



European Foundation for the Improvement of Living and Working Conditions

## Appendix C – Survey Data

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# Ex-post Evaluation of Eurofound – Four Year Work Programme 2005-08

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This appendix provides the survey data for the two main surveys (key stakeholders, target audiences) as well as the case studies (Foundation Seminar series and CLIP).

## Target Audience Survey

### 1.1 What best describes your organisation?

Organisation	Nº	%
Business	10	5.4
Trade union	25	13.6
Employer organisation	13	7.1
EU institution/other international body	24	13.0
National authority/government body	26	14.1
University / research organisation	76	41.3
Media organisation	1	0.5
Local authority	7	3.8
NGO	1	0.5
Other	1	0.5
<b>Total</b>	<b>184</b>	<b>100.0</b>

### 1.2 Which country is your organisation located in?

Country	Nº	%	Country	Nº	%
Pan-European Organisation	4	2.2	Latvia	1	0.5
Austria	10	5.4	Lithuania	1	0.5
Belgium	26	14.1	Luxembourg	1	0.5
Bulgaria	4	2.2	Malta	3	1.6
Croatia	2	1.1	Netherlands	4	2.2
Cyprus	2	1.1	Poland	1	0.5
Czech Republic	4	2.2	Portugal	4	2.2
Denmark	4	2.2	Romania	7	3.8
Estonia	0	0.0	Slovakia	13	7.1
Finland	6	3.3	Slovenia	0	0.0
France	11	6.0	Spain	8	4.3
Germany	15	8.2	Sweden	9	4.9
Greece	0	0.0	Turkey	5	2.7
Hungary	2	1.1	UK	12	6.5
Italy	14	7.6	Other/not given	8	4.3
Ireland	3	1.6	<b>Total</b>	<b>184</b>	<b>100.0</b>

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## 1.3 Please indicate the size of your organisation.

Size	Nº	%
1-9 employees	15	8.2
10-49 employees	38	20.7
50-249 employees	31	16.8
250 or more employees	89	48.4
Don't know/not applicable	11	6.0
Total	184	100.0

## 1.4 How did you become aware of the European Foundation and its activities?

Please tick the appropriate box(s)

Options	Nº	%
Conference, seminar or other similar event	68	37.0
Publications produced by Eurofound or reference in another publication	84	45.7
Eurofound website or other website(s)	46	25.0
From a work colleague or word of mouth from other source	49	26.6
Reference in the media	2	1.1

## 2.1 To what extent were the 'General Objectives' of Eurofound's 2005-08 Work Programme achieved/addressed?

General Objectives	Fully		Nearly		Neutral		Not very well		Not at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Develop core activities of research/information provision	34	18.5	67	36.4	30	16.3	8	4.3	5	2.7	40	21.7	184	100
Strengthen the main monitoring activities and research	33	17.9	61	33.2	27	14.7	12	6.5	4	2.2	47	25.5	184	100
Focus on a limited number of key policy themes	29	15.8	56	30.4	33	17.9	20	10.9	2	1.1	44	23.9	184	100
Develop Eurofound's work based on practical experience	22	12.0	51	27.7	37	20.1	11	6.0	6	3.3	57	31.0	184	100
Emphasise a forward-looking perspective in activities	19	10.3	59	32.1	37	20.1	16	8.7	5	2.7	48	26.1	184	100
Extend gender mainstreaming in Eurofound	17	9.2	47	25.5	32	17.4	5	2.7	8	4.3	75	40.8	184	100
Include a sectoral perspective in Eurofound's work	24	13.0	42	22.8	39	21.2	13	7.1	4	2.2	62	33.7	184	100

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## 2.2 The 2005-08 Work Programme also had a number of 'Main Tasks' and 'Key Themes'. To what extent were these different Main Tasks and Key Themes of the 2005-08 Work Programme successfully achieved/addressed?

	Successfully		Nearly		Neutral		A little		Not at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
<b>Main Tasks</b>														
Monitoring and understanding change	36	19.6	67	36.4	24	13.0	12	6.5	7	3.8	38	20.7	184	100
Research and exploring what works	27	14.7	66	35.9	34	18.5	12	6.5	5	2.7	40	21.7	184	100
Communicating and sharing ideas and experience	26	14.1	71	38.6	38	20.7	8	4.3	7	3.8	34	18.5	184	100
Achievement of main tasks overall	20	10.9	72	39.1	30	16.3	9	4.9	3	1.6	50	27.2	184	100
<b>Key Themes</b>														
Understanding employment issues	35	19.0	69	37.5	29	15.8	12	6.5	2	1.1	37	20.1	184	100
Promoting better work-life balance	32	17.4	61	33.2	39	21.2	7	3.8	5	2.7	40	21.7	184	100
Improving industrial relations and partnership	32	17.4	57	31.0	38	20.7	6	3.3	7	3.8	44	23.9	184	100
Strengthening social cohesion	24	13.0	50	27.2	47	25.5	15	8.2	3	1.6	45	24.5	184	100
Achievement of key themes overall	22	12.0	63	34.2	32	17.4	14	7.6	3	1.6	50	27.2	184	100

## 2.3 How relevant were the aims of the 2005-08 Work Programme to target audiences in your view?

Options	Nº	%
Very relevant	32	17.4
Quite relevant	77	41.8
Neutral	31	16.8
Not very relevant	5	2.7
Not relevant at all	1	0.5
Don't know	38	20.7
<b>Total</b>	<b>184</b>	<b>100.0</b>

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**3.1 Which of Eurofound's information/monitoring tools have you made use of? If you have made use of Eurofound information/monitoring tools, please rank the quality and usefulness of the tool(s)**

