

How to monitor European labour markets and skills dynamics? A comprehensive toolkit of Eurofound

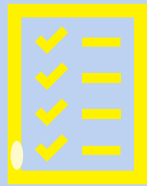
Skills Lab Network of experts: From skills anticipation to policy action

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Agenda

PART 1: EUROFOUND SURVEYS



- European Working Conditions Survey
- European Quality of Life Survey
- European Company Survey
- Living and Working in the EU e-survey



PART 2: MONITORING TOOLS

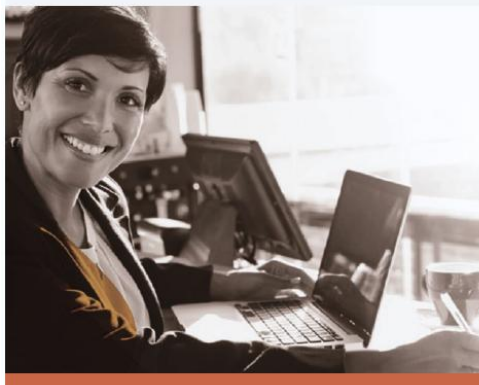
- European Restructuring Monitor
- EU PolicyWatch
- Convergence monitoring hub



Part 1: Eurofound's surveys

Four Europe-wide surveys

The European Working Conditions Survey



European Working Conditions Survey

1990/91; 1995/96;
2000; 2005; 2010;
2015; 2021 (CATI);
2024

The European Quality of Life Survey



European Quality of Life Survey

2003; 2007/8;
2011/12; 2016;
(2026)

The European Company Survey



European Company Survey

2004; 2009;
2013; 2019; (2028)



Living and Working in the EU e-survey

Annually since 2020

The European Working Conditions Survey



The European Working Conditions Survey

European Working Conditions Survey 2024

Editions

1991, 1995, 2000, 2005, 2010, 2015, 2024

32
languages
-
49 lang.
versions

45
minutes

Approx.
36,000
face to face
interviews (CAPI)
at worker's
homes

35
countries

120+
questions



EWCS main objectives

- **Assess and quantify working conditions** of both employees and self-employed workers across the EU Member States and beyond on a harmonised basis
- **Analyse relationships** between different aspects of working conditions
- Identify work **situations that are of concern and/or groups at risk**, as well as monitoring areas of improvement
- **Monitor trends** by providing homogeneous indicators on these issues
- Contribute to European **policy development**, particularly on quality of work and employment



Eurofound Quality of Life Survey

The EQLS

The **European Quality of Life Survey (EQLS)** is a people-centered monitoring tool to capture the multiple dimensions of quality of life and living conditions, covering also a wide range of policy priorities areas.



