA has published on its websites (in English, French, Spanish and Romanian) a set of links to the European institutions as well as to documents and focal themes of the two Directorate Generals ‘Employment and Social Affairs’ and ‘Education and Culture’:
http://eza.org/index.php?id=73&type=0&L=2

A designated section with news and information about the Lisbon Treaty can be found on the website of the European Commission. It provides a general overview, new insights into the original text and answers to a wide range of questions. This website is available in 23 languages:
http://europa.eu/lisbon_treaty/index_de.htm

There is also a sub-section with information on new developments in connection with the Lisbon strategy. Visitors of the website can familiarize themselves with the latest events and access important background information. There is also an overview of new developments in the individual countries, statistics and council meetings. This sub-section is available in German, English and French:
http://ec.europa.eu/growthandjobs/index_en.htm

The nationals and the heads of government of the European Countries of the European Union met on 23 and 24 March 2006, in the European Council. The most important arrangement was to distribute a new impulse of the Lisbon strategy for jobs and growth. The specific areas are:
- 2 million of additional job positions should be created by 2010,
- the figure of the early school leaver should be reduced to 10%,
- potential enterprises in particular the small and middle enterprises should be used in a stronger way.

The conclusions of the European Council can be found in English language under:

The European Employment Strategy (EES) - the EU’s most important policy ensuring the creation of more jobs and better working conditions across Europe – is now celebrating its tenth anniversary. The strategy, described as one of the “EU’s most noteworthy successes” by Vladimír Špidla, EU Commissioner for Employment, establishes common EU objectives and priorities and ensures the coordination of employment policies across the EU.
Its successes include helping to raise the EU’s employment rate from 60.7% to 64.3% and cut long-term unemployment from 5% to 3.6% since 1997.
Please refer to the following links for more information on the Strategy’s achievements over the past ten years in German, English, French, Portuguese and Czech:
Please refer to the following link for more information on the European Employment Strategy in German, English and French:
http://ec.europa.eu/employment_social/employment_strategy/index_de.htm
Please refer to the following link for more information on the EES’s history in German, English and French:
The European Trade Union Confederation (ETUC) supports the message from the interim Commission report on the European Employment Strategy that the European Union and its member states should invest more in people and skills. The ETUC emphasizes, however, that such training initiatives must go hand in hand with the creation of high-quality jobs. Walter Cerfeda, ETUC Secretary for Health and Industrial Safety, said it was a "waste of human capital" if one third of all workers in Europe were employed to do jobs below their level of skills and qualifications. You can find the full text of the statement in English and French on the following pages of the Internet:
http://www.etuc.org/a/4074

The European Social Fund, which is the European Union’s main financial instrument for investing in people, promotes the creation of new work places and supports people during their education as well as the enhancing of their skills in terms of improvement in their job prospects. Now the European Commission has published a web page which only treats this theme. Thus, those who are interested can inform themselves about funds and projects in particular member states.
http://ec.europa.eu/employment_social/esf/index_en.htm

Based on the first meeting of the European social partner, which was initialized by the past Commission president Jacques Delors, took place in January 1985, the first video describes the success story of the European Social Dialogue. Representatives of trade unions and worker organizations present their standpoints and explain the work and negotiation processes. The video’s original languages are French, English and Dutch. It has English subtitles.
The second video shows that the European Social Dialogue achieves concrete results for employees and companies within Europe. Employees from Spain, Finland and the Czech Republic describe in a exemplary way their experiences. Its original languages are English, French, Dutch, Spanish, Finnish and Czech. It has English subtitles.
You can find the complete article and the corresponding link on the following EZA website:

Newsletters and magazines

Once a month, the EZA electronic newsletter provides information on programmes, calls for proposals, and documents of the European Commission and of other European institutions. Furthermore, it reports on the work and on activities of member centres, observers, and partners of EZA as well as on research institutes in the field of Social Dialogue. The newsletter can be subscribed to in German, English, French, and Spanish from:
rieck@eza.org
“Esmai”, the electronic newsletter of the Directorate General for Employment and Social Affairs of the European Commission can be read and subscribed to in German, English, and French on the following Internet sites: http://ec.europa.eu/employment_social/emplweb/news/esmail_en.cfm

“Social Agenda”, a quarterly edited by the Directorate General for Employment and Social Affairs of the European Commission, can be subscribed to free of charge in its print version. It is also available online at: http://ec.europa.eu/employment_social/social_agenda/soc_agenda_en.html

Frequently published documents and analyses

In the middle of April 2006, the European Commission presented its report about the Social Situation in the European Union. The report contains figures of social and employment policy statistics. The brief is available in German, English and French of the European Union online: http://ec.europa.eu/employment_social/spsi/reports_social_situation_en.htm


Glossaries, dictionaries and databases

The European Foundation for the Improvement of Living and Working Conditions in Dublin has published on its Internet site a glossary named EMIRE. This database contains the specific terminology regards employment and industrial relations used in the Member States of the European Union in all eleven official languages as well as the translation and an explanation in English. http://www.eurofound.europa.eu/emire/emire.html

The federal central for political education provides the data base of the network European Citizenship Education (NECE) to interested users. The NECE data base in English language is useful in the search for seminars experts. The data base can be found in English language under: http://www.bpb.de/wissen/F5C3Z5,0,0,NECE%3A_European_Network.html

In the year 2002 EZA started a project with the goal to improve the quality of the international seminars.
In its frame all relevant and observed aspects on quality improvement were collected and inscribed and after an intensive analysis the most important results of the project were summarized in a brochure. The focus of this guideline are concrete suggestions for an implementation of good seminars in an international framework. It shall motivate to be used as a planning instrument to offer a sustainable quality enriched education to the European citizen.

Trade unions and employee representatives can order this brochure from: homey@eza.org
2 Topics

2.1 European Integration and Enlargement of the European Union

The enlargement of the European Union was the most discussed topic of EZA's and its member centres’ seminars during the past years.

These are the focal questions of seminars within all 27 EU member states and the candidate countries:

- How might a European social model for the Central and Eastern European countries look like?
- How does Social Dialogue develop in the new member states and candidate countries?
- How to adjust public administration to standards?
- Which role do non-governmental organizations assume as “suppliers” of the trade unions?
- How to strengthen cooperation between the social partners of western EU member states and the new member states and properly qualified candidate countries?
- Which are the effects of EU enlargement on mobility and labour market in EU member states as well in the accession countries?
- Which are possible dangers of social dumping?
- How might the states that border the enlarged EU be brought closer to the EU?

Documents of the European Commission and of other European institutions

The European Commission’s websites provide extensive information on the political, economic and social development in the new Member States: http://ec.europa.eu/enlargement/index.htm

Information on the development of the acceding countries Croatia, Macedonia and Turkey are at the following site of the European Commission. Also, there are current reports on the potential candidate countries Albania, Bosnia and Herzegovina and Serbia and Montenegro: http://ec.europa.eu/enlargement/countries/index_en.htm

Three principles support the enlargement strategy of the European Commission: consolidating the EU’s commitments on enlargement, applying fair and rigorous conditionality, and communicating enlargement better. With these pillars, the
European commission gives a clear European perspective to the Western Balkan’s countries. Aspirant countries must proceed step by step; whereas the European Commission will assist the countries and monitor their progress. The complete article can be downloaded in German, English, French and Spanish under the following internet addresses:


The European Commission has compiled an enlargement package of different important documents in the framework of its new enlargement strategy. The progress and expectations of the three candidate countries and the four potential candidates are pointed out and the whole strategy of the European Commission in respect of the enlargement and its visions for the mentioned Western Balkans’ countries is argued. To this package belong the strategy paper, progress reports and the European Commission opinion on the application status of the Former Yugoslav Republic of Macedonia, accession partnerships and European partnerships.

Further information can be found in English under the following address:


In line with the November 9 recommendation from the European Commission – see our Newsletter no. 90 from 5 December 2005 – the Former Yugoslav Republic of Macedonia has been granted candidate status at the EU summit in Brussels on December 15/16, 2005. European Enlargement Commissioner Olli Rehn welcomed the decision by emphasizing that the right political signal had been sent to the entire region of the Western Balkans: the EU had given a clear European perspective to these countries, provided they fulfilled the conditions.


In a brochure the development of the European Union in the past five decades is traced by means of statistic indicators on topics mentioned in the Preamble of the EEC treaty. On any of these eight themes a short presentation of the development of the common policy and a description of the corresponding statistics is available. Furthermore, the brochure informs in three chapters in relation to the Treaty about the European Coal and Steel Community (ECSC), the Euratom Treaty and the Treaty of Amsterdam on Coal and Steel, Energy and Training as well as possibilities for lifelong learning.

The brochure can be download under the following address:


With the accession of Bulgaria and Romania on 1st of January 2007 the EU contains since than 27 member states. Since this date also the Eurozone is enlarged through the incorporation of Slovenia. Because of this reason Eurostat, the statistical agency of the European Union, has published a build-up with economical and social indicators, which mediate a picture of the enlarged European Union and Eurozone. Information on the population of the EU, birth rate, agriculture, inflation, jobless rate and Extra EU 27 trade in Bulgaria and Rumania can be found on the following address:

As motive from the sixth enlargement of the EU, there are two films available about Bulgaria and Romania on the European Commission web site. Pictures and incidents about the enlargement are presented in twenty minutes. The films are available in English and French.