	Excellent		Good		Neutral		Poor		Very poor		Total used	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
<b>Observatories</b>												
European Industrial Relations Observatory (EIRO)	32	27.4	49	41.9	23	19.7	9	7.7	4	3.4	117	100
European Working Conditions Observatory (EWCO)	35	26.7	60	45.8	24	18.3	9	6.9	3	2.3	131	100
European Monitoring Centre on Change (EMCC)	15	17.6	26	30.6	26	30.6	12	14.1	6	7.1	85	100
European Restructuring Monitor (ERM)	19	23.8	19	23.8	28	35.0	11	13.8	3	3.8	80	100
<b>Surveys</b>												
European Quality of Life Survey (EQLS)	25	21.0	62	52.1	16	13.4	13	10.9	3	2.5	119	100
European Working Conditions Survey (EWCS)	52	37.7	59	42.8	18	13.0	5	3.6	4	2.9	138	100
European Company Survey (ECS)	10	13.3	35	46.7	24	32.0	5	6.7	1	1.3	75	100

**3.2 Which of the following Eurofound publications are you familiar with? If you are familiar with a particular publication, please rank the quality and usefulness of the publication**

Publications	Excellent		Good		Neutral		Poor		Very poor		Total familiar	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Foundation Findings	19	20.2	46	48.9	13	13.8	12	12.8	4	4.3	94	100
Foundation Focus	18	19.1	39	41.5	20	21.3	14	14.9	3	3.2	94	100
Foundation Papers (discontinued)	13	16.5	27	34.2	20	25.3	13	16.5	6	7.6	79	100
Information sheets	30	24.6	52	42.6	24	19.7	11	9.0	5	4.1	122	100
Eurofound News	31	24.0	53	41.1	29	22.5	11	8.5	5	3.9	129	100
The European Restructuring Monitor Quarterly	14	19.2	29	39.7	19	26.0	6	8.2	5	6.8	73	100
Case studies	31	27.2	44	38.6	22	19.3	14	12.3	3	2.6	114	100
Research Reports (summaries, executive summaries)	55	37.9	59	40.7	21	14.5	5	3.4	5	3.4	145	100
Annual Reports	24	20.9	48	41.7	28	24.3	9	7.8	6	5.2	115	100

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### 3.3 Which of the following Eurofound events have you attended? If you have attended a particular event or have visited Eurofound, please rank the quality and usefulness of the event/visit

Eurofound Event	Excellent		Good		Neutral		Poor		Very poor		Total attended	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Foundation Forum	4	19.0	8	38.1	4	19.0	5	23.8	0	0.0	21	100
Thematic conferences/seminars	31	33.7	33	35.9	15	16.3	7	7.6	6	6.5	92	100
Foundation Seminar Series	15	36.6	16	39.0	5	12.2	4	9.8	1	2.4	41	100
CLIP events	11	45.8	2	8.3	4	16.7	6	25.0	1	4.2	24	100
Foundation visit to member states (i.e. road show)	13	36.1	8	22.2	8	22.2	2	5.6	5	13.9	36	100
Visit to Eurofound	26	36.1	27	37.5	10	13.9	6	8.3	3	4.2	72	100

### 3.4 Was the information from Eurofound provided in a timely way?

Options	Nº	%
Very timely	38	20.7
Quite timely	73	39.7
Neutral	32	17.4
Not very timely	10	5.4
Not timely at all	4	2.2
Don't know	27	14.7
<b>Total</b>	<b>184</b>	<b>100.0</b>

### 3.5 Can you get the same sort of information produced by Eurofound on living and working conditions from other sources?

Options	Nº	%
Yes - I am aware of other sources of the same/similar information	65	35.3
No - I am not aware of other sources of the same/similar information	110	59.8
No response	9	4.9
<b>Total</b>	<b>184</b>	<b>100.0</b>

If you have answered yes above, please comment on the extent to which the information provided by Eurofound adds value to what can be obtained from other sources

Options	Nº	%
High added value	13	20.0
Quite high added value	40	61.5
Neutral	8	12.3
Not a lot of added value	3	4.6
No added value at all	0	0.0
Don't know	1	1.5
<b>Total</b>	<b>65</b>	<b>100.0</b>

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## 4.1 To what extent did Eurofound successfully communicate information to your organisation?

Options	Nº	%
Very successfully	24	13.0
Quite successfully	67	36.4
Neutral	42	22.8
Not very successfully	20	10.9
Not successfully at all	3	1.6
Don't know	28	15.2
<b>Total</b>	<b>184</b>	<b>100.0</b>

## 4.2 In your opinion, to what extent did Eurofound successfully communicate information to the various target audiences of the 2005-08 Work Programme in your Member State?

Target audiences – Member State level	Very successfully		Quite successfully		Neutral		Not very successfully		Not successfully at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Public administrations (at national level)	13	7.1	45	24.5	18	9.8	9	4.9	3	1.6	96	52.2	184	100
Trade unions	21	11.4	37	20.1	25	13.6	8	4.3	8	4.3	85	46.2	184	100
Employer organisations	19	10.3	25	13.6	27	14.7	7	3.8	10	5.4	96	52.2	184	100
Businesses	3	1.6	19	10.3	25	13.6	11	6.0	10	5.4	116	63.0	184	100
University / Research organisations	23	12.5	38	20.7	32	17.4	13	7.1	6	3.3	72	39.1	184	100
Non governmental organisation	10	5.4	23	12.5	25	13.6	7	3.8	6	3.3	113	61.4	184	100
Media organisations	10	5.4	15	8.2	21	11.4	12	6.5	8	4.3	118	64.1	184	100
Information intermediaries (e.g. think tank)	8	4.3	22	12.0	15	8.2	12	6.5	2	1.1	125	67.9	184	100
REACHED MEMBER STATE TARGET AUDIENCES OVERALL	5	2.7	31	16.8	31	16.8	17	9.2	4	2.2	96	52.2	184	100
<b>Target audiences – European and international level</b>														
Trade unions	33	17.9	35	19.0	17	9.2	8	4.3	3	1.6	88	47.8	184	100
Employer organisations	27	14.7	29	15.8	22	12.0	9	4.9	2	1.1	95	51.6	184	100
EU institutions	42	22.8	43	23.4	13	7.1	4	2.2	3	1.6	79	42.9	184	100
Businesses	6	3.3	18	9.8	24	13.0	7	3.8	3	1.6	126	68.5	184	100
International organisations	18	9.8	25	13.6	21	11.4	5	2.7	0	0.0	115	62.5	184	100
University / Research organisations	23	12.5	39	21.2	31	16.8	8	4.3	4	2.2	79	42.9	184	100
Non governmental organisation	8	4.3	30	16.3	15	8.2	6	3.3	1	0.5	124	67.4	184	100
Media organisations	6	3.3	18	9.8	20	10.9	8	4.3	3	1.6	129	70.1	184	100
Information intermediaries (e.g. think tank)	10	5.4	18	9.8	19	10.3	6	3.3	1	0.5	130	70.7	184	100
Reached target audiences overall	10	5.4	35	19.0	23	12.5	13	7.1	1	0.5	102	55.4	184	100