Public services



Health and mental wellbeing



Housing



Family composition



Life online



Work-life balance



Environmental quality



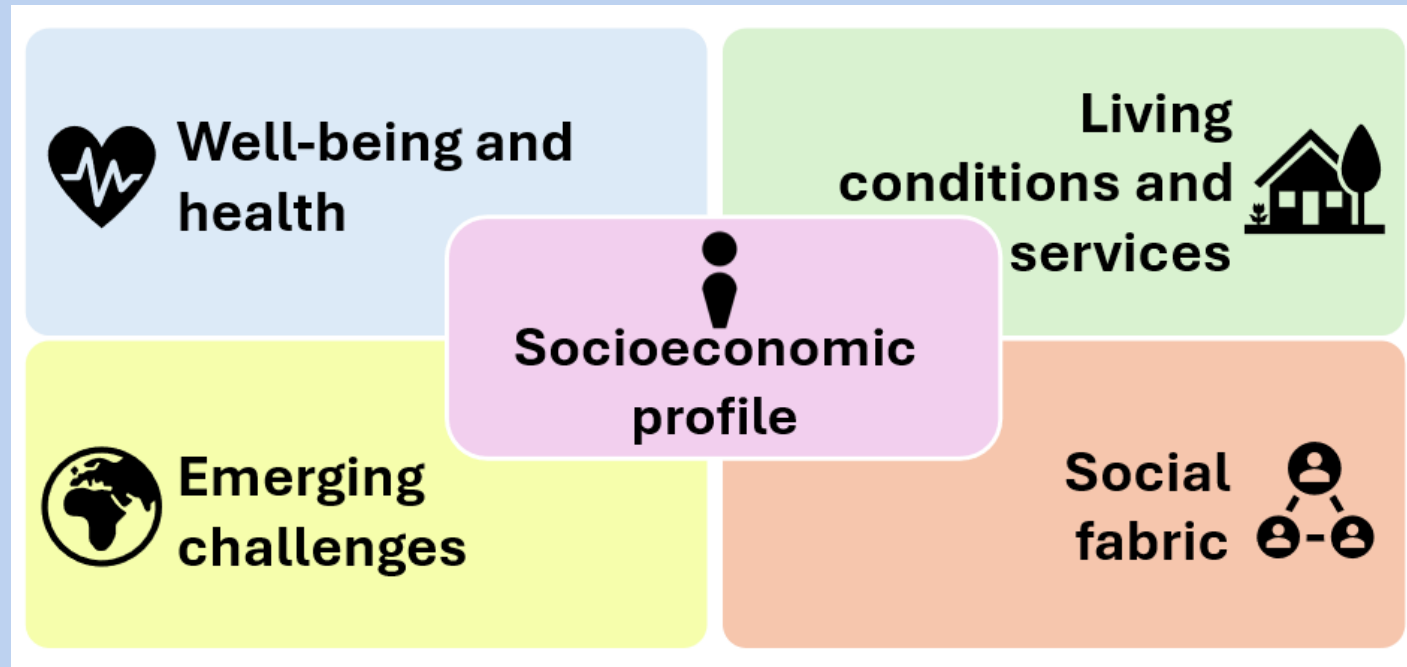
Life satisfaction

...and more.

The EQLS is a representative survey of the adult population (18+ years) and has been fielded four times from 2003 to 2016. Next wave in 2026.

The EQLS framework

- The 2026 EQLS will be investigating four traditional areas covered in previous EQLS iterations, and a fifth new dimension aimed at capturing contemporary challenges.



European Company Survey

FLAGSHIP REPORT



European Company Survey 2019 Workplace practices unlocking employee potential



European Company Survey



- Unique source of establishment data
- Probability-based samples of establishments with at least 10 employees, carrying out market activities
- Targeting the most senior person in charge of personnel
 - Conducted in 2004, 2009, 2013, and 2019, next edition foreseen for 2028

ECS main objectives

- Aims to contribute to the European and national policy debates on sustainable competitiveness whilst harnessing European values by:
 - Mapping, assessing and quantifying information on company policies and practices across Europe on a harmonised basis.
 - Analysing relationships between company practices and their impact on workers and businesses
 - Identifying arrangements that benefit both workers and employers
 - Monitoring trends

The Living and Working in the EU e-survey

Quality of life in the EU in 2024: Results from the Living and Working in the EU e-survey

Key findings

- Increases in the cost of living continue to be the main concern for respondents across the EU, with low and middle-income households particularly impacted. These households struggle more with making ends meet and affording energy, housing and leisure expenses compared to 2023.
- The decrease in working from home, observed in each round of the e-survey since the end of the pandemic, has continued in 2024. There are significant country differences: in some countries, hybrid working in teleworkable occupations is common, suggesting that company policies have introduced permanent rules around teleworking. In other countries, hybrid work has become less frequent, as more respondents return to working full time at the workplace.
- Trust in institutions, such as the EU, national governments and healthcare systems, has remained relatively stable since the end of the pandemic, at least on average among EU respondents. However, there has been a slight decline in trust toward the EU and satisfaction with democracy compared to 2023 levels. While trust in national governments has shown a consistent decline over the past four years, trust in the EU has remained stable overall.
- A concerning finding of this 2024 e-survey is the deterioration of mental well-being, with respondents reporting lower mental health scores. This apparent decline in mental health is visible across all age groups, except those aged 65 or over.
- Unmet healthcare needs continue to affect respondents, especially those aged 50-64 and those in low-income households. Older respondents report greater difficulty accessing hospital and specialist services, while younger respondents most frequently cite unmet mental health service needs.
- Respondents with disabilities report lower levels of well-being compared to others. However, their life satisfaction scores increase when individuals are aged 65 or over, are employed and have a high income.
- Respondents with disabilities are far more likely to live in households facing difficulties making ends meet compared to those without disabilities. In fact, the gap between these groups has widened since 2021.
- Respondents with disabilities are more likely to experience unmet medical needs, especially those who struggle to make ends meet. Cost is the most frequently cited barrier for accessing healthcare services among this group.