The new Macedonian government that in December 2005 received the status to an acceding candidate country endeavour to continue the Macedonian political approach to the EU. In a report from October 25th 2006, which was published by the government, the aspects of the future European integration process from the view of the enclosing country have been presented. The complete announcements are available on the site of the Republic of Macedonia:


At the beginning of November 2007 the European Commission published its report on the current proceedings and possible future acceding candidate countries in south Eastern Europe. Therein, proceedings and new ways are described which qualify these countries in an acceptance view of the EU. Further information under:


A research of the year 2006 of Eurobarometer deals with the attitudes of the EU citizens on the EU Enlargement. The report arrives at the conclusion that a relative majority (45 %) of the population in principle is for the EU enlargement. In the new member states one from two citizens supports future enlargements (For example in Poland 72 % and in Slovenia 73 %) as well as in the two candidate countries Bulgaria (62%) and Rumania (69%). In Turkey 45 % of the population voted positive, however there was a high rate of the interviewed that did not have any opinion on this topic. The detailed report is available in English language:


Former seminars conducted by EZA and its member centres

Report about the seminar “Agriculture, rural development and social dialogue” organized by ICRA (International Catholic Rural Association), which took place from 19th to 21st July 2007 in Lyon, France. (01-09-07-SE)


Report about the seminar “Maritime affairs and the Lisbon strategy: The European commission’s green paper and the workers’ dimension” organized by AZAD (Academy for the Development of a Democratic Environment), which took place from the 4 to 6 Mai 2007 in Malta. (01-01-07-SE)

Report about the seminar "Social dialogue and the situation of agricultural workers in the enlarged European Union following the new Common Agricultural Policy (CAP)" organized by Federazione Nazionale per lo Sviluppo dell'Agricoltura (Feder.Agri.), which took place from 23rd to 25th September 2005 in L'Aquila (Italy). (01-02-05-SE)


EZA organised a seminar called “Adaptation of Structures of European Social Dialogue- Labour Organisation and Environment” from 2 until 4 April 2004 in Prague. This seminar started a special project, which EZA carries out since the year of the Enlargement of the European Union 2004 for employees’ organisations in the new Member States (Lithuania, Latvia, Estonia, Poland, Hungary, Czech Republic, Slovakia, Slovenia, Bulgaria, Romania) and acceding countries (Croatia, Macedonia). The aim of this project is to work out the different status of the Social Dialogue in specific countries, to show possibilities of social Dialogue strengthening and to define necessities of assimilation (also in consideration of legal general conditions) in the European integration process.

Main issue is the composition of labour organisations in companies according to democratic principles (among others the co-determination of employee, flexibility of working time, telecommuting, and obligation duty in companies, influences of project orientated work). The consequences of this phenomenon on family and profession compatibility shall be analysed.

Report about the seminar of the Special Project "What type of solidarity do Poland and Europe require?" European Meeting Centre – Nowy Staw Foundation (Europejski Dom Spotka Fundacja Nowy Staw), March 17-18, 2006, Warsaw.


Report about the conference “From Solidarność to a united Europe“ of the Special Project hosted by Europejski Dom Spotka Fundacja Nowy Staw in coordination with Fundación Humanismo y Democracia (FHD) and Fondazione Luigi Clerici (FLC) on September 10, 2005, in Warsaw.


EZA has established matutinal contacts towards Central and Eastern Europe.

For already 19 years, the Conference for Trade Union Co-operation in Europe (KGZE) has been serving as a platform of exchange with employees’ organizations from Central and Eastern Europe.

On 15 May 2000, an association called “For the Integration of Romania into the European Union”, AIRUE (Asociaţia ‘Pentru Integrarea României in Uniunea Europeană’) was founded in Bucharest. In addition to Romanian foundations, research institutes, and associations, there are also Prisma LUX from Luxemburg, Prisma from France, and EZA that figure among its members. The aim of this network is to prepare the Romanian social partners as well as the citizens for EU accession by the means of seminars, lectures, information material, etc. A folder on AIRUE can be ordered in Romanian, French, English, German, and Spanish from homey@eza.org
2.2 Current-tendencies of the European Social Dialogue

The dialogue between the social partners has more and more gained momentum during recent years.

Thus, the following questions will have priority in seminars conducted by EZA and its member centres:

- How to further strengthen the independent Social Dialogue, which has developed since the Laeken summit in 2001?
- How to further promote the tripartite dialogue as a co-operation based on partnership between governments and representatives of employers and employees?
- Which role can be held by the sectoral Social Dialogue, which develops parallel to the cross-professional dialogue and in which industrial structural changes (mergers, closures) are of particular importance?
- Which significance does cooperation of social partners on a local level gain?
- How to further integrate – besides issues of quantity (working hours, salaries) – issues of quality (vocational training, organization of work, social relations within the enterprise, sustainability) into Social Dialogue?
- Which role for small and medium sized enterprises, offering about 90% of the jobs, to play in future within Social Dialogue?
- How can the social dialogue contribute on the disposal of informal economy?
- Which contribution can Social Dialogue make in shaping the European Social model?

Documents of the European Commission and of other European institutions

Basic information on the history of European Social Dialogue is available on the European Union’ sites:
http://ec.europa.eu/employment_social/social_dialogue/index_en.htm

A collection of the most important documents of the European Commission on the European Social Dialogue is available on the websites of the Directorate General for Employment and Social Affairs:
http://europa.eu.int/comm/employment_social/social_dialogue/docs_de.htm

This website also has a section about the latest developments in the sectoral Social Dialogue that provides comprehensive information about recent events and the individual committees. The website is available in German, English and French:
http://ec.europa.eu/employment_social/social_dialogue/sectoral_en.htm
The following website provides information on the development of European Social Dialogue, its legal basis, the organs dealing with it at communitarian level, the role of the European Parliament as well as information, consultation and participation of employees:

On the websites of the European Trade Union Confederation (ETUC), you will find the wording of agreements between the social partners, press releases and resolutions of ETUC as well as links and further documents:
www.etuc.org

With the beginning of the European Year of the Intercultural Dialogue 2008, the European Commission set up its own website which informs on goals, projects, news and a lot of more. Here, you can have a look at an agenda on the planned activities of the EU as well as several Member States, which includes particulars themes, and to survey European, national and other projects.
The site is available in 23 European languages:

Former seminars and projects conducted by EZA and its member centres

Report about the seminar “The future of the social services of general interest in Europe – With a strong focus on health services”, which took place from 25th to 27th October 2007 in Malta. (02-02-07-SE)

Report about the seminar “The question of work in an expanded Europe. Social dialogue for decent work for everyone” organized by GEPO (Groupe Européen de Pastorale Ouvrière), which took place from 19th to 22nd April 2007 in Brussels, Belgium. (02-03-07-SE)

The Declaration of the Katholische Arbeitnehmer-Bewegung Deutschlands e.V. (KAB Germany) and the European Trade Union Confederation (ETUC) which was released on the occasion of the seminar on ”The pan-European dialogue between churches and trade unions about poverty in Europe " on June 13, 2007, in Brussels.

Report about the seminar “Social dialogue and the Mediterranean: perspectives and strategies for cooperation”organized by Ente Nationale per la Formazione e l'Addestramento dei Lavoratori (EFAL), which took place from 20th to 22nd April 2007 in Rome (Italy). (02-01-07-SE)


In 2002, the Romanian trade union association CDRS has published a guide on the Social Dialogue in Romanian as an EZA project. Its aim is to inform trade unions, teachers and directors of CSDR about legal conditions, ways of communication and negotiations, profiles of the trade union representatives, self-assessment and self-preparation as well as training strategies. An introduction into the handbook providing precious indications for those engaged in Social Dialogue is available in Romanian, English, Spanish and French under: homey@eza.org
2.3 The Role of Social Partners

The role of social partners and the industrial relations have changed all over the European countries during past years. In times of globalisation, the question of how to guarantee competitiveness and innovation without endangering social cohesion is shifting into the centre of attention.

Our projects will deal with the following questions:

- How to balance the demands for strong social protection and for flexibility and mobility on the labour market, which are essential to hold one’s own in international competition by the social partners?
- Which strategies do the social partners pursue in respect of the flexicurity concept?
- How do the transition to flexible working hours, deregulation, and the increase in the number of atypical employment relationships, and temporary work affect industrial relations?
- How to strengthen employees’ rights in enterprises by the social partners?
- How to integrate the social and ethical responsibility of enterprises into the organization of industrial relations?
- How to promote gender equality by the organization of industrial relations by social partners?

Documents of the European Commission and of other European institutions


The European Foundation for the Improvement of Living and Working Conditions has carried out a project that shall analyse which contribution can perform the social dialogue in the solution of conflicts regarding working relations in the new member States of the European Union. This project has brought together employers, trade unions, national governments and investigators. Its results can be found in a survey and State reports: [http://www.eurofound.europa.eu/pubdocs/2004/21/en/1/ef0421en.pdf](http://www.eurofound.europa.eu/pubdocs/2004/21/en/1/ef0421en.pdf)
2.4 Information and consultation

After the enlargement of the European Union, the European worker’s organisations become more important. Another important topic in the frame of information and consultation is the employees’ participation in productive capital.

The following questions are focused:

- How might the information and consultation be strengthened in multinational enterprises?
- Which chances of information and consultation does the European Worker’s Council offer?
- How does the enlargement of the European Union affect the European Worker’s Councils?
- What opportunities for information and consultation are provided in small and medium-sized enterprises?

Documents of the European Commission

1994 the common guidelines of the European Worker’s Councils (EWC) declared. Facing this change of the working surroundings the European Commission started a hearing of the social partners in the middle of April 2004; to reveal how the potential of the EWC could be used in a more effective way and in which direction the EU should be active then.

You are able to find the document of the first hearing in German, English and French language under:

Further information about guidelines, briefings and hearings of workers until 2004 in German, English and French language are available at:
http://ec.europa.eu/employment_social/labour_law/directives_en.htm
2.5 Working conditions

The quality of work contracts has worsened during the past few years. Those particularly affected are young people, seniors, women, people with disabilities, and immigrants.

