

## Measuring changes in work Workshop of the quantitative pillar of the WORKS project Leuven (Belgium), 22-24 February 2006

### 1. General aims of the workshop

#### 1.1 The Description of Work

In the Description of Work of the WORKS project, the aims and objectives of WP4 are described as follows:

**“Subgroup ‘Quantitative analysis’ - WP4:** Feasibility study and benchmarking of the national and European statistical system in respect of the quantitative analysis of changes in work, including the development of a roadmap and related initiatives for more convergence of instruments to measure changes in work in the KBS at the European level.

(...) {The aim is} to stimulate collaboration between the institutes that organise these organisations surveys. This will be done by:

1. updating the organisation survey questionnaire data base;
2. organising a peer review workshop on how concepts on changes in work organisations are translated into indicators and questions;
3. a ‘bottom up’ organised construction of a module with key indicators and questions;
4. the development of a ‘roadmap’ for more convergence involving the organising institutes, and by seeking to negotiate the inclusion of the agreed module into the next survey waves;
5. finally, these steps will also feed into the next project periods by selecting the most appropriate data for secondary analysis in view of comparative analysis. This way, the project aims to enhance the convergence of the existing surveys and the possibilities of collecting data on changes of work in a quantitative and international comparable way. (...)”

#### 1.2 The contribution of the workshop to WP4 objectives

In a first step, the focus of the work of WP4 is on mapping the available European organisation and individual/household surveys and assessing them on their relevance and their strengths and weaknesses for comparative analyses on changes in work. This assessment is done on the basis of a list of indicators related to the key issues of WORKS, that are in short:

1. organisational restructuring, make-or-buy and outsourcing;
2. new forms of work organisation;
3. flexibility;
4. skills and qualification issues;
5. aspects of the quality of working life.

Whilst including both individual/household and organisation surveys in this mapping exercise, there is an additional objective scheduled in the WORKS project with respect to organisational surveys, notably to contribute to more convergence of existing organisation surveys in Europe. To this aim, the project will draw on the results of the STILE project ([www.stile.be](http://www.stile.be)), that laid the ground for more convergence and contributed to the establishment of EGOPSI, the European Group of Organisation Panel Surveys. The update of the so-called “digital toolkit of organisation surveys” is one step in this convergence process. The development of common indicators and questions will be

another, as well as the organisation of common projects for comparative analyses of organisation survey data on work and employment related themes.

Within these general WP4 aims, the major contribution of the workshop is:

1. to contribute to a critical assessment of available data and indicators from surveys to answering the research questions of the project;
2. to contribute to the final definition of concrete projects for secondary analysis in the second project year;
3. to identify gaps on indicators and data when we confront the research questions and the available data at European level;
4. based on this confrontation between 'What do we want to measure?' and 'What have we got in the existing surveys?', to define better indicators and related survey questions;
5. to contribute to the preparation of the 'winter school on organisation surveys' that will be organised in December 2006.

In view of a coherent research approach within the overall WORKS project, the leader of the qualitative pillar of the project (FORBA – Austria) will also be invited at the workshop. The qualitative research of WORKS involves case studies in organisations and with individuals. It is necessary to fine-tune the quantitative and the qualitative research in order to:

- use the same WORKS conceptual frame work and fine-tuned research questions;
- use common definitions and operationalisation of key indicators related to 'changes in work' that underpin both empirical approaches;
- discuss the projects for secondary analysis;
- maximise the opportunities for cross-fertilisation of analysis and findings.

### **1.3 Role of the experts in the workshop**

WORKS can build synergies with the group that was involved in the MEADOW proposal. Selected experts from the MEADOW proposal are invited to:

1. clarify their experiences from their own surveys on measuring specific concepts and indicators on organisational change that are relevant to the WORKS quantitative analysis projects. This can be done by presenting a SWOT analysis of these concepts and indicators for measuring organisational change;
2. contribute to the identification of gaps and missing links in measuring organisational change through existing surveys;
3. contribute to fine-tuning of the projects for secondary analysis to undertake in WORKS.

## **2. Agenda**

The workshop takes place at HIVA- Leuven (Belgium) from Wednesday 22 February at 2 p.m. until Friday 24 February 2006 at 12 a.m.