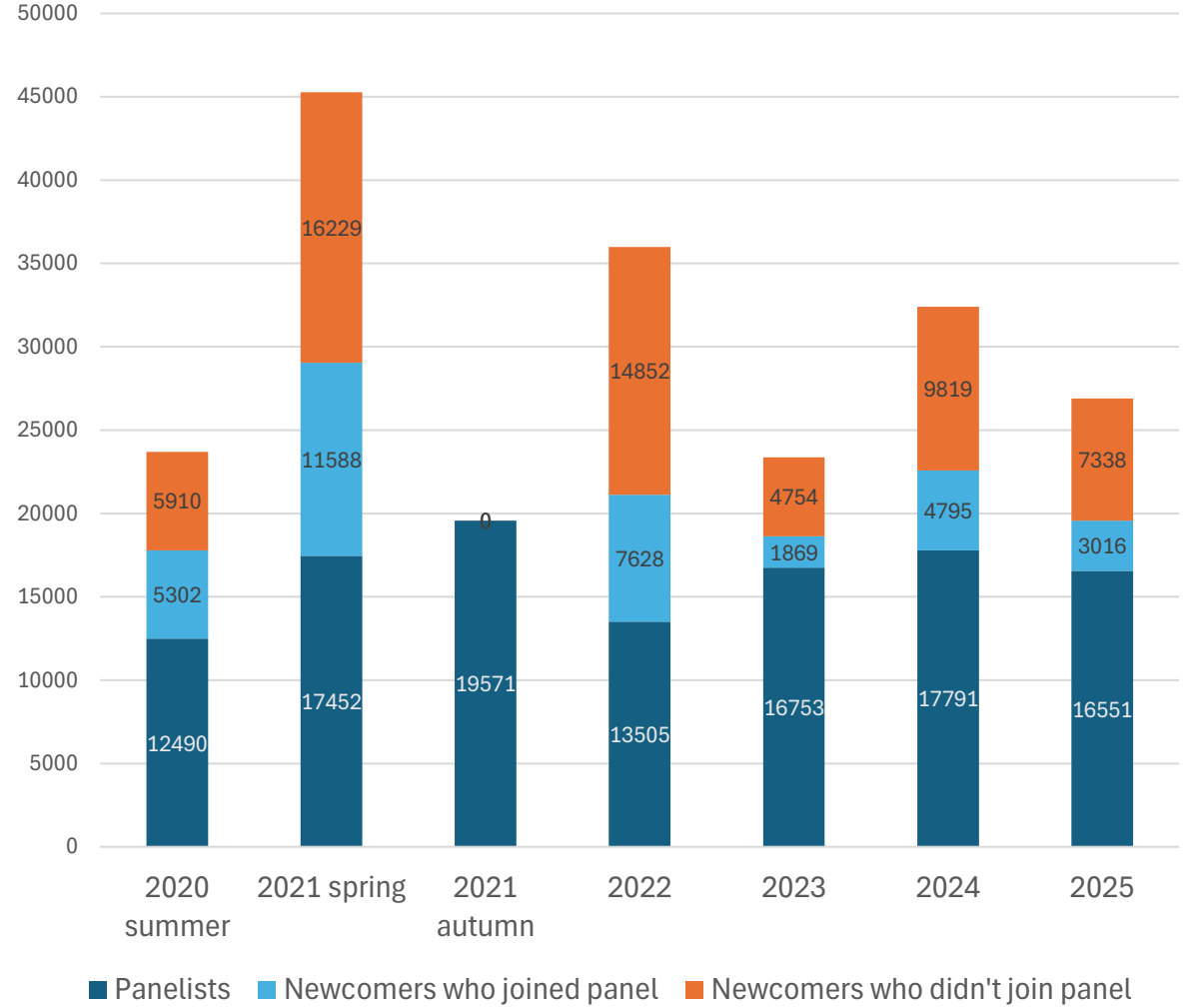
Methodology

Eurofound's e-survey documents developments in living and working during a time of rapid change. It is the continuation of the Living, working and COVID-19 e-survey that Eurofound began fielding at the beginning of the COVID-19 pandemic in April 2020. Data are collected using non-probability sampling methods, where respondents are invited to complete the e-survey through a series of advertisements on social media platforms. In addition, previous respondents who agreed to participate in further rounds and shared their email address for this purpose are invited to participate in subsequent rounds as part of a panel.