The improvement of working conditions and the conversion of precarious into stable employment figure among the most important social policy objectives.

Our projects deal with the following questions:

- How does increased competition by globalization affect working conditions and the security of work contracts?
- How to replace insecure temporary and project-related contracts by stable work contracts?
- How to prevent ‘outsourcing’?
- Which legal regulations are necessary in order to provide complete social security for the – due to ‘outsourcing’ – increasing number of falsely designated self-employed persons?
- How to combat effectively undeclared work?
- How are working conditions and methods of work changing with the introduction of new technologies?
- How to improve the compatibility of work and family by a re-organization of working hours?

Documents of the European Commission and of other European institutions

The GD Employment and Social Welfare of the European Commission placed at the disposal a new web page about the topics labour law and work organisation. At these web pages, law texts, messages, guidelines and surveys about the subject area are available in English, German and French language.

http://ec.europa.eu/employment_social/labour_law/index_en.htm

The European Foundation for the Improvement of Living and Working Conditions has the following homepage:

http://www.eurofound.europa.eu

The report called “A New organisation of time over working life “ was published at the end of August 2003 in which the new concept of time over the working life was presented. On the one hand, the request of improving employee’s quality of life, and on the other hand, the employers’ need for a big flexibility is expressed.

The results of the report, which is understood as a contribution to current discussion, make clear that conditions must be managed in the policy combining work with private life, education, further education or social engagement with each other. Then, it means that the report also implies a creation of a new structure in the field of social security.

The report available in English can be found under the following address:
A report of the European Commission in the year 2007 identifies the main reasons for informal work, sets out successful ways to reduce it and proposes a series of concrete actions at European and national level. The Eurobarometer statistics confirm the existence of a huge black market in all over Europe. Further information is available in German, English and French: http://ec.europa.eu/employment_social/emplweb/news/news_en.cfm?id=307

The Eurobarometer report from 2007, mentioned in the proceeding article, on the undeclared work theme provides an overview on the most important results of the survey in this area. It concentrates mainly on social demographical aspects and motives of people involved in undeclared work and the personal relationships between purchasers and providers of undeclared work. In the report the valued amount of undeclared work is brought into relationship to the used time and less to its outcome. http://ec.europa.eu/public_opinion/archives/ebs/ebs_284_en.pdf

Documents of national institutions

At the present, in some of the European countries is discussed in public debates if longer working hours lead to the creation of working positions. The Wirtschafts- und Sozialwissenschaftlichen Instituts (WSI)-The Economy and socio-scientific Institute- of the Hans-Böckler foundation gives a clear refusal to this concept. At a web page, data, facts and analysis on the discussion about 40 weekly hours in Germany are compiled, whose basic statements are transferable to other European countries. http://www.boeckler.de/cps/rde/xchg/SID-3D0AB75D-125009D2/hbs/hs.xsl/552.html

Former seminars and projects conducted by EZA and its member centres


Report about the seminar” Globalisation and competition. Their effects on working conditions and security of work” organized by F.N. Coresi, which took place from 7th to 10th June 2007 in Mamaia, Romania. (05-01-07-SE) http://eza.org/index.php?id=283&amp;tx_jppageteaser_pi1[backId]=360
Final declaration of the participants of the seminar „Flexicurity – (futur of work) combining flexibility and security“ organized by Fritz Pirkl-Instituts des Europäischen Zentrums für Arbeitnehmerfragen in Bayern (EZAB), which took place from 20th to 22nd April 2007 in Erlbach (Germany). (05-03-07-SE)


Report about the seminar "For better jobs in the public sector: optimising working conditions and human resources. Priorities for European social dialogue" organized by Europäische Föderation der Öffentlich Bediensteten (EUROFEDOP), which took place from 20th to 22nd October 2005 in Budapest (Hungary). (05-01-05-SE)


The Higher Institute for Labour Studies (HIVA) of the University of Leuven organized a seminar on “Undeclared work: a threat to the welfare state” in April 2003. The proceedings are published in Revue belge de Sécurité sociale 3 (2003). The complete version is available
In French under:
In Dutch under:
http://socialsecurity.fgov.be/bib/frames/nl/Nr-3-2003-NED.pdf

Archive: prior reports

The work conditions in the European Union worsened. Atypical employment terms and accidents at work are increasing. Through “outsourcing”, so called self-employment, dubious employment contracts and temporary jobs. The consequences of this phenomenon on family and social life have been discussed in our seminar about European pastoral worker GEPO, which took place from 23rd to the 26th of April 2003 in Pétange/Luxemburg.
Representatives of pastoral worker from nine European countries and co-ordination groups of Christian youth worker CIJOC (Rome) and the European Christian employee movement EBCA (Brussels) developed strategies, how to Christian social movement can contribute to a better and worthy working atmosphere.
The report about the seminar “Alternatives to Neo-Liberalism: dream, utopia or realism? Pastoral worker for new challenges” can be requested in German and French languages:
homey@eza.org

From June 25 to 29, 2003, the ECWM seminar on "Work and Quality of Life: Paid Work, Work done in the Home and within the Family, Voluntary Work. A Future for an Expanding Europe" took place in Porto, Portugal. In compliance with their strategic imperative of “To See – To Judge – To Act”, the ECWM members have used their seminars in Deinze (2001), Graz (2002) and most recently Porto (2003) to analyse the phenomenon of “work” in its many facets and dimensions. After the seminar at Deinze had served to provide an overview of the general situation and issues at hand, the "Declaration of Graz" firmly asserted the necessity to focus any solution
Changing working relations and their social effects in the member states of the European Union and in the accession states were at the centre of papers and discussions during the EZA seminar “Working and Living in Europe” that took place in Herzogenrath from 31 August to 7 September 2003. Representatives from Germany, Portugal, Lithuania, Hungary, Slovakia and Spain participated in this seminar that had been organized by the Katholische Arbeitnehmer-Bewegung KAB (Catholic Workers Movement) and its diocesan section of Aachen, the Oswald-von-Nell-Breuning-House and the Liga Operária Católica/Movimento de Trabalhadores Cristãos L.O.C./MTC (Christian Workers’ Movement).

After a survey of the different economic and social situations prevailing in the respective countries and based on the experiences made when Portugal and Spain became member states the expectations regards the enlargement of the European Union were discussed. The seminar concluded with the description of Christian visions of a unified Europe.

The final declaration can be requested in English, Portuguese and German at EZA: homey@eza.org
2.6 Safety and Health at Work

Although the number of accidents at work has decreased in the past years, physical and psychological illnesses caused by work have increased. Security and health at work is therefore an important topic of the social dialogue in the following years.

Following questions will be focused on in the seminars:

- How can be secured, that the standards for security and health at work will be kept not only in big but also in small and middle sized enterprises?
- How might the adherence of limiting value for dangerous substances in enterprises be secured?
- What may be the reason for stress at work, the occupational disease, which causes most of the unproductive time, and how might these be shortened?
- How can the relatively high number of accidental death cases and injuries be shortened by improved safety measures at the building and civil engineering?
- How might security and health at work be secured for people with disabilities?
- How can the frequently poor standards of the new member states and candidate countries be raised?

Documents of the European Commission and of other European institutions


Recently, the ILO Encyclopaedia of Occupational Health and Safety has become freely available online. Containing over 1000 articles and a large amount of illustrations, the encyclopaedia provides both an overview of problems in the field of OHS as well as technical and social solutions.

The CISDOC bibliographic database on OHS has become freely available as well. This database contains 62,000 publications, both books and articles as well as audiovisual materials, on workplace accidents and diseases.

The encyclopaedia, available on CD, and the database can be accessed on the following websites:
and:

The theme of the European week for Safety and Health protection in 2006 deals with the situation of young workers. More than a half million of young workers in the European Union gets injured every year by work accidents. Frequently, they are employed with temporary contracts to keep a low salary, to fragment the collective union and to downgrade their work places.
The HESA Newsletter Nr. 30 that was published in December 2006 deals close with this theme. It is available in English and French.
http://hesa.etui-rehs.org/uk/newsletter/newsletter.asp(7,102),(993,841)

According to a new EU strategy of the year 2007 the work accident number should be reduced up to 25% by 2012. Now, the European Union has prepared a five year plan for Safety and Health at work, which shall lead to a drop in the number of deadly accidents, already 17% in the period 2002-2004, and to a reduction of accidents in general. However, in face of this considerable progress in the past five years a lot of potential for the improvement still exists. The measures that are planned for this goal at European and national level can be read on the following Link:

In the framework of the European week for safety and health protection at work which was dedicated to young employees in the year 2006 the campaign “Safe Start” is taking place. It is promoted by all Member States, candidate and EFTA countries, by the EU Presidencies Austria and Finland, the European Parliament and the European Commission as well as by the European Social Partners. In addition to a extensive program which is available in many languages under the following address:
http://ew2006.osha.eu.int/about


In an interview conducted with Jon Messenger, an expert from the ILO (International Labour Organization), the subject of working hours is discussed in a global framework. Many people work beyond their actual working hours, risking long-term effects on their normal life as a consequence; illness, physical and psychological problems are just a few examples. Factors leading to the enormous extension of working hours and how companies should address these can be found in the interview, which is available at the following site, in English, French and Spanish:

The European Agency for Safety and Health at Work provides fact sheets on various themes concerning safety and health at work on their homepage. They provide concise information, depending on theme, on risks, statistics and rights. For example, one example is aimed specifically at young employees, informing them of their right to a secure and healthy workplace. Further fact sheets on various themes are available in numerous languages at the following address:
Fact sheet for young employees:
Former seminars and projects conducted by EZA and its member centres

Report about the seminar „Healthy work“ organized by Zalto which took place on 13th January 2006 in Copenhagen (Denmark). (06-04-05-SE)


In 2005 und 2006, a project coordination initiative on the issue of occupational health and safety was established featuring a coordination panel, a seminar in Denmark and a conference in Portugal. The seminar which was hosted by Zalto in Copenhagen (in December 2005) focused on the question what occupational health policies would be able to safeguard both the enterprise’s values and the private sphere of the employees. The participants agreed that it was more important to combat the causes of health problems than their symptoms and demanded that any health and safety regulations would need to focus on the needs and requirements of the employees. They pointed out that people with health problems should not be marginalised and that the responsibility would need to be evenly divided between employers, employees and trade unions.