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### 5.1 In your view, to what extent have Eurofound's activities and output in the 2005-2008 period had a positive impact on policy-makers at a national and EU level?

Options	Very positive impact		Quite positive impact		Neutral		Not much impact		Little or no impact		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Impact on policy-makers at national level	8	4.3	26	14.1	41	22.3	23	12.5	10	5.4	76	41.3	184	100
Impact on policy-makers at an EU level	15	8.2	40	21.7	56	30.4	10	5.4	2	1.1	61	33.2	184	100
Impact on policies developed by social partners	9	4.9	38	20.7	45	24.5	21	11.4	5	2.7	66	35.9	184	100
Overall impact of Eurofound's activities and output	8	4.3	30	16.3	48	26.1	20	10.9	2	1.1	76	41.3	184	100

### 5.2 More generally, to what extent did Eurofound contribute in the 2005-08 period to its mandate of 'the planning and establishment of better living and working conditions through actions designed to increase and disseminate relevant knowledge'?

Options	Very positive		Quite positive		Neutral		Not very positive		Not positive at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Expertise/information is transferred to target audiences	22	12.0	69	37.5	37	20.1	4	2.2	4	2.2	48	26.1	184	100
Timely/high quality responses to information requests	15	8.2	54	29.3	34	18.5	8	4.3	7	3.8	66	35.9	184	100
Being autonomous makes information more credible	35	19.0	57	31.0	22	12.0	11	6.0	3	1.6	56	30.4	184	100
Full engagement of stakeholders in Eurofound activities	14	7.6	55	29.9	26	14.1	12	6.5	4	2.2	73	39.7	184	100
Added value to information available at national level	30	16.3	61	33.2	28	15.2	9	4.9	2	1.1	54	29.3	184	100
OVERALL CONTRIBUTION TO MANDATE	17	9.2	56	30.4	43	23.4	5	2.7	3	1.6	60	32.6	184	100



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**5.3 During the 2005-08 period, a major challenge for Eurofound was to meet the needs of the new Member States that joined the EU in 2004. To what extent has Eurofound successfully met the challenge of EU enlargement in that period?**

Options	Nº	%
Very successfully	19	10.3
Quite successfully	48	26.1
Neutral	28	15.2
Not very successfully	10	5.4
Not successfully at all	3	1.6
Don't know	76	41.3
<b>Total</b>	<b>184</b>	<b>100.0</b>

**Overall, how successful has Eurofound been in the 2005-2008 period in achieving a positive impact and contributing to a better understanding of issues concerning working and living conditions in Europe**

Options	Nº	%
Very successful indeed	20	10.9
Quite successfully	78	42.4
Neutral	41	22.3
Not very successfully	9	4.9
Not successful at all	1	0.5
Don't know	35	19.0
<b>Total</b>	<b>184</b>	<b>100.0</b>

## Key Stakeholder Survey

**1.1 What best describes your organisation:**

Organisation	Nº	%
Member of the Governing Board	29	76.3
Government	17	44.7
Trade union	13	34.2
Employer organisation	8	21.1

**1.2 If you are a member of the Governing Board, which group do you represent?**

Group	Nº	%
Workers	10	34.5
Employers	5	17.2
National Government	14	48.3
<b>Total</b>	<b>29</b>	<b>100.0</b>

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## 1.3 Which country are you/your organisation located in?

Country	Nº	%	Country	Nº	%
Pan-European Organisation	0	0.0	Latvia	0	0.0
Austria	1	2.6	Lithuania	3	7.9
Belgium	3	7.9	Luxembourg	1	2.6
Bulgaria	2	5.3	Malta	0	0.0
Croatia	0	0.0	Netherlands	2	5.3
Cyprus	2	5.3	Norway	2	5.3
Czech Republic	3	7.9	Poland	0	0.0
Denmark	1	2.6	Portugal	2	5.3
Estonia	2	5.3	Romania	1	2.6
Finland	3	7.9	Slovakia	0	0.0
France	1	2.6	Slovenia	1	2.6
Germany	1	2.6	Spain	1	2.6
Greece	1	2.6	Sweden	3	7.9
Hungary	1	2.6	Turkey	0	0.0
Italy	1	2.6	UK	0	0.0
Ireland	0	0.0	<b>Total</b>	<b>38</b>	<b>100.0</b>