### **Wednesday 22 February 2006 – 2 p.m. to 6 p.m. Setting the scene of quantitative research in WORKS**

1. Welcome and introduction – Monique Ramioul, WORKS project co-ordinator
2. What do we want to know: the hypotheses and research questions of WORKS based on the 'theories and concepts' pillar and on the approach of the qualitative pillar – Monique Ramioul, HIVA and Jörg Flecker, FORBA
3. Measuring changes in work through quantitative analysis – Nathalie Greenan, CEE
4. WORKS list of 'key indicators' for the five issues of WORKS – Rik Huys, HIVA

Break

5. The mapping of relevant individual/ household surveys and questions that provide comparative data at the European level on these indicators – Malcolm Brynin, ISER-University of Essex

6. Experiences with questions on flexibility in the Belgian PASO survey – Geert Van Hootegem and Stijn Gryp, K.U.Leuven
7. Discussion

At 7:30 p.m. Dinner at Novotel Leuven

**Thursday 23 February 2006 - 9 a.m. to 5 p.m.  
Learning from European experts**

Presentations by external experts outside WORKS on WORKS-related topics in organisation surveys. They are invited to clarify and assess the measurement of key dimensions of changes in work in their surveys.

Each contribution is about half an hour with an additional 15 minutes opportunity for discussion.

Topics to be addressed by speakers are:

- presentation of the survey;
- outline of conceptual framework behind the survey;
- overview on indicators in the survey;
- focus on specific questions in the survey related to a dimension of changes in work;
- example of results derived from these questions;
- assessment of the questions discussed, their results and suggestions for improvements: have questions proved to be relevant; was response sufficient; are questions internationally comparable; suggestions for key questions; etc.;
- proposals for further international collaboration and comparison.

1. Introduction: The mapping of relevant organisation surveys and questions that provide comparative data at the European level on these indicators, the digital toolkit – Rik Huys, HIVA
2. Experiences with questions on organisational restructuring in the European Emergence survey – Ursula Huws, WLRI

Break

3. Experiences with questions on new forms of work organisation in the ESWC – N. Lorenz, GREDEG
4. Experiences with questions on new forms of work organisation in the German ISI-survey – H. Armbruster, ISI

Lunch break

5. Experiences with questions on innovation in the Danish DISKO-survey – P. Nielsen, AAU
6. Experiences with questions on skills and qualifications in the British WERS – J. Forth, NIESR (to be confirmed)

Break

7. Experiences with questions on quality of work in the Dutch survey on Work in the Information Society – S. Dhondt, TNO
8. Discussion on future possible collaboration in organisations surveys

**Friday 24 February 2006 – 9 a.m. to 12 a.m.  
A roadmap for measuring changes in work in WORKS**

1. To agree on a list of 'projects' for secondary analysis for each of the five key themes and on a distribution of work between all partners involved of these projects, preferably involving external partners and/or countries
2. Planning of next phase: a 'roadmap for the future' of surveys in Europe
3. Closing

## Participants

### WORKS

- HIVA-K.U.Leuven (Belgium)
- FORBA (Austria)
- WRLI (UK)
- ISER-University of Essex (UK)
- CEE (France)
- IRES (Italy)
- ISB (Hungary)
- ATK (Sweden)
- IET-FFCT (Portugal)
- SINTEF (Norway)

### External participants

- IAT (Germany): S. Lehndorff (to be confirmed)
- ISI (Germany): H. Armbruster
- AAU (Denmark): P. Nielsen
- TNO (Netherlands): S. Dhondt
- NIESR (UK): J. Forth (to be confirmed)
- GREDEG (France): N. Lorenz
- K.U.Leuven (Belgium): G. Van Hootegem / Stijn Gryp

## **PRACTICAL ARRANGEMENTS AND USEFUL INFORMATION**

### **WORKS WP4 Workshop**

### **Leuven • 22-23-24 February 2006**

#### **Presentations**

A beamer is available to project presentations. If speakers have a paper available on the survey that they present at the workshop, may we urge you to send us such a paper in advance at [rik.huys@hiva.kuleuven.be](mailto:rik.huys@hiva.kuleuven.be). This allows us to distribute it to all participants. For external speakers, we suggest to follow the presentation format described in the agenda on day 2.

#### **Evening dinner**

At Wednesday evening 7:30 p.m. a dinner is offered to all participants. This dinner will take place at the Novotel Leuven, Vuurkruisenlaan 4. A map of its location will be distributed at the conference on Wednesday.