The seminar organised by IFES in Târgu Mureş arrived at the conclusion that the partners of the Social Dialogue often concentrated on negotiating the employees’ salaries, neglecting occupational health and safety issues. A more intensive and focused dialogue between the trade unions and the various employee organisations was required to integrate this topic into the Social Dialogue.

At the European conference hosted by CFTL in Lisbon in January 2006, country reports from Denmark, Germany, Hungary, Romania and Spain were compared with the results of the regional conferences that had been conducted in Portugal. The topic was approached from four different perspectives, and at the end of the conference, a comprehensive position paper was agreed that called for concrete measures to reduce the number of industrial accidents and occupational diseases, guaranteeing all employees the right to work safely and in dignity. The paper went on to point out that occupational health and safety regulations also needed to be enforced in small and medium-sized enterprises, for women, for workers on temporary contracts and the self-employed as well as for people working in outsourced jobs. The trade unions would have to focus their attention on precarious employment contracts and needed to develop strategies to cope with the new risks. The paper also demanded a stronger relationship between occupational health and safety issues and the competitiveness of the enterprises in question.

The final declaration of the CFTL and the final report can be requested from:
homey@eza.org

Archive: prior reports

The education centre EVVI of the confederation of trade union EUROFEDOP has organized a seminar concerning the topic ‘Stress and Burn-out, the official service close-up’ with the participation of experts of the European Agency of Security and Health at Work from 10th until 13th June 2004 in Ireland.

Closer information might be received at:
homey@eza.org
2.7 Exclusion and Integration into the labour market

Vocational integration of those disadvantaged on the labour market (young people, seniors, women, people with disabilities, immigrants), figure among the focal theme of the daily work of EZA member centres.

Numerous social economy projects in Europe offer a chance for the social integration of excluded groups (disadvantaged young people, the unemployed, and people with disabilities) into the labour market. In the meantime, 8.5 million people in Europe have been employed in this area.

An example of the adoption of social and ethical responsibility by enterprises is the enterprises of social economy.

The projects will primarily deal with the following questions:

- Which are the causes of vocational exclusion?
- Do new information and communication technologies constitute a source of vocational exclusion as people do not equally benefit from them?
- Which are the prospects of vocational integration by e-learning?
- Can the ‘balance of competences’ (balance of vocational, social, and psycho-social competences) be an indicator of social and vocational integration?
- How to facilitate access to education and training for people with disabilities?
- Which are the prospects on the labour market of new information and communication technologies for people with disabilities?
- Which role does social economy play in different European states?
- Can it also offer a model for Central and Eastern European countries?
- How to create a Europe-wide network of social economy projects?

Documents of the European Commission and of other European institutions

The websites of the ‘European Expert Group on Employment for Disabled People’ can be found under the following address: 
http://www.employment-disability.net

The European Commission has designated 2010 as the “European Year for Combating Poverty and Social Exclusion”. 17 million Euros will be provided for a campaign intended to accelerate the elimination of poverty. According to a December 2007 press release from the European Commission, four specific objectives shall be pursued:
- the “recognition of the right of people in poverty and social exclusion to live in dignity and to play a full part in society”;
- the "increase in the public ownership of social inclusion policies, emphasising everyone’s responsibility in tackling poverty and marginalisation";
- the “more cohesive society, where no one doubts that society as a whole benefits from the eradication of poverty”;
- and the “commitment of all actors, because real progress requires a long-term effort that involves all levels of governance.”

The full report can be accessed under the following address:

Important European organizations

The members of the European Network for Economic Self-Help and Local Development Euronet pursue with their work the following goals: mobilizing local resources, investing in the skills of local people, financing socially and environmentally useful work, strengthening and revitalizing the structures of local and regional economic circulation. Herby a community oriented for a solidary, socially and environmentally useful "new economics" shall be created. The web page of the Network can be found in German, English and French under:
http://www.european-network.de

REAS, parent network of alternative and solidarity-based economies networks, unites organizations with varying topical and regional emphases in Spain. The websites contain documents on various aspects of the solidarity-based economy, indications on conferences as well as links to organizations with similar topical emphases. REAS is co-publisher of IMAGINA, a magazine providing every two months information on ethics in enterprises, responsible consumption, alternative banks, youth employment, social economy, fair trade, recycling, socio-laboral integration, initiatives for the unemployed, and on rural tourism. Further information is available in Spanish under:
http://www.reasnet.com
2.8 Young workers in Europe

Throughout Europe, youth unemployment is still at a very high level. Thus, the integration of young people into the labour market remains one of the most important tasks of social policy in future.

The seminar conducted by our member centres primarily discuss the following questions:

- How to reduce the still alarmingly high level of youth unemployment in Europe?
- Which policies for integration into the labour market are applied?
- How to achieve integration into the labour market after the school failure?
- How to create secure and lasting employment for young people being particularly affected by insecure contracts and contracts of limited duration?
- Which are the possibilities of vocational training and further education for them?
- Which possibilities – concerning future employment - are offered by European exchange programmes for young people?
- How might younger and older workers each other profit from their different knowledge and experiences?

Documents of the European Commission and of other European institutions

Young employees present the most vulnerability link to the labour market. They are limited to poorly pay precarious and even dangerous work positions and are victims of unequal handling, insecurity and growing exclusion.

A brochure of the International Federation of Free Trade Unions (IBFG) describes in twelve pages the challenges where movements of trade unions confront in order to help to open the doors to a dignified work and life for millions of young people from the whole world. Besides, concrete actions on this issue organised by numerous trade unions are visualised.

The Brochure can be downloaded in French and Spanish: http://www.icftu.org/www/PDF/LMSDossier8-05JeunesFR.pdf

In a communication on “Promoting young people’s full participation in education, employment and society” from September 2007, the European Commission emphasizes how important it is to improve the quality of jobs for young people and to reduce youth unemployment. For this purpose, the Commission recommends a range of different strategies and approaches.

The report is available in German, English and French under the following address: http://ec.europa.eu/employment_social/employment_strategy/pdf/youthcom_2007_en.pdf
The aim of PLOTEUS is to help disciples and students, job searchers, workers and employees, parents, job consultants and teachers in search of education and further education possibilities in Europe. The portal provides all relevant information on accompany life learning in Europe.

- Learning offers and further education possibility within the European Union: Links to Universities, technical colleges and academies, data banks to schools and different education and further education adjustment as well as to the different data banks with courses in adult education.
- Exchange programs and scholarships (Erasmus, Leonard da Vinci, Socrates, Tempus), which can demand within Europe: contact addresses, references to scholarships, etc.
- Important practical references and tips for residence in one of the European countries: living expenses, student fees, housing, legal framework and other common information on the European countries.

Further information is available in all EU languages under:
http://ec.europa.eu/ploteus/portal/home.jsp

Documents of national institutions

For the second time, the Central and Eastern Europe (MOEL) Network “Youth and work” met in Berlin. The BBJ Central Information Centre for the bearer of Youth Welfare Services, which is also the basic Organisation of the network, called attention on this congress, which took place from the 9 to the 10 November 2005. This institution organises professional exchange for the integration of young people into job and profession. It also encourages transnational programs, projects and initiative of member who come from the Baltic, Eastern countries and from Germany. The network aims with its activities to experts, practitioners, institutions and private people who are active in the area of social and professional integration of young people.

Those people interested on MOEL can register on Jugend@bbj.de

Former seminars and projects conducted by EZA and its member centres

Report about the seminar “The integration of disadvantaged young workers in the labour market of the EU” organized by BCA (Bundesarbeitsgemeinschaft Christlich-Soziale Arbeitnehmerbildung) and EZAS (Europäisches Zentrum für Arbeitnehmerfragen in Sachsen), which took place from 2nd to 4th November 2007 in Erlbach, Germany. (08-02-07-SE)


Report about the seminar “The future of young workers (work integration)” which took place from 29th July to 2nd August 2007 in Doorn, (Netherland). (08-01-07-SE)
Report from the Youth Conference “Young workers in in Europe: “This ... is how we want to work “, held in Brussels on September 21 and 22, 2007. (08-04-07-KO)

Report about the seminar “Training and work in Europe – a challenge for young people!” organized by JOC Europe, which took place from 25th to 30th July 2005 in Modrová (Slovakia). (08-06-05-SE)

You will find information on aims, demands and events of JOC Europe at: http://www.joceurope.org/component/option,com_frontpage/Itemid,39/lang/

Interesting reports on campaigns against precarious job situations and undeclared work affecting young people can be found on the sites of JOC International: http://www.jociycw.net/
2.9 Equal opportunities for women on the labour market, compatibility of family and work

During the past few years, the implementation of equal opportunities for women of the labour market has made important progress in all European states, nevertheless, there are only few political concepts until now, which provide for compatibility of family and work.