The e-survey has been conducted seven times, and gathered over 250,000 responses across all rounds. Individual rounds have achieved samples ranging from 20,000 respondents (in the panel-only Round 4) to 67,000 respondents (in Round 1), with other e-survey rounds achieving samples in between these two figures. More than 60,000 people have agreed to join the panel at some point, with around 36,000 respondents participating in at least two different rounds.

Due to the nature of data collection, the e-survey is not representative of the entire population. People who do not use the internet, do not use social media or were not invited by another participant cannot be reached by the e-survey. As respondents self-select by clicking on advertisements, the sample is biased. Known biases, such as the overrepresentation of workers, people with higher education, people aged 50-64, and, to a smaller extent, women, are identified and corrected

- Experimental non-representative survey **launched on social media in April 2020** to collect timely data on how people are coping with the pandemic (67,000 responses)
- Established a panel of regular respondents
- **Annual survey since 2022**, run each spring on panel and social media
- **Repeated questions** (e.g. wellbeing, healthcare, work-life balance and telework, trust, housing)
- Annual topics not well covered by representative surveys (e.g. youth, traineeships, disability, green transition)
- **Huge impact:** 321 references in policy documents.
- **Collaboration with other agencies, including the ETF** in 2022 for the neighboring countries



Living and Working in the Western Balkans and Türkiye (LW-WBT)

- Funded through the Instrument for Pre-accession Assistance (IPA)
- Representative telephone survey.
- The aim is to highlight developments and challenges for the quality of work and life for different population groups in the context of major global developments, such as the pandemic, the war in Ukraine, and the twin transition of greening and digitalisation.
- Achieved sample size in 2024: 3672
- A new wave will be fielded in 2026.

Key features of the 2024 survey

Country	Fieldwork start date	Fieldwork end date	Number of interviews
Albania	29.08.2024	27.09.2024	506
Bosnia and Herzegovina	30.08.2024	20.09.2024	541
Kosovo	02.09.2024	30.09.2024	523
Montenegro	28.08.2024	05.10.2024	502
North Macedonia	29.08.2024	30.09.2024	561
Serbia	03.09.2024	23.09.2024	535
Türkiye	05.09.2024	04.11.2024	504