#### **Hotel accommodation**

Hotel Binnenhof  
Maria-Theresiastraat 65  
B-3000 Leuven  
Phone +32 16 205592  
Fax +32 16 236926  
Website [www.hotelbinnenhof.be/](http://www.hotelbinnenhof.be/)  
Price single **102 euro** – double **115 euro**  
Breakfast included  
A three-star hotel  
10 minutes walk from meeting venue  
Hotel Binnenhof is situated near the railway station.

##### *How to reach this hotel:*

The hotel is situated at walking distance of the railway station (2 min.). When you get out of the train station, you arrive at a big square. You should cross the square and walk into the "Maria-Theresiastraat" (road at the left side of the square). Hotel Binnenhof is at approx. 300m further to the right.

#### **How to reach Belgium?**

##### **By airplane**

The airport of Zaventem (Brussels Airport) is situated in between of Brussels and Leuven.

For more information on our international airport, see <http://www.brusselsairport.be>.

## How to reach Leuven?

### By train from Brussels' International Airport (Zaventem)

Price: first class: 4,40 euro (one way)  
second class: 2,90 euro (one way)

The easiest way to get to Leuven from the airport is by train. Just follow the train icons from the arrival hall. They'll lead you to the underground railway station, which is only about 200m away. Since December 2005 there is a direct train from the airport to Leuven, twice an hour (:08" and :25"), and the trip takes only 15 minutes (and is cheap). Which means that you are now much better off with the train than with a taxi (safer, quicker, cleaner and cheaper).

WARNING: Do NOT take the train to Louvain-la-Neuve. Louvain-la-Neuve is a different university in a different town in the French speaking part of Belgium. If you end up in Louvain-la-Neuve, you might get lost forever.

You can find all train schedules at <http://www.b-rail.be>

### By taxi from Brussels' International Airport (Zaventem)

Taxis (metered) are available outside the Arrivals Hall. Licensed taxis can be identified by the yellow and blue licence emblem. Always avoid unlicensed taxis!

The distance between the airport and Leuven is about 20 km. Price: approximately 60 Euro.

### By car (via European motorways E40 or E314/A2)

1) *Approaching Leuven on the motorway E40 from Brussels (Brussel - Bruxelles) or from Liège (Luik)*

Take crossing to motorway E314/A2 (direction Aken-Genk-Hasselt and Leuven). Immediately after, take Exit LEUVEN (no 15).

2) *Approaching Leuven on motorway E314/A2 from Aken-Genk-Hasselt*

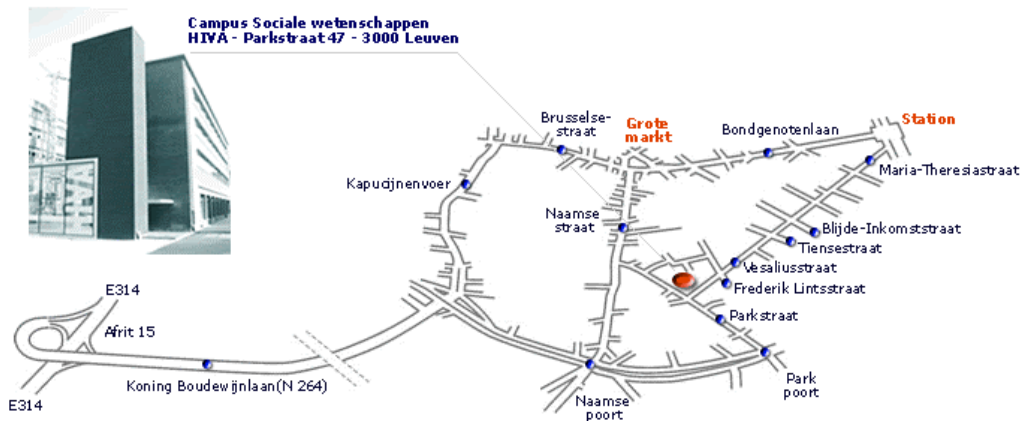
Take Exit LEUVEN (no 15).

For more information on reaching Leuven by car, see [http://cwisdb.cc.kuleuven.ac.be/kaarten/help/weg\\_en.htm](http://cwisdb.cc.kuleuven.ac.be/kaarten/help/weg_en.htm)

## Meeting venue

### Address

Hoger Instituut voor de Arbeid / Higher Institute for Labour Studies  
Campus for Social Sciences  
Parkstraat 47  
Phone +32 16 323333  
Fax +32 16 323344



## How to reach 'Campus Sociale wetenschappen'? (Parkstraat 47)

### *By car direction Brussel-Luik*

E40 Luik or E40 Brussel - E314 Leuven - exit 15 - N264 (Koning Boudewijnlaan) follow direction Leuven-Centrum – before the viaduct turn right on to 'Leuvense ring' – follow this road until 'Parkpoort' (2nd traffic lights) – turn left into the 'Parkstraat'.