Thus, the following questions will be asked during our seminars:

- Which are the differences between men and women in different European countries regarding access to work and salaries?
- How to guarantee equal rights for women on the labour market?
- How to make family and work compatible?
- Which role do women have within trade unions and worker’s organisations and how might these be strengthened?

Documents of the European Commission and other European institutions

The General Directorate for Employment, Social Affairs and Equal Opportunities of the European Commission has created a specific website on equal rights for men and women:

"The timetable for the equality of women and men 2006-2010 “ of the European Commission presents six main issues for EU measures, as for example compatibility of profession and private life and elimination of gender stereotypes. The timetable builds up on the experiences of the frame strategies for the equality of women and men for the period 2005-2010 and it is a combination of new initiatives and the strengthening of existing successful activities.

Since 2004, the European Commission has been releasing annual “Reports on Equality between Women and Men in the European Union”. These reports analyse gender-specific inequalities and imbalances within the European Union on different levels. The full reports (in German, English and French) can be downloaded from the following website:
At the end of January 2004, the European Agency for Safety and Health at work in Bilbao presented a report called “Gender issues in safety and health - A review” examines gender differences in workplace injury and illness as well as the implications for improving risk prevention. It shows that the actual health risks of women at work tend to be underestimated and neglected. In addition, it explains that the design of work and its organisation are often based on the model of the “average” man. The report can be downloaded on the following page in English: http://agency.osha.europa.eu/publications/reports/209/index.htm?set_language=en
A news release of report publications can be found in German French and English under:
Coinciding with the published report, the Agency has also launched a web feature on gender differences and occupational safety and health, providing links to a wide variety of resources:
http://europe.osha.europa.eu/good_practice/person/gender

The established European Working Conditions Observatory (EWCO) has found in its first topical report in 2005 that part-time work enables the workers to establish a better balance between their working and private lives. Part-time workers complain less often about occupational health problems, but suffer from reduced training and career opportunities, receive lower salaries and have less access to bonus payments and additional benefits. The report and further studies can be found under:
http://www.eurofound.europa.eu/ewco/index.htm

As a support to EU institutions and the member states, a European Institute for Gender Equality is to be created, promoting equality between women and men and fighting discrimination on the grounds of gender. The institute’s objective is to gather comparable and reliable information and make it available to the public at a documentation centre and a library. Further information on realising this plan is available in English, French and German on the Commission’s website.

The fifth annual report of the European Commission on the equality of women and men from the year 2008, which for the first time considers 27 member states, shows that the situation of the equality between the genders has further improved. This was pointed out by examples like an increased employment rate of women as well as their educational level, which is higher than men’s. Hence with the activities in year the 2007, in which many meaningful events on this theme took place and which was declared the European year of equal opportunities for everybody, the goals from the Lisbon Agenda have been further approached. Nevertheless, there are still many issues like the quality of women’s workplaces, which have room for improvement. The report is available in German, English as well as in French.
Documents of national institutions

Under the heading "Fairplay", the Bern-based Swiss Equality Office ("Eidgenössisches Büro für die Gleichstellung", EBG) deals with matters of equality between men and women in career and family. The Office provides a number of studies and theoretical texts as well as practical suggestions and recommendations. The home page of the EBG can be accessed in English, French, German and Italian under:

http://www.equality-office.ch/e/index.htm

Career and family have sections and web pages of their own called (respectively) Fairplay-at work and Fairplay-at-home. The career section provides examples from enterprises which have made a successful effort to promote gender equality as well as advice for fathers of how to approach their employer with the request for reduced working hours and part-time work.

The family section features a questionnaire designed to make families question their own division of labour and possibly redistribute the household chores. Those two web pages, available in French, German and Italian, can be accessed under:

http://www.fairplay-at-work.ch/sprachauswahl.htm
http://www.fairplay-at-home.ch/sprachauswahl.htm

You can download the questionnaire directly from:
http://www.fairplay-at-home.ch/d/set-download.htm

The EBG web pages also feature many links to Swiss and international organizations and networks which promote gender equality. The Swiss portal for equality links, for example, provides more than 400 addresses in English, French, German and Italian to specialist web sites or to the home pages of women’s, men’s and equality organizations. The links portal is a true treasure trove for journalists, students and experts in the public administration, private companies and educational institutions. Addresses of advice bureaus and professional organizations as well as many relevant facts and figures can be found under:

http://www.equality.ch/d/1000links.htm

Former seminars and projects conducted by EZA and its member centres

Report about the seminar “Life and work in Europe – for a European social model” organized by Katholischen Arbeitnehmer-Bewegung Deutschlands e.V. (KAB Deutschlands), which took place from 18th to 22nd April 2007 in Herzogenrath (Germany). (09-02-07-SE)


Declaration of the participants of the seminar „Life and work in Europe – for a European social model” organized by Katholischen Arbeitnehmer-Bewegung Deutschlands e.V. (KAB Deutschlands), which took place from 18th to 22nd April 2007 in Herzogenrath (Germany). (09-02-07-SE)
On the 20th June 2003 EZA has founded a working group called ‘Internationale Plattform für Chancengleichheit’. Aim of this platform is to promote the exchange of information between the member centres of EZA and to search a connection to the political plane.

Interesting results are available from the project “Men and fathers at work and in family – challenge in practice, policy and society” which can be viewed on the EZA homepage. Four central questions were formulated to understand different dimensions of the project. One the one hand, the legal frame in the joining countries for men and fathers to take over household and family tasks had to be measured. Besides, it shall be examined which cultural and traditional mechanisms are strengthening or weakening the role of men and fathers in the family, how the sharing task is practically organised in families and which specific arrangements exist at work to encourage men and fathers. Results to those questions are resent in Italian and German and are available on the following address:

http://eza.org/index.php?id=259&L=2

Besides, there are other following documents:

- Guideline for a Literature and country analysis in German, English, Italian and Portuguese:
- Literature analysis from a Rumanian point of view under the address http://eza.org/fileadmin/user_upload/Literaturanlayse-Rumaenien_en.pdf
- Literature analysis from an Italian point of view under the address http://eza.org/fileadmin/user_upload/Literaturanlayse-Italien_Ronfani_it.pdf
- Literature analysis from a South Tyrol/Italian point of view under the address http://eza.org/fileadmin/user_upload/Literaturanlayse-Suedtirol-Italien_de.pdf
- The Report of the experts meeting, which was held in Milan on 8th and 9th of February, in German, English, Italian and Portuguese:

For further Information please contact Sabine Möller under moeller@eza.org or Francisco Rivas Gómez under rivas@eza.org

The EU has propagated Gender mainstreaming and the abolition of gender specific unequal treatment to a cross-functional task of its social policy. To work against gender specific unequal treatment in employment and structure of labour force and to facilitate the compatibility of family and profession for employees and a fair gender participation on the labour market for both genders eight organisations incorporate in the sponsorship of EZA to develop common strategies and measures for sensitizing and education. On 1 December 2006 the project “Development and accomplishment of strategies on creation and improvement of regional instances on the equality of women and men” has started. Till 28.02.2008 ACW/ Belgium, AFB/ Italy, KAB/ Germany, Base-FUT/ Portugal, CSDR/ Romania, CST/ Spain, FLC Italy und LDU, Lithuania will work together on the information diffusion and on the establishing of a network of local equalisation actors as well as on the implementation and optimisation of the work of equal opportunities instances at regional level.

Further information on the project, the reports of the single seminars, the developed
Archive: prior reports

The seminar ‘Work and quality of life: work and social activities in tomorrow’s Europe!’ conducted by the European Christian Workers Movement (ECWM) between 21 and 26 May 2002 in Seggau near Graz/Austria formulated the concept of the "Triad of work", demanding equal recognition for gainful work, house and family work, and work in an honorary capacity. Furthermore, it adopted a declaration on the concept of work. The seminar report and the documents can be requested at EZA: homey@eza.org
2.10 Social Security

The structure of the age pyramid in European societies is constantly changing. More and more old people are facing fewer and fewer young people, thus more and more pensioners and retired people are facing fewer and fewer people at work. This means a considerable challenge for the social security systems.

The following aspects are currently the focus of political debates and will be dealt with during the member centres’ seminars

▶ How to maintain social security, being exemplary in many European states?
▶ How will the increase in the proportion of elderly people in European societies develop in future?
▶ Which are the effects of this phenomenon on the financing of social security, provisions for retirement/pensions, health policies and provisions?
▶ How can health protection for workers be guaranteed for all at its present level on a long-term basis?
▶ How to counterbalance the phenomenon of early retirement?
▶ How can we help young people who have only recently finished their traineeships and vocational training courses to find jobs on the regular employment market?
▶ What relevance does the Social Dialogue have for the social security of the employees?
▶ Which models of part-time work can be employed instead of complete retirement from working?
▶ How can the portability of the pensions be ensured in an increasingly mobile society?