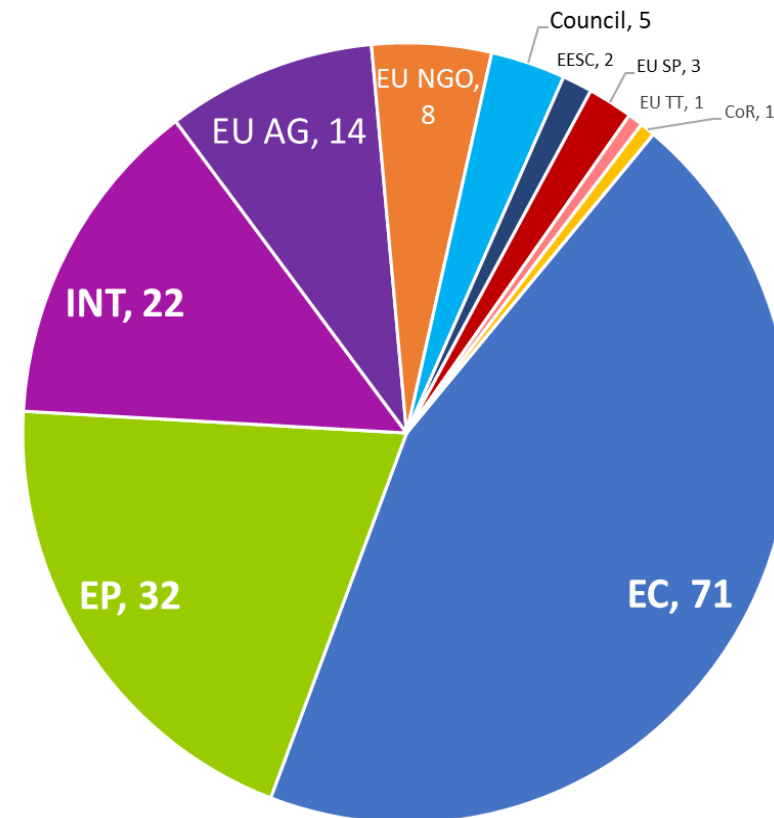
Policy impact

- **Objective of the surveys:** Policy-relevant questions and fit-for-purpose evidence to generate policy solutions that respond to needs.

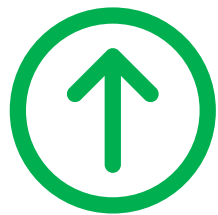
Since 2010 the EQLS has contributed to:

- **159 European-level
policy documents**

- **175 Eurofound Reports**
(with their own policy impact =
multiplier effect)



Value added and challenges



- Surveys are **instrumental for creating evidence for policymaking**.
- They offer comparative information, can identify gaps, groups at risk and areas for improvement.
- They can monitor trends.
- They shed lights on working and living conditions and have a huge impact in the policy making.



- They come to a price: **traditional face-to-face surveys are extremely expensive**.
- Translation of surveys.
- Increasingly difficult to recruit participants.
- Require specialised expertise.



- **Online surveys are cheaper but less reliable**, often lacking representativeness and excluding people without internet access.
- They may rely on panels or recruitment through social media campaigns.
- Social media companies can change their ad policies, which can affect the data collection.



Part 2: Eurofound's monitoring tools

European Restructuring Monitor

Since 2002, the European Restructuring Monitor (ERM) has been monitoring the employment impact of large-scale restructuring events in Europe and covers the 27 EU Memb...



EU PolicyWatch

Eurofound's EU PolicyWatch collates information on the responses of government and social partners to the COVID-19 crisis, the war in Ukraine, rising inflation, as well as...



Convergence monitoring hub

This online resource summarises Eurofound's research on convergence, explains the different dimensions of convergence and provides access to the convergEU app,...



Three tools in focus



European restructuring monitor

Restructuring events database

- Database with factsheets on large-scale restructuring events reported in media in EU27 + Norway.
 - Creating/reducing > 100 jobs or
 - Affecting > 10% of the workforce in site employing > 250
- Network of correspondents
- Media screening on restructuring events
- Over 32,000 events since 2002

Trends in restructuring

Eurofound monitors restructuring events in all Member States of the European Union on an ongoing basis. The following figures relate to the period between 8 December 2025 and 18 March 2026. You can see all summary figures by sector, country and restructuring type by clicking on the icons.



55,504

job creations in the last 100 days



114,087

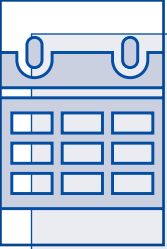



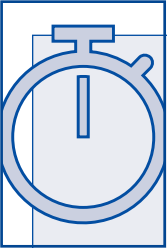




job losses in the last 100 days



334

restructuring events in the last 100 days

Main content in the ERM Events database

	Announcement date		Planned job reductions (min.)		Planned job reductions (max.)
	Type of restructuring		Employment effect start date		Foreseen end date
	Direct dismissals		Other job reduction measures		Planned job creation



Description of event, which can form the basis for subsequent qualitative research.

Value added and challenges



- Real time (i.e. daily updates)
- Named companies
- Quality controlled (EF, correspondents)
- Monitoring of long-term trends
- Comparable information in English (no need to know the local language)
- Allows for quantitative and qualitative analysis of restructuring events



- Only indicative, not representative
- Company size bias, SMEs are not covered
- Media coverage bias
- Costly



EU PolicyWatch database

EU PolicyWatch database

Qualitative information with background information, content and use of measures as well as social partner involvement for **3000+ measures in EU27 and Norway**.

3 rounds of updates per year from the Network of Eurofound Correspondents (NEC).