## 2.1 To what extent were the 'General Objectives' of Eurofound's 2005-08 Work Programme achieved/addressed?

General Objectives	Fully		Nearly		Neutral		A little		Not at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Develop core activities of research/information provision	11	28.9	16	42.1	8	21.1	2	5.3	0	0.0	1	2.6	38	100
Strengthen the main monitoring activities and research	9	23.7	20	52.6	5	13.2	3	7.9	0	0.0	1	2.6	38	100
Focus on a limited number of key policy themes	4	10.5	15	39.5	12	31.6	5	13.2	0	0.0	2	5.3	38	100
Develop Eurofound's work based on practical experience	6	15.8	14	36.8	11	28.9	3	7.9	0	0.0	4	10.5	38	100
Emphasise a forward-looking perspective in activities	4	10.5	17	44.7	9	23.7	5	13.2	1	2.6	2	5.3	38	100
Extend gender mainstreaming in Eurofound	6	15.8	14	36.8	6	15.8	2	5.3	2	5.3	8	21.1	38	100
Include a sectoral perspective in Eurofound's work	7	18.4	17	44.7	9	23.7	2	5.3	0	0.0	3	7.9	38	100

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**2.2 The 2005-08 Work Programme also had a number of ‘Main Tasks’ and ‘Key Themes’. To what extent were these different Main Tasks and Key Themes of the 2005-08 Work Programme successfully achieved/addressed?**

Main Tasks	Successfully		Nearly		Neutral		A little		Not at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Monitoring and understanding change	6	15.8	22	57.9	6	15.8	3	7.9	0	0.0	1	2.6	38	100
Research and exploring what works	11	28.9	14	36.8	10	26.3	3	7.9	0	0.0	0	0.0	38	100
Communicating and sharing ideas and experience	11	28.9	15	39.5	7	18.4	4	10.5	0	0.0	1	2.6	38	100
Achievement of main tasks overall	8	21.1	19	50.0	6	15.8	3	7.9	0	0.0	2	5.3	38	100
<b>Key Themes</b>														
Understanding employment issues	12	31.6	15	39.5	8	21.1	3	7.9	0	0.0	0	0.0	38	100
Promoting better work-life balance	15	39.5	13	34.2	7	18.4	3	7.9	0	0.0	0	0.0	38	100
Improving industrial relations and partnership	15	39.5	14	36.8	8	21.1	1	2.6	0	0.0	0	0.0	38	100
Strengthening social cohesion	10	26.3	11	28.9	9	23.7	3	7.9	2	5.3	3	7.9	38	100
Achievement of key themes overall	13	34.2	11	28.9	10	26.3	1	2.6	0	0.0	3	7.9	38	100

**2.3 How relevant were the aims of the 2005-08 Work Programme to key stakeholders and target audiences in your view?**

Options	Nº	%
Very relevant	9	23.7
Quite relevant	19	50.0
Neutral	7	18.4
Not very relevant	3	7.9
Not relevant at all	0	0.0
Don't know	0	0.0
<b>Total</b>	<b>38</b>	<b>100.0</b>

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## 2.4 Overall, to what extent did the 2005-08 Work Programme provide a coherent and strategic framework for Eurofound activities?

Options	Nº	%
Very coherent & strategic	6	15.8
Quite coherent & strategic	23	60.5
Neutral	6	15.8
Not very coherent or strategic	2	5.3
Not coherent or strategic at all	0	0.0
Don't know	1	2.6
<b>Total</b>	<b>38</b>	<b>100.0</b>

## 2.5 In your view, how closely aligned were the key themes covered by the 2005-08 Work Programme with policies/programmes and priorities at a national and EU level?

Options	Very closely aligned		Quite closely aligned		Neutral		Not very closely aligned		Not closely aligned at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
National policies/programmes and priorities	6	15.8	14	36.8	12	31.6	4	10.5	1	2.6	1	2.6	38	100
European policies/programmes and priorities	12	31.6	17	44.7	7	18.4	1	2.6	0	0.0	1	2.6	38	100
OVERALL DEGREE OF ALIGNMENT	8	21.1	20	52.6	7	18.4	1	2.6	0	0.0	2	5.3	38	100

## 3.1 Which of Eurofound's information/monitoring tools have you made use of? If you have made use of Eurofound information/monitoring tools

Observatories	Excellent		Good		Neutral		Poor		Very poor		Total used	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
European Industrial Relations Observatory (EIRO)	14	38.9	16	44.4	4	11.1	2	5.6	0	0.0	36	100
European Working Conditions Observatory (EWCO)	13	36.1	18	50.0	2	5.6	3	8.3	0	0.0	36	100
European Monitoring Centre on Change (EMCC)	3	9.4	12	37.5	12	37.5	4	12.5	1	3.1	32	100
European Restructuring Monitor (ERM)	3	9.4	10	31.3	12	37.5	6	18.8	1	3.1	32	100
<b>Surveys</b>												
European Quality of Life Survey (EQLS)	13	38.2	14	41.2	6	17.6	1	2.9	0	0.0	34	100
European Working Conditions Survey (EWCS)	18	50.0	14	38.9	3	8.3	0	0.0	1	2.8	36	100
European Company Survey (ECS)	5	14.7	15	44.1	11	32.4	2	5.9	1	2.9	34	100

# Survey Data

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### 3.2 Which of the following Eurofound publications are you familiar with? If you are familiar with a particular publication, please rank the quality and usefulness of the publication

Publication	Excellent		Good		Neutral		Poor		Very poor		Total familiar	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Foundation Findings	10	33.3	13	43.3	4	13.3	3	10.0	0	0.0	30	100
Foundation Focus	9	27.3	15	45.5	6	18.2	2	6.1	1	3.0	33	100
Foundation Papers (discontinued)	10	35.7	5	17.9	11	39.3	1	3.6	1	3.6	28	100
Information sheets	15	46.9	10	31.3	6	18.8	1	3.1	0	0.0	32	100
Eurofound News	13	38.2	18	52.9	3	8.8	0	0.0	0	0.0	34	100
The European Restructuring Monitor Quarterly	4	14.3	13	46.4	6	21.4	2	7.1	3	10.7	28	100
Case studies	10	29.4	11	32.4	9	26.5	4	11.8	0	0.0	34	100
Research Reports (summaries, executive summaries)	14	40.0	15	42.9	5	14.3	1	2.9	0	0.0	35	100
Annual Reports	16	45.7	8	22.9	7	20.0	4	11.4	0	0.0	35	100