Documents of the European Commission and of other European institutions

The index page on social protection offers access to all important documents of the Directorate General for Employment and Social Affairs of the European Commission:

In the framework of “Mutual Information System on Social Protection in the Member States of the EU and the European Economic Area” (MISSOC), the General office for Employment and Social Affairs of the European Commission updates twice a year its information on the current stand of the legislation on social security. The report holds information on the Organisation of the social protection and comparative charts for the EU and AES member countries.
It can be found on the following page in German, English and French:
Pensions have become an important issue on the industrial relations agenda. Throughout Europe countries search for ways to adjust their pension schemes to the changing demographic structures. Part of the reform plans of many countries, has been the promotion of occupational pensions. Through collective bargaining, the social partners (can) play an important role in this. The EIRO (European Industrial Relations Observatory) has made a comparative study of pension developments in 18 countries, which has as its main focus occupational pensions and the social partners. This study is available in English and French on:

More than 400 representatives of employees and employers as well as NGOs and governments met with the European Commission to discuss on the theme flexicurity on the 20 of April 2007 in Brussels. With this conference the consultation process finished which is valid as preliminary work for the preparation of a notification of the European Commission on this theme which shall be presented by the end of June. The report shall be a contribution to the development of common principles of the Flexicurity member states and will be available on the adjacent internet sites in the future. You can find detailed information on this theme on following site:
http://ec.europa.eu/employment_social/employment_strategy/eestm_en.htm
Progress report on the conference:

The compatibility of flexibility and social security which presents an important challenge within the European Union is also the theme of this survey from the year 2007, which informs about the reciprocal relationship between flexibility and social security on the labour markets in the western and eastern European countries informs on and presents the flexibility approach in the determined countries. It examines the situation on the labour market in mid and Eastern Europe and how the Flexicurity theme is noticeable in these countries. Further information on the survey can be found in German language under:

Documents of national institutions

As part of their Global Ageing Programme, the AARP has issued a special edition of their Global Report on Ageing, concerning retirement. Part of this special edition is a publication in which basic facts about retirement income systems in eight European countries, as well as Australia, Canada, United States and Japan can be found. The report and the comparison between different retirement income systems can be found on:
http://www.aarp.org/research/international/gra/fall2006/
Former seminars and projects conducted by EZA and its member centres

Report about the seminar “The welfare we desire”, organized by ENAIP (Ente Nazionale ACLI Istruzione Professionale), which took place from 25th to 26th October 2007 in Rome, (Italy). (10-05-07-SE)

Report of the seminar “Undeclared work: the effects of tax evasion and avoidance on public finances and system of social security. A momentum for chance” organized by HIVA (Hoger Instituut voor de Arbeid), which took place from 20th to 22nd June 2007 in Brussels (Belgium). (10-01-07-SE)

Report of the seminar “Flexicurity” organized by EZA, which took place from 6th to 8th July 2007 in Malta. (10-06-07-SE)

Final declaration of the seminar on “Social security and the problem of work migration in Europe” organized by Europäischen Bewegung Christlicher Arbeitnehmer (ECWM – EBCA – MTCE), which took place from 10th to 13th May 2007 in Sevilla (Spain). (10-04-07-SE).

The seminar of KAB that took place from the 18 to 22 April 2007 in Herzonenrath, Germany deals with the topic of an European Social model and its effects on employees. Thereby specific conceptions on social security like a basic income in Europe, gender equity, the taxes coordination issue and the labour time policy for instance had been put to discussion in an European reference. The report on the conference, the text of the speakers as well as an explanation, are available in detailed form on the web page of the organizers.
http://www.kab-eurovision.de/dynasite.cfm?dsmid=79649

Report of the seminar "Demographic development in Europe and its impact on the labour market" organized by Fundația Națională CORESI (F.N.CORESI), which took place from 16th to 18th October 2005 in Brussels (Belgium). (10-02-05-SE)

Archive: prior reports

The seminar „Trade Unionism and Social Security in Europe and Latin America“ of CCFAS-USO took place in Madrid from 3 until 5 December 2003. Representatives from trade unions from Albania, Argentina, Belgium, Germany, Dominican Republic, France, Colombia, Paraguay, Poland, Portugal, Rumania and Spain discussed
during three days with representatives of the European political institutions and scientists about the situation of the Social Security Systems in Europe and their possible model character for Latin America. A detailed summary of the presentations of the seminar can be found in Spanish language under: homey@eza.org

The Worker’s Association for Leisure and Educational Activities (AFB) organised a seminar on “Social Security - Defence of a European Social Standard” from 12 until 14 September 2003 in Brixen. Participants from Italy, Austria, Germany, Luxembourg, Belgium, Netherlands and Spain discussed three days the matter: how a high standard in the social security can be guaranteed in contrast to a slower economic growth, high unemployment and the demographic changes. The seminar report, which also includes a catalogue of political demands is receivable in German, English and Italian on the Europe page of the AFB web: 

http://www.afb-efs.it/deu/Europaseite/Berichte%202003%20engl.htm

The question of how to finance the systems of social security in view of the increasing percentage of elderly people within the European society was discussed during a seminar entitled ‘Less paid work – less social security?’, conducted by the Europäisches Zentrum für Arbeitnehmerfragen Bayern (EZAB) in April 2003 in Erlbach/Germany.

The future of social security in the European Union was the main emphasis of the seminar on ‘Advance to a new management of social security to create surplus’ organized by the Centro Social de Trabajadores (C.S.T.) in Alicante/Spain in April 2003.

Documents and material on the two seminars can be requested from homey@eza.org
2.11 Qualification and vocational training

Education, training and further education will remain of particular significance within European Social Dialogue educational programme over the next years.

The European Commission’s social policy agenda aims at “making Europe the most competitive and dynamic, knowledge-based economy in the world, capable of sustainable economic growth with more and better jobs and greater social cohesion”. In order to create a knowledge-based society, people’s deficits in qualification shall be reduced, among others by the means of lifelong learning, e-learning and scientific and technological education.

By the means of its programmes promoting lifelong learning, vocational training and further education, and the use of new information and communication technologies in training, the European Commission wishes to create the pre-conditions for a knowledge-based society in Europe.

The following questions build the centre of our seminars concerning the topic qualification and vocational training:

- Which possibilities do education in new Information and communication medias and the lifelong training to enter a qualitative good work give?
- How is e-Learning able to be possible to all workers in all 27 Member states of the European Union?
- How might the development of a ‘digital difference’ between people, which are connected to the Internet and electronical media and those, which do not have these possibilities and therefore have disadvantages with the access to employment, be prevented?
- How might intercultural competence be thought and thereby help to a social coherence in an enlarged Europe?

Documents of the European Commission and of other European institutions

The European Commission has adopted a proposal for a recommendation of the Council and the Parliament on key competences for lifelong learning in the year 2005. The proposal explains the essential skills, knowledge and attitudes that every European should have to prosper in a knowledge-based society and economy. Eight key competences were identified which were found to contribute to achieving personal fulfilment, active participation and to improve a person’s employability. More detailed information in German, French and English can be found under the following Internet address:

Former seminars and projects conducted by EZA and its member centres

Report of the seminar “Training and lifelong learning” organized by CET (Centre Européen du Travail), which took place on 15th June 2007 in Namur, Belgium. (11-03-07-SE)

Report of the seminar “Training and continued education is the best instrument for the integration of “new” workers in the present European labour market” organized by CEEFT (Centre d’estudis europeu per a la formació dels treballadors), which took place from 1st to 3rd June 2007 in San Marti de Canals. (11-01-07-SE)

Report from the seminar "Professional training and precarious employment conditions in Portugal and Europe" hosted by the Centro Internacional de Formação dos Trabalhadores da Indústria e Energia (CIFOTIE) on February 2-4, 2006, in Ponta Delgada (Azores, Portugal). (11-03-06N-SE)

Report of the seminar “Lifelong learning” organized by Continental Art Center, which took place from 29th July to 4th August 2005 in Doorn (Netherlands). (11-01-05-SE)

Vocational training is a particular subject area of EZA observer Fondazione Luigi Clerici from Milano.
And this is the website of Fondazione Luigi Clerici:
http://www.clerici.lombardia.it

For the first time, EZA carried out a project within the framework of the Grundvig 1 Programme of the European Commission. EZA and the also involved seven organisations from Belgium, Germany, Portugal, Slovenia and Romania have developed a training course in the framework of this project, which is promoted by the Directorate-General for Education and Culture. It attends the promotion of the European consciousness for people with less education ability and is based on principles of the Brazilian pedagogue Paulo Freire. Through this, adult education specialists will be offered the possibility of further education, in order to integrate the European dimension in educational measures permanently and in an all-embracing way with people whose education possibilities are restricted.
For further information contact please to Artur Kalnins:
kalnins@eza.org.
Info at EZA Website
http://eza.org/index.php?id=19&L=1

„Learn from Paulo Freire – European conscious throughout participation“ This is the title of a training course that is developed and carried out through EZA in the frame of the “Freire-project”. The Project is promoted in the frame of the Sokrates-Grundvig program. The question which leads like a guideline through the whole one week course program is: what we can learn here in Europe from the pedagogic approach and the philosophy of the famous Brazilian Freire. Various methods, which allow a common and participating learning by means of generative themes in a very creative
manner, like FREIRE, suggested, are presented and tested. The participation in the course is promoted through the Sokrates-Grundvig program 3. Further Information: 
and by EZA, Roswitha Gottbehüt

Archive: prior reports

For seven years, the Arbeitnehmer-Zentrum Königswinter (AZK) has been conducting EZA-NET-seminars. The central elements of the last seminar in January 2003 were a talk on ‘Politics, economy, and ethics in the information society. Social implications and assessment of modern communication technologies’ as well as practical exercises on website creation. The seminar report can be requested from: 
homey@eza.org

The seminar “Lifelong learning and mobility on the labour market: Stimulation of workers’ access to information technology” took place from 23/05 – 25/05/ 2003 in Sibiu, Romania. This seminar was organized by the Social and Economical Training Institute (IFES) in collaboration with the Confederation of Democratic Trade Unions from Romania (CSDR). A summary of the results can be requested at EZA: 
homey@eza.org
2.12 Migration and mobility of employees

As in previous years, another important topic will be migration and mobility.

The projects focus on the following questions:

- How does migration of workers within currently enlarged EU as well from outside develop?
- Which is the situation at the new external borders of EU?
- Which is the situation in the Mediterranean?
- Which effects does migration have on labour market and pension systems?
- Which political measures are being undertaken in order to overcome legal and practical obstacles to working in another member state?