Initial focus on responses to the COVID-19 crisis, from 2022 onwards

- Responses to the War in Ukraine
- Policies addressing the dual transition to digitalisation and greening
- Integration of the European Restructuring Monitor Support instruments database

EU PolicyWatch

Database of national-level policy measures

Eurofound's EU PolicyWatch collates information on the responses of government and social partners to the COVID-19 crisis, the war in Ukraine, rising inflation, as well as gathering examples of company practices aimed at mitigating the social and economic impacts.

The screenshot shows the EU PolicyWatch dashboard interface. It features several filter panels: Country (All), Territorial scope (All), Region (All), Context (All, COVID-19, Digital Transformation, Green Transition, War in Ukraine), Category (All), Type (All), Target groups (All), Funding (All), Involved actors (All), Role of trade unions (All), Role of employers' organisations (All), Occupations (All), and Role of trade unions (All). A search bar is located below the filters. A date range selector is set from 3/31/2020 to 9/30/2022, and an 'Active' filter is set to 'All'. A dark blue box indicates that 1943 measures were found. Below the filters is a table with the following data:

Number	Country	Title	Category	Measure added	Last update
EE-2022-23/2881	Estonia	Supporting the employment of a beneficiary of international protection	Active labour market policies (enhancing employability, training, subsidised job creation, etc.)	14 September 2022	09 November 2022
FR-2021-5/1467	France	National protocol to ensure the health and safety of employees	Occupational health and safety	26 November 2020	09 November 2022
FR-2022-1/2852	France	Increased support for employees costs of transport	Responses to inflation	13 September 2022	09 November 2022

Main page: [Eurofound EU PolicyWatch \(europa.eu\)](https://europa.eu)

Dashboard: [Eurofound EU PolicyWatch \(europa.eu\)](https://europa.eu)

Results as of November 2022

Value added and challenges



- Shared pool of information on national policy measures
- Online and searchable, providing easy access to policy measures
- Comparable information in English (no need to know the local language)
- Regularly updated



- Not exhaustive, issues can develop rapidly
- Can't guarantee the same degree of 'completeness' (or detail) for all countries as with e.g. a comparative questionnaire
- Differences in skills between national correspondents
- Maintenance and updating is costly



European Convergence Monitoring Hub

Automating the calculation

➤ ConvergEU R* package

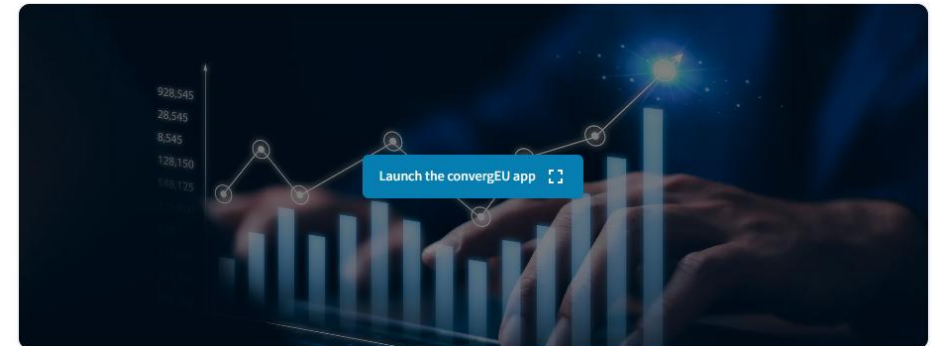
- Available on the official R distribution repository (CRAN)
- Development version on github

<https://github.com/eurofound/convergEU>

➤ ConvergEU app

- <https://www.eurofound.europa.eu/en/surveys-and-data/convergence-monitoring-hub/convergeu-app>

*R is a programming and statistical software



Value added and challenges



- Automates the calculation of convergence
- Opens it up to the general public, making it easily accessible



- Some cost associated with the set up and maintenance
- Maintenance requiring skills and attention to detail

In summary, Eurofound's surveys and monitoring tools:

- Provide a **comprehensive toolkit** for monitoring working conditions, company practices, and quality of life.
- Support **evidence-based policymaking** through robust, comparable data.
- Offer **broader social and labour-market context**, including insights relevant to skills anticipation.





European Foundation for the Improvement of Living and Working Conditions

The tripartite EU agency providing knowledge to assist in the development of better social, employment and work-related policies

Thank you for your attention