### 3.3 Which of the following Eurofound events have you attended? If you have attended a particular event or have visited Eurofound, please rank the quality and usefulness of the event/visit

Eurofound Event	Excellent		Good		Neutral		Poor		Very poor		Total attended	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Foundation Forum	5	35.7	6	42.9	1	7.1	2	14.3	0	0.0	14	100
Thematic conferences/ seminars	10	45.5	10	45.5	2	9.1	0	0.0	0	0.0	22	100
Foundation Seminar Series	9	64.3	3	21.4	1	7.1	1	7.1	0	0.0	14	100
CLIP events	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2	100
Foundation visit to member states (i.e. road show)	7	38.9	6	33.3	3	16.7	1	5.6	1	5.6	18	100
Visit to Eurofound	9	50.0	5	27.8	2	11.1	1	5.6	1	5.6	18	100

### 3.4 Was the information from Eurofound provided in a timely way?

Options	Nº	%
Very timely	5	13.2
Quite timely	21	55.3
Neutral	7	18.4
Not very timely	2	5.3
Not timely at all	0	0.0
Don't know	3	7.9
<b>Total</b>	<b>38</b>	<b>100.0</b>

# Survey Data

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### 3.5 Can you get the same sort of information produced by Eurofound on living and working conditions from other sources?

Options	Nº	%
Yes - I am aware of other sources of the same/similar information	12	31.6
No - I am not aware of other sources of the same/similar information	25	65.8
No response	1	2.6
<b>Total</b>	<b>38</b>	<b>100.0</b>

If you have answered yes, please comment on the extent to which the information provided by Eurofound adds value to what can be obtained from other sources

Options	Nº	%
High added value	3	25.0
Quite high added value	6	50.0
Neutral	2	16.7
Not a lot of added value	1	8.3
No added value at all	0	0.0
<b>Total</b>	<b>12</b>	<b>100.0</b>

### 4.1 How would you rate the level of awareness your organisation has of Eurofound's activities and outputs? If possible, please comment on the situation during the 2005-2008 period

Options	Nº	%
High level of awareness	3	7.9
Quite high level of awareness	13	34.2
Neutral	9	23.7
Low level of awareness	5	13.2
Little or no awareness	1	2.6
Don't know	7	18.4
<b>Total</b>	<b>38</b>	<b>100.0</b>

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## 4.2 What level of awareness do you think the following organisations have of Eurofound's activities and outputs? If possible, please comment on the situation during the 2005-08 period

Options	High level of awareness		Quite high		Neutral		Quite low		Little or no awareness		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Public administrations (at national level)	4	10.5	8	21.1	12	31.6	7	18.4	2	5.3	5	13.2	38	100
Trade unions	4	10.5	13	34.2	9	23.7	5	13.2	0	0.0	7	18.4	38	100
Employer organisations	2	5.3	11	28.9	10	26.3	5	13.2	2	5.3	8	21.1	38	100
EU institutions	13	34.2	11	28.9	2	5.3	3	7.9	0	0.0	9	23.7	38	100
Businesses	1	2.6	2	5.3	8	21.1	7	18.4	10	26.3	10	26.3	38	100
Other European and international organisations	4	10.5	12	31.6	7	18.4	3	7.9	1	2.6	11	28.9	38	100
University / Research organisations	7	18.4	6	15.8	9	23.7	7	18.4	1	2.6	8	21.1	38	100
Non governmental organisation	3	7.9	5	13.2	7	18.4	7	18.4	4	10.5	12	31.6	38	100
Media organisations	2	5.3	1	2.6	11	28.9	8	21.1	7	18.4	9	23.7	38	100
Information intermediaries (e.g. think tank)	4	10.5	4	10.5	7	18.4	1	2.6	3	7.9	19	50.0	38	100
General public	1	2.6	1	2.6	4	10.5	7	18.4	16	42.1	9	23.7	38	100
REACHED TARGET AUDIENCES OVERALL	1	2.6	6	15.8	12	31.6	10	26.3	1	2.6	8	21.1	38	100

## 4.3 To what extent did Eurofound successfully communicate information to your organisation?

Options	Nº	%
Very successfully	6	15.8
Quite successfully	18	47.4
Neutral	7	18.4
Not very successfully	2	5.3
Not successfully at all	0	0.0
Don't know	5	13.2
<b>Total</b>	<b>38</b>	<b>100.0</b>

## 4.4 In your opinion, to what extent did Eurofound successfully communicate information to the various target audiences of the 2005-08 Work Programme in your Member State?