Documents of the European Commission and of other European and international institutions

The report of 2003 of the Commission about immigration, integration and employment sets out the necessity of migration as a main issue to meet the needs of labour market and the demographic challenge in Europe. It emphasises the enormous of a completely integration policy and the following essential elements must be included: access to labour market, recognition of graduation, language knowledge, access to suitable flat, access to Health and Social Affairs, active participation in social and cultural life and getting of guest countries citizenship.

The report can be called under the following addresses: 

The European Foundation for the Improvement of Living and Working Conditions has published the survey "Migration trends in an enlarged Europe”. It is based on the data of the Euro barometer collected in 2002 by the European Commission in the ten acceding countries of the Eastern part and three of the Mediterranean. As results, the survey shows which effects the expansion will have after its realisation. Migration trends and its effects are analysed in the Member States of the EU. The study predicts a migration increase likely to be about 1% describing a migrant profile and its reasons. It considers especially cases of Poland and Turkey as countries with a large significant number of migration. The survey is available in English: 

A summary is available under: 
http://www.eurofound.europa.eu/publications/htmlfiles/ef03109.htm

The web page of the International Labour Organisation (ILO) holds a series of publications which refers to migration issues. These are placed under "Social
The number of seasonal workers (4.5 million) surpasses the number of full time workers in the agriculture field. A significant number of these workers (500,000) come from foreign countries which are not in the European Union. The situation is very difficult: salaries close to the legal minimum, hesitant conditions of hygiene and security, count of hours against the worker are real conditions that migrants experience in the European agriculture. The article “Migrants in the European agriculture: the seasonal exploitation” published by the ICFTU in 2003 notices this situation and also analyses problems like informal contracts and remuneration for seasonal work in respect to migrant workers in Spain, Finland, Germany and France. The article is available in English, Spanish and French under:


The 92nd Session of the International Labour Conference of the international employment office, took place from 1 until 17 June 2004 in Geneva and trade unionist, employers and representatives of governments have participated. One issue among others was the topic migrant workers. On this theme, a commission has presented the extensive reported called “Towards a fair deal for migrant workers in the global economy”: It can be read in German, English, French, Spanish and Russian under the following address:


Detailed information on the 92nd until the 96th Session of the International Labour Conference is available under:


The ICFTU (International confederation of free trade unions) has published at the beginning of June a dossier called “undocumented migrants: victims without a voice” In this document samples of the world wide engagements of trade unions for people without papers are given. Among others the trade union KCTU in South Korea is mentioned, which stands up against deportation and the adoption of a new legislation, which encourages the exploitation of migrant workers. Another example describes the situation of undocumented people in Andalusia, Spain. There, these people live under inhuman conditions in wooden or plastic huts without electricity and water and are exploited as peons (about 2 € per/hour) in vegetable and fruit cultivation. The dossier is available in English, French and Spanish and can be download from the following web page:

http://www.icftu.org/www/pdf/MigrantundocE.pdf

Upon the initiative of the German trade Union IG BAU, the European Migrant Workers Union was founded. The Union is understood as a Migrant Worker Organisation. It informs and gives advice to workers earning their living for themselves and their families far way from their original countries. Also, the European Migrant Workers Union organises and cares for migrant workers in their work places and aims to accomplish the scaled and legal requirements of its members. The information is available at the internet site in German, English and Polish

http://www.emwu.org
The department for "Migration & Qualification" of the DGB Bildungswerk (the adult education centre of the German Trade Union Council) has compiled a wide range of information, facts and figures about migration-related subjects on the web site www.migration-online.de. The page has been sub-divided into four core subjects (Migration, Integration, Asylum Seekers and Refugees, Anti-Discrimination). The comprehensive adult education programme can be found (in German only) under the address http://www.migration-online.de/data/programm_stand_21.11.05_endgltig.pdf?pid=6

The same organisation is providing a Newsletter, information brochures and a series of publications under the joint title "Migration & Arbeitswelt" (Migration and Labour) which can either be downloaded from the address http://www.migration-online.de/cms/index_ cGlkPTEx _html or ordered for free postal delivery.

The Spanish EZA membership centre Unión Sindical Obrera (USO) – which has also focused its attention on the migration issue – published the second edition of its “Revista Inmigración” in December 2006. The document can be downloaded from the Internet (Spanish only) under the address http://www.uso.es/AreaSocial/Inmigracion/pdf/RevistaInmigracion_Completa.pdf.

On the 21st September 2006 the European Commission has adopted a new Work programm for AENEAS, a program that shall support the dialogue and the cooperation on migration and political asylum issues with the countries bordering on the European Union. Among others to the priorities of this program belongs the support for the development of legal forms of migration and the promotion of pre-departure measures facilitating the integration in the legal work market of the EU as well as the containment of illegal migration through an enhanced cooperation and activities in the field of the border management as well as through raising awareness about the risks linked to the illegal migration.

Detailed information on the AENEAS program can be found under: http://europa.eu/rapid/pressReleasesAction.do?reference=IP/06/1218&format=HTML&aged=0&language=EN&guiLanguage=en

The European Job Mobility Portal and The European Commission’s mobility information campaign 2003/2004 were officially launched by the Commissioner Anna Diamantopoulou on 19 September 2003.

The portal is based around the EURES network and web site. It aims to provide a user-friendly means of accessing the information needed for those contemplating a move for career or for learning purposes. As well as providing information on available jobs throughout the EEA and the possibility for job seekers to post their CVs online, the Portal will have information on living and working conditions, labour market developments, and on education and training opportunities. http://europa.eu.int/eures/home.jsp?lang=en&langChanged=true

Studying and learning in other Member States will be facilitated for the citizens of the European Union through the new Europass. Once it is issued, it bears better Europe-wide networking, understanding of qualification and competence. Curriculum vitae, language pass, mobility identity card, as well as, additional diploma and certificates help to put away the obstacles, which stand in the way of mobility through a lack of transparency of professional qualifications.

Information and documents can be called from the European Commission especially set up as Europe’s’ site:
The European Commission stated that 2006 would be the European Year for mobility of workers. Hereon, the “European Foundation for the improvement of life and working conditions” points out in its information service “European Industrial relations Observatory online”.

With this action awareness and comprehension for the advantage of a foreign task in a new employment shall be roused. For the first time, there is a European year of mobility of workers. During this year, a total sum of EUR 4.3 million to 6 millions will be allocated for awareness-raising projects. “The European worker mobility year” will be opened officially in February 2006.

The European Commission has established a dedicated web site for the European Year of Workers’ Mobility 2006, providing visitors with a wide range of information about all of its activities and events as well as with facts and figures about the subject.

This web site – available in English, French and German – can be accessed under: http://ec.europa.eu/employment_social/workersmobility_2006/index.cfm?language=de

The European Year for Worker’s mobility was opened officially with a conference called “Worker’s mobility: a right, an option, a possibility?” the past 20th February 2006. For this reason the knowledge on the support possibilities of the EU shall be communicated. There is even a website for job search at disposal, in which already scarcely one million job vacancies are available in 28 European countries.

In addition there is an own website on the planned events:

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For more than half of the Europeans (53% of the interviewed) “Freedom to travel and work in Europe” belongs to the most important comforts of the Union. This is exposed in a Eurobarometer survey on the mobility theme in the year 2006. Despite to these results, the percentage part from EU citizens who live in other member states as their origin country is still low. Mobility is sensed differently in respective member states. Thus in Denmark and Sweden, where the employees are most mobile, the participants in the survey were convinced that employees’ mobility is a good thing. Whereas over two thirds of the population are sceptic and opposite to the mobility in Belgium, Germany, Estonia and Greek.

The full report is available under the following address:
http://ec.europa.eu/employment_social/workersmobility_2006/uploaded_files/documents/FIRST%20RESULTS_Web%20version_06.02.06.pdf

A research in 2007 from two members of our member centre HIVA, whose co-workers Laura Coppin and Tom Vandenbrande were involved, deals with the time endurance that employees stand in a position, how long work histories from employees last in the European Union and when employees have to expect a position change. These statistics are based on Eurobarometer data.

The European Union also deals with this theme and already presented a proposal for a guide line in the area of employee’s mobility and its compatibility with the adjunct
The report “The mobility of 25 EU Member States” is available in English under the following address:

Documents of national institutions and organisations

On the websites of the Osnabrücker Instituts für Migrationsforschung (Osnabrück Institute for Migration Research), you will find a large number of indications related to this topic, an overview on meetings, conferences, publications, and research projects as well as links to any institution of global significance are to be found:
http://www.imis.uni-osnabrueck.de/e_index.htm

Former seminars and projects conducted by EZA and its member centres

Report of the seminar “Mobility and migration of workers – the effects of migration on the labour market and pension systems” organized by AFB (Arbeiter-, Freizeit- und Bildungsverein), which took place from 15th to 17th June 2007 in Brixen, (Italy). (12-01-07-SE)

Report of the seminar “Integration of Minorities in the EU” organized by Arbeiter-, Freizeit- und Bildungsvereins (AFB), which took place from 23rd to 25th September 2005 in Celje (Slovenia). (12-02-05-SE)

The International platform of cooperation and migration (IPCE) has been founded of some member centres and partners of EZA within the scope of the seminar of EFAL ‘The European Union and the Mediterranean area’ on 3rd April 2004. “The declaration of Palermo” were besides EZA signed by the ‘Weltnotwerk der Katholischen Arbeitnehmerbewegung’ (KAB), the Fundación Humanismo y Democracia (FHD) from Spain, the Movimento Cristiano Laboratori (MCL) from Italy, the Ente Nazionale per la Formazione e l’Addestramento (CEFA) the Corporación Latinoamericana Europea de Desarrollo Social (LAUDES) from Chile, the Base-Frente Unitária de Trabalhadores (BASE-F.U.T.) from Portugal, the Bashkimi i Sindikatave të Pavarura të Shqipërisë (BSPSH) from Albania, the Continental Art Centre (CAC) from the Netherlands, the Centro Social de Trabajadores (CST) from Spain, the Federazione Nazionale per lo Sviluppo dell'Agricoltura (FEDER.AGRI.) from Italy, the Fondazione Luigi Clerici (FLC) from Italy, the Katholisch-Soziales Institut (KSI), from Germany, the Institutul de Formare Economică și Socială (IFES), from Rumania, the Slotemaker de Bruïne-Instituut (SBI), from the Netherlands, and the Unión de Centros de Estudios del Mediterráneo (UCEM) from Spain.
Aim of the platform is the coordination of the projects and activities of the involved Organisations in the range of development and migration, the examination of the possibilities to apply for national and EU area respectively forthcoming appropriations in order to conduct projects and the appropriation and the intendantion of relations to worker’s organisations in North Africa, the Balkan and in South America.

Furthermore, migration and mobility are also dealt with in seminars by EZA member centres taking part in the UCEM network (Unión de Centros de Estudios del Mediterráneo), founded in 2001. UCEM aims at creating synergetic effects in the fields of education, research, and promotion of Christina-social values for associated centres in the Mediterranean.

Archive: prior reports

For several years, the Fundación Humanismo y Democracia from Madrid has been conducting seminars within the EZA network on migration on the external borders of the European Union:
- Seminar ‘The Charter of fundamental rights and European social model’ in March 2001 in Ceuta,
- Seminar ‘Cross-border work at the external borders of the European Union’ in November 2002 in Melilla.
- Seminar ‘The work of immigrants as net premium to the European social modell.’ In November 2003 in Tenerife.

Both seminar reports can be requested from:
homey@eza.org

The website of Fundación Humanismo y Democracia is the following:
http://www.humanismoydemocracia.org

At the beginning of the year 2003, the federal administration of our member centre KAB dismissed a document called “Thesis about Immigration”, which has been worked out during a professional conference last year. German migration organisations like A.C.L.I or H.O.A.C. participated in this conference.

In this thesis, it is clearly mentioned that immigration is necessary because of humanitarian, demographic and labour market reasons. In this way, the creation of an atmosphere for a more generous naturalisation is demanded from a Christian conviction.

The German brochure can be ordered from the KAB:
info@ketteler-verlag.de
2.13 Ethical conduct in enterprises and at work

These are important questions in projects on this topic:

- How can enterprises improve their employees’ quality of work and life?
- Which positive examples of an implementation of social and ethical norms in enterprising exist in Europe?
- Can binding standards for social and ethical conduct in enterprising be agreed on?

Documents of the European Commission and other international organisations


Further information can be found at: http://ec.europa.eu/employment_social/news/2002/jul/131_en.html

The European stakeholder Forum for the promotion of Corporate Social responsibility (European Multi-Stakeholder Forum on Corporate Social Responsibility = CSR-EMS-Forum), chaired by the Commission and consisting of 20 employer associations organized at a European level, further corporate associations, and organizations of the employees and the civil society, pursues the aim of promoting innovation as well as convergence and transparency of CSR practices and instruments: http://ec.europa.eu/employment_social/news/2002/oct/173_de.html

A study by the European Foundation for the Improvement of Living and Working Conditions deals with the consequences of restructuring of enterprises as well as with placing orders for the local economy. It contains a large number of examples of social responsibility of enterprises, which is described by the foundation as a core element of enterprising rather than a process. The study is available online at: http://www.eurofound.europa.eu/publications/htmlfiles/ef0317.htm
Former seminars conducted by EZA and its member centres

Report of the seminar “Corporate social responsibility (CSR) – Social responsibility of companies in Europe and Romania” organized by CSDR, which took place from 12th to 15th April 2007 in Bucharest, Romania. (13-01-07-SE)

“Elements for clarifying the debate on social economy” is the title of an EZA document written by Jacques Defourny, director of the Centre for Social Economy at the University of Lüttich, and Patrick Develtere, giving a brief historical outline and a basic definition of social economy. The document is a very good introduction into the topic and can be requested from: homey@eza.org

Social economy is the focal theme of the EZA member centre Europees Forum in Brugge/Belgium which has – since the organization of a recycling project in the early nineties – regularly conducted seminars on this topic within the EZA education programme, pursuing a practice-oriented approach.

All seminar reports and further documents can be requested from: homey@eza.org

In March 2003, the Higher Institute for Labour Studies (HIVA), Leuven, has published a paper of a scientific study entitled ‘Workers’ organizations and sustainable development’, which is available in English on the following HIVA website by using the search engine:
The brochure can be ordered from: homey@eza.org

Archive: prior reports

During a seminar in Herzogenrath/Germany on ‘Social economy in Europe’ in November 2001, the Oswald-von-Nell-Breuning Haus and the Institut de Formation Sociale have drawn a connection between theoretical scientific approaches and their implementation in practice in different European countries.

In October 2003, EZA member centre Slotemaker de Bruïne-Instituut (SBI) conducted a seminar on ‘Ethical conduct in enterprising’ in Doorn/The Netherlands. These are the SBI websites:
http://www.sbi.nl
The seminar report can be requested at: homey@eza.org
2.14 Demography

These are important questions in projects on this topic:

- How does the demographic development proceed in the enlarged European Union?
- How the social security systems shall be financed regarding the present demographic development? Which effects have the obsolescence of the European societies, on the one hand and on the other hand the reduction of gainful employment with the obligation to contribute to social insurance?
- How a flexible transition from work into the pensioner life shall be arranged and thereby the age at withdrawal of profession be raised? Which models for flexible working hours and conditions can be supported?
- Which positive effects does the immigration of workers have on the constitution of the age pyramid in the European societies?
- How does the emigration of young employee from middle and Eastern Europe change the demography of the new Member States? Which effects does it have on their social development?
- What does the current demographic research reveal in respect on the development of families? Which effects does the changed situation have for the arrangement of family and work?
- Which requirements result from the demographic development for a lifelong studying?

Documents of the European Commission and other international organisations

With the theme “A Europe for all ages” the leading article of the 11 edition of the Social Agenda deals with the Green Paper on the demographic change released by the European Commission.

The Green Paper asking for a new solidarity between the generations can be downloaded from the following address:

The Social Agenda for the period 2005-2010 is a theme of an edition of the magazine “Social Agenda”, too. Concentrated on jobs and equality the European social policy be modernised mainly in respect of the ageing process, variety and globalisation.

The magazine “Social Agenda” can be ordered from the following Internet address:

The age pyramid is transformed faster through ageing and a slower population growth. The Lisbon Strategy, launched in March 2000, paid particular attention to the
demographic challenge especially in setting up the regulation of a medium-term policy approach for economic growth and social cohesion.

http://ec.europa.eu/employment_social/social_situation/socsit_de.htm

The demographic migration presents new challenges to Europe. A Common report of the European Commission and the Economic Policy Committee of the year 2006 has detailed projections that show which are the costs to come up by 2050 on the national economy and households for all Members States. Therefore, not anymore four but rather only two wage earners will amount for every pensioner. Hence, public finances will come under severe strain due to increased spending on pensions, health and care. Detailed information on the results of the report and figures from Age pyramids can be found in German, English and French language under following address:


A memorandum of the European Commission in 2006 on the theme “the demographic change in Europe - From the challenge to a chance” has detected that the aging of the European population is a unprecedented challenge we have to surrender. Through promotion of demographic modernisation, creation of more employment, and in a longer work life, with higher productivity, the integration of migrants and sustainable official finances the European Commission thinks that the member states have the ability to deal with the upcoming problems. One can find detailed information on the Memorandum and the demographic program of the European Commission under:


With the Title “Aging and employment: Determination of good practice on the improvement of employment possibilities and the extension of the working life of older labour” the European Commission published a report in 2006, which deals with improvements for the employment of older employees. Among other things best practice examples are examined and possible measures are explained and recommended. You can read the complete report under:


Documents of national institutions

The Institute for Applied Demography, Berlin-Brandenburg, plc (IFAD) is a non-profit research Institution, which guarantees within the frame of cooperation with the Humboldt University, the security of a good scientific practice in the GRF (German Research Foundation). The Institute concentrates in its work on main research topics like investigation on demographic processes in Germany, development trends within regional labour markets, analysis of the situation of selected social groups, complex investigations on selected social areas. Further information is available in German, English, French and Spanish:

http://www.b.shuttle.de/ifad/ifad-frame.htm
Former seminars conducted by EZA and its member centres


The 2006 EZA research project focused on the issue of how flexible working hours can serve to integrate young people and older employees into the employment market. First, the situations in various European countries are described in view of recent demographic trends, then best practice examples and country reports from Germany, Estonia, Finland, Croatia and Portugal are provided and evaluated. A book based on the results of the project was published by Shaker Publishing under the title “Die Integration von jüngeren und älteren Arbeitnehmern in den Arbeitsmarkt durch flexible Arbeitszeitmodelle” (“The Integration of Younger and Older Workers into the Employment Market Through Flexible Working Time Models”) and is available from all good book stores.

3 Further indications

Recent topical developments and new documents related to the mentioned topics and questions will regularly be presented in our electronic newsletter, issued every two weeks in German, English, French, and Spanish, as well as on our websites.

Königswinter, 30 April 2003

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Last update: 18 June 2008

Matthias Homey
Academic assistant of EZA