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Target audiences – Member State level	Very successfully		Quite successfully		Neutral		Not very successfully		Not successfully at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Public administrations (at national level)	6	15.8	11	28.9	8	21.1	5	13.2	0	0.0	8	21.1	38	100
Trade unions	6	15.8	10	26.3	9	23.7	1	2.6	0	0.0	12	31.6	38	100
Employer organisations	5	13.2	8	21.1	11	28.9	3	7.9	0	0.0	11	28.9	38	100
Businesses	1	2.6	4	10.5	3	7.9	10	26.3	6	15.8	14	36.8	38	100
University / Research organisations	5	13.2	6	15.8	4	10.5	8	21.1	1	2.6	14	36.8	38	100
Non governmental organisation	2	5.3	3	7.9	6	15.8	7	18.4	3	7.9	17	44.7	38	100
Media organisations	2	5.3	7	18.4	4	10.5	11	28.9	2	5.3	12	31.6	38	100
Information intermediaries (e.g. think tank)	3	7.9	2	5.3	8	21.1	1	2.6	3	7.9	21	55.3	38	100
REACHED MEMBER STATE TARGET AUDIENCES OVERALL	2	5.3	4	10.5	13	34.2	9	23.7	0	0.0	10	26.3	38	100
<b>Target audiences – European and international level</b>														
Trade unions	9	23.7	13	34.2	1	2.6	2	5.3	0	0.0	13	34.2	38	100
Employer organisations	9	23.7	10	26.3	3	7.9	2	5.3	0	0.0	14	36.8	38	100
EU institutions	13	34.2	7	18.4	2	5.3	3	7.9	0	0.0	13	34.2	38	100
Businesses	2	5.3	4	10.5	5	13.2	8	21.1	1	2.6	18	47.4	38	100
International organisations	7	18.4	9	23.7	6	15.8	4	10.5	0	0.0	12	31.6	38	100
University / Research organisations	6	15.8	6	15.8	6	15.8	2	5.3	1	2.6	17	44.7	38	100
Non governmental organisation	3	7.9	5	13.2	5	13.2	4	10.5	1	2.6	20	52.6	38	100
Media organisations	4	10.5	5	13.2	7	18.4	3	7.9	1	2.6	18	47.4	38	100
Information intermediaries (e.g. think tank)	3	7.9	5	13.2	6	15.8	1	2.6	0	0.0	23	60.5	38	100
REACHED TARGET AUDIENCES OVERALL	4	10.5	9	23.7	8	21.1	2	5.3	0	0.0	15	39.5	38	100

## 5.1 In your view, to what extent have Eurofound's activities and output in the 2005-2008 period had a positive impact on policy-makers at a national and EU level?

Options	Very positive impact		Quite positive impact		Neutral		Not much impact		Little or no impact		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Impact on policy-makers at national level	1	2.6	8	21.1	14	36.8	8	21.1	4	10.5	3	7.9	38	100
Impact on policy-makers at an EU level	3	7.9	19	50.0	9	23.7	2	5.3	1	2.6	4	10.5	38	100
Impact on policies developed by social partners	3	7.9	14	36.8	9	23.7	5	13.2	1	2.6	6	15.8	38	100
OVERALL IMPACT OF EUROFOUND'S ACTIVITIES AND OUTPUT	2	5.3	11	28.9	16	42.1	1	2.6	1	2.6	7	18.4	38	100



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**5.2 More generally, to what extent did Eurofound contribute in the 2005-08 period to its mandate of ‘the planning and establishment of better living and working conditions through actions designed to increase and disseminate relevant knowledge’?**

Options	Very positive		Quite positive		Neutral		Not very positive		Not positive at all		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Expertise/information is transferred to target audiences	7	18.4	15	39.5	8	21.1	2	5.3	0	0.0	6	15.8	38	100
Timely/high quality responses to information requests	5	13.2	20	52.6	4	10.5	2	5.3	0	0.0	7	18.4	38	100
Being autonomous makes information more credible	14	36.8	11	28.9	4	10.5	4	10.5	0	0.0	5	13.2	38	100
Full engagement of stakeholders in Eurofound activities	9	23.7	8	21.1	14	36.8	3	7.9	0	0.0	4	10.5	38	100
Added value to information available at national level	8	21.1	14	36.8	6	15.8	4	10.5	1	2.6	5	13.2	38	100
OVERALL CONTRIBUTION TO MANDATE	5	13.2	16	42.1	10	26.3	1	2.6	1	2.6	5	13.2	38	100

**5.3 During the 2005-08 period, a major challenge for Eurofound was to meet the needs of the new Member States that joined the EU in 2004. To what extent has Eurofound successfully met the challenge of EU enlargement in that period?**

Options	Nº	%
Very successfully	8	21.1
Quite successfully	13	34.2
Neutral	5	13.2
Not very successfully	3	7.9
Not successfully at all	0	0.0
Don't know	9	23.7
<b>Total</b>	<b>38</b>	<b>100.0</b>

**5.4 Overall, how successful has Eurofound been in the 2005-2008 period in achieving a positive impact and contributing to a better understanding of issues concerning working and living conditions in Europe?**

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Options	Nº	%
Very successful indeed	7	18.4
Quite successfully	14	36.8
Neutral	11	28.9
Not very successfully	2	5.3
Not successful at all	0	0.0
Don't know	4	10.5
<b>Total</b>	<b>38</b>	<b>100.0</b>

## 6.1 Please comment on how different aspects of the Eurofound organisation contributed to the efficient implementation of the 2005-08 Work Programme.

Options	Very positive		Quite positive		Neutral		Not much		Little or no contribution		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Financial and human resources management	4	10.5	12	31.6	7	18.4	2	5.3	1	2.6	12	31.6	38	100
Governance structure and organisation	3	7.9	15	39.5	5	13.2	6	15.8	0	0.0	9	23.7	38	100
Management systems and processes	3	7.9	11	28.9	8	21.1	5	13.2	1	2.6	10	26.3	38	100
Programme development and monitoring	7	18.4	12	31.6	8	21.1	2	5.3	0	0.0	9	23.7	38	100
OVERALL CONTRIBUTION OF ORGANISATIONAL SET UP	2	5.3	12	31.6	9	23.7	3	7.9	0	0.0	12	31.6	38	100

## 6.2 In your view, to what extent did Eurofound's external communications and dissemination strategies contribute to successful implementation of the 2005-08 Work Programme?

Options	Very positive		Quite positive		Neutral		Not much		Little or no contribution		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Using resources effectively to reach target audiences	6	15.8	14	36.8	10	26.3	2	5.3	0	0.0	6	15.8	38	100
Timely/appropriate communication of information	6	15.8	18	47.4	7	18.4	1	2.6	0	0.0	6	15.8	38	100
Appropriate languages for printed and web publications	5	13.2	12	31.6	6	15.8	7	18.4	3	7.9	5	13.2	38	100
OVERALL CONTRIBUTION OF COMMUNICATIONS STRATEGY	5	13.2	13	34.2	12	31.6	2	5.3	0	0.0	6	15.8	38	100

# Survey Data

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## 6.3 In your view, to what extent did Eurofound's revised governance structure - introduced following the amended regulation 2005 - contribute to successful implementation of the 2005-08 Work Programme?

Options	Very positive		Quite positive		Neutral		Not much		Little or no contribution		Don't know/ no response		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Structure and functioning of enlarged Governing Board	7	18.4	14	36.8	4	10.5	4	10.5	1	2.6	8	21.1	38	100
Structure and functioning of the Bureau	8	21.1	12	31.6	7	18.4	2	5.3	0	0.0	9	23.7	38	100
Structure and functioning of the Advisory Committees	4	10.5	16	42.1	7	18.4	1	2.6	0	0.0	10	26.3	38	100
Structure and functioning of Eurofound management	5	13.2	13	34.2	6	15.8	3	7.9	1	2.6	10	26.3	38	100
OVERALL CONTRIBUTION OF GOVERNANCE STRUCTURES	5	13.2	14	36.8	7	18.4	0	0.0	0	0.0	12	31.6	38	100

## CLIP Survey

### 1. What kind of organisation do you represent?

Organisation	Nº	%
City/local authority	11	45.8
NGO (civil society)	2	8.3
National policy maker	2	8.3
EU level policy maker	0	0.0
University or research centre	6	25.0
Funding organisation	0	0.0
Other	3	12.5
<b>Total</b>	<b>24</b>	<b>100.0</b>

# Survey Data

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## 2. Which country does your organisation come from?

Country	Nº	%
Austria	1	4.2
Belgium	1	4.2
Finland	1	4.2
France	1	4.2
Germany	3	12.5
Hungary	1	4.2
Italy	2	8.3
Netherlands	3	12.5
Pan European	2	8.3
Romania	1	4.2
Spain	1	4.2
Sweden	2	8.3
United Kingdom	2	8.3
Other	3	12.5
<b>Total</b>	<b>24</b>	<b>100.0</b>

## 3. How long have you been involved in the CLIP network?

Options	Nº	%
Less than 1 year	1	4.2
1-2 years	9	37.5
More than 2 years	14	58.3
<b>Total</b>	<b>24</b>	<b>100.0</b>

## 4. In your view, are the objectives and activities of CLIP relevant to the needs, problems and issues of integration of migrants?

Options	Nº	%
Very relevant	16	66.7
Quite relevant	8	33.3
Neutral	0	0.0
Not very relevant	0	0.0
Not relevant at all	0	0.0
<b>Total</b>	<b>24</b>	<b>100.0</b>

# Survey Data

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## 5. CLIP supports a range of activities. Which activities have you been involved in and how useful are the different activities to you?

Options	Very useful		Quite useful		Neutral		Not very useful		No opinion		Total involved		Not involved		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Research modules	13	54.2	4	16.7	0	0.0	0	0.0	2	8.3	19	79.2	5	20.8	24	100
Case studies and good practice material	11	45.8	5	20.8	0	0.0	1	4.2	4	16.7	21	87.5	3	12.5	24	100
Conferences, workshops and other events	9	37.5	6	25.0	1	4.2	0	0.0	5	20.8	21	87.5	3	12.5	24	100
Support for networking	9	37.5	4	16.7	1	4.2	0	0.0	1	4.2	15	62.5	9	37.5	24	100

## 6. Looking more closely at the different CLIP research modules

(a) relevance to your city/organisation;	Very relevant		Quite relevant		Neutral		Not very relevant		Not relevant at all		Don't know		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Housing and integration of migrants	11	45.8	8	33.3	0	0.0	1	4.2	0	0.0	4	16.7	24	100
Equality and diversity in jobs and services	12	50.0	8	33.3	0	0.0	0	0.0	0	0.0	4	16.7	24	100
Intercultural policies in European cities	18	75.0	2	8.3	0	0.0	0	0.0	1	4.2	3	12.5	24	100
Ethnic entrepreneurship (this module is still in progress)	12	50.0	5	20.8	0	0.0	0	0.0	1	4.2	6	25.0	24	100

(b) the quality of the research	Very high quality		Quite high quality		Neutral		Not very high quality		Don't know		Total	
	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%	Nº	%
Housing and integration of migrants	7	29.2	9	37.5	2	8.3	0	0.0	6	25.0	24	100
Equality and diversity in jobs and services	8	33.3	7	29.2	3	12.5	0	0.0	6	25.0	24	100
Intercultural policies in European cities	10	41.7	8	33.3	0	0.0	0	0.0	6	25.0	24	100
Ethnic entrepreneurship (this module is still in progress)	3	12.5	1	4.2	1	4.2	0	0.0	19	79.2	24	100

# Survey Data

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## 7. Are there any gaps in CLIP's research coverage on issues concerning the integration of migrants that you would consider relevant?

Options	Nº	%
Yes	13	54.2
No	4	16.7
Don't know	7	29.2
<b>Total</b>	<b>24</b>	<b>100.0</b>

## 8. How effective has CLIP been in promoting networking and the sharing of experience between its members?

Options	Nº	%
Very effective indeed	8	33.3
Quite effective	8	33.3
Neutral	3	12.5
Not very effective	1	4.2
Not effective at all	0	0.0
Don't know	4	16.7
<b>Total</b>	<b>24</b>	<b>100.0</b>

## 9. How helpful has your involvement in CLIP been in supporting the development of effective policies on the integration of migrants?

Options	Nº	%
Very helpful indeed	5	20.8
Quite helpful	10	41.7
Neutral	5	20.8
Not very helpful	0	0.0
Not helpful at all	0	0.0
Don't know	4	16.7
<b>Total</b>	<b>24</b>	<b>100.0</b>

## 10. To what extent has the integration of migrants at a local level been improved as a result of CLIP?

Options	Nº	%
Greatly improved	0	0.0
Improved somewhat	9	37.5
Neutral	6	25.0
Not improved much	1	4.2
Not improved at all	1	4.2
Don't know	7	29.2
<b>Total</b>	<b>24</b>	<b>100.0</b>

# Survey Data

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### 11. Overall, how successful has CLIP been in achieving its aims?

Options	Nº	%
Very successful indeed	7	29.2
Quite successful	11	45.8
Neutral	3	12.5
Not very successful	0	0.0
Not successful at all	0	0.0
Don't know	3	12.5
<b>Total</b>	<b>24</b>	<b>100.0</b>

### 12. Without CLIP, to what extent could you/have you been able to develop the same contacts and sharing of information with other European cities on issues concerning the integration of migrants?

Options	Nº	%
Very easily indeed	0	0.0
Quite easily	1	4.2
Neutral	2	8.3
Not very easily	9	37.5
Not easily at all	8	33.3
Don't know	4	16.7
<b>Total</b>	<b>24</b>	<b>100.0</b>

### 13. Eurofound has supported the development of CLIP. How important has this role been?

Options	Nº	%
Critical	11	45.8
Quite important	9	37.5
Neutral	0	0.0
Not very important	1	4.2
Not important at all	0	0.0
Don't know	3	12.5
<b>Total</b>	<b>24</b>	<b>100.0</b>

### 14. In your view, how important is it that CLIP continues to be developed in the future?

Options	Nº	%
Very important	13	54.2
Quite important	8	33.3
Neutral	2	8.3
Not very important	0	0.0
Not important at all	0	0.0
Don't know	1	4.2
<b>Total</b>	<b>24</b>	<b>100.0</b>

# Survey Data

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15. As you may know, Eurofound's financial support for CLIP will come to an end in 2010. If you want to see the further development of CLIP:

a) How should this be funded?	Nº	%
By CLIP members themselves	1	4.2
EU programmes (e.g. ESF)	7	29.2
Combination of these sources	12	50.0
Don't know	4	16.7
<b>Total</b>	<b>24</b>	<b>100.0</b>

b) How should the project be organised in future in your opinion?	Nº	%
Same project organisation	15	62.5
Eurofound's role to be replaced by another body	3	12.5
Totally different project organisation	2	8.3
No response	4	16.7
<b>Total</b>	<b>24</b>	<b>100.0</b>

## FSS Survey

Which country are you from?

Country	Nº	%
Austria	1	2.7
Denmark	2	5.4
Estonia	3	8.1
Finland	1	2.7
France	2	5.4
Germany	3	8.1
Hungary	5	13.5
Italy	4	10.8
Lithuania	1	2.7
Netherlands	2	5.4
Poland	1	2.7
Portugal	2	5.4
Slovakia	1	2.7
Slovenia	1	2.7
Spain	4	10.8
Sweden	2	5.4
The Netherlands	1	2.7
UK	1	2.7
<b>Total</b>	<b>37</b>	<b>100.0</b>



*Survey Data***C****Which group do you represent?**

Group	No	%
Government	12	32.4
Employers Organisation	13	35.1
Employees Organisation	10	27.0
Other	2	5.4
Total	37	100.0

**In which year have you participated in the FSS?**

Options	No	%
(2008) Developing workers' skills: actors and actions	15	40.5
(2007) Youth and Work	6	16.2
(2006) Flexicurity & Employability	13	35.1
(2005) Towards a sustainable and flexible work organisation	5	13.5
(2004) Age & Work – Connecting the Generations	6	16.2

**For each year that you have participated in the FSS, which sessions have you attended?**

Options	No	%
2008		
Session 1	13	86.7
Session 2	14	93.3
2007		
Session 1	5	83.3
Session 2	5	83.3
2006		
Session 1	6	46.2
Session 2	7	53.8
2005		
Session 1	1	20.0
Session 2	2	40.0
2004		
Session 1	3	50.0
Session 2	1	16.7

*Survey Data***C****Are you still in contact with fellow participants (for professional purposes)?**

Options	From your own country		From another country	
	No	%	No	%
Very often	4	10.8	1	2.7
Quite often	11	29.7	1	2.7
Sometimes	9	24.3	9	24.3
Quite Seldom	4	10.8	4	10.8
Very Seldom	4	10.8	9	24.3
Never	4	10.8	9	24.3
No response	1	2.7	4	10.8
Total	37	100.0	37	100.0

**2. Have you applied what you have learned during the seminar(s) to your work?**

Options	No	%
Very often	5	13.5
Quite often	10	27.0
Sometimes	15	40.5
Quite Seldom	4	10.8
Very Seldom	3	8.1
Total	37	100.0

**3. Have you shared what you have learned during the seminar(s) with colleagues?**

Options	No	%
Very often	8	21.6
Quite often	10	27.0
Sometimes	18	48.6
Quite Seldom	1	2.7
Very Seldom	0	0.0
Total	37	100.0

**4. Has your use of Eurofound material increased since attending the event?**

Options	No	%
More than before	18	48.6
Same as before	18	48.6
Less than before	1	2.7
Total	37	100.0

*Survey Data***C****5. Overall do you think the FSS has helped you to improve your understanding of living and working conditions in Europe?**

<b>Options</b>	<b>Nº</b>	<b>%</b>
Very much	4	10.8
Quite a lot	30	81.1
Neutral	3	8.1
Not a lot	0	0.0
Not at all	0	0.0
Total	37	100.0