A limited number of parking places is available. If you come by car and need parking place, please contact Sandra Volders (sandra.volders@hiva.kuleuven.be) as soon as possible.

### *By train or on foot*

When turning your back to the railway station, take the Maria-Theresiastraat (in 45% diagonal to the left). After the second traffic light, the name of the street changes into 'Vesaliusstraat'. Walking beyond n°30, you will find at the right a pedestrian passage under a building, giving access to the campus of social sciences. Our building is the most central one on the campus, but invisible from any of the surrounding streets: it is built in dark red bricks, 4 floors high, and the entrance is most visible when you enter the campus from Parkstraat (just beyond the big grey auditorium). Look for a big glass entrance hall - 'HIVA' is marked on the windows.

When you have a little more time, you can also take another route, bringing you to the center of the town and to one of the nicest places of Leuven the 'Grote Markt' (great market place) with the medieval Town hall: when you arrive at the railway station of Leuven, you take the main road right in front of the station, leading to the Medieval town hall, called Bondgenotenlaan, which is – exactly – 1 km. In front of the Town hall you have to take Naamsestraat, which starts on the right side of the Town hall; you walk in the Naamsestraat approx. 1 km, over the 'hill'; then you turn into the Parkstraat which is on your left side. After 400 meters in Parkstraat you arrive at the entrance of the campus Social Sciences (on your left when you come from Naamsestraat). You pass under the 'gallery' of the teaching auditoria and you will see the HIWA building, because there are huge letters 'HIVA' on the window of the entrance hall. This way takes you about 20 minutes in total.

### *By bus*

Take bus 3, 4 or 5 and ask the driver to drop you at 'Rustoord Remy'. Walk 100 metres further in the direction of the bus until you find the pedestrian passage just beyond number 30 (see above).

## More information about Leuven

Leuven is a city of medieval origin, located in the centre of Belgium only 30km from Brussels and 20km from Brussels National Airport. The historic and artistic past is present everywhere in this charming city which is the true capital of Brabant. Brussels may be the first city, Leuven is undoubtedly the liveliest. The town hall, the beguinage, the numerous churches, monasteries, convents and university colleges are evidence of a glorious past and lend the town a medieval character. Whether it is in one of the numerous beer cellars of the Old Market, in the restaurants around the famous Town Hall, or amid the peace and tranquillity of the beguinage, nowhere has the fresh wealth of youth greater vitality than in the city of the Alma Mater, which after 575 years as a university still attracts the Flemish youth and nurtures it on wisdom, erudition and broad mindedness. The Katholieke Universiteit Leuven, founded in 1425 is one of the oldest and most famous universities of the European continent.

Leuven is a student-city where you will find a great number of nice restaurants and pubs. It is also a medieval city with many tourist attractions.

For more information about Leuven, see:  
<http://www.leuven.be/> item 'Tourism – EN'

## More information about Belgium

Belgium is the best kept secret in Europe. This country is perhaps Europe's most underrated with some of the world's best beer and a national cuisine which consists of waffles, chocolate, mussels and french fries. Belgium's attractions include the capital - Brussels - with its beautiful Grande Place and futuristic atomium; historic Bruges and Antwerp, a bustling port city and centre of the world diamond trade.

Belgium is Europe in a nutshell, multicultural and multilingual. Flanders in the north, a flatland criss-crossed by canals, is proud of its great art cities, Antwerp, Bruges and Ghent. To the south in Wallonia, you will find the rolling hills of the Ardennes, numerous castles, and the cities of Liege, Namur, and Tournai.

See Belgium travel network on <http://www.trabel.com/>.

## Internet café

- Café Apero, Oude Markt 52, 3000 Leuven.
- Spacebar, Naamsestraat 66, 3000 Leuven, open from 12 noon to 02.00 p.m. except on Mondays.

## Weather

Weather in Belgium is known to be unreliable. Prepare for both an Indian summer and colder rainy days. No formal dressing is required for the conference, the reception or the conference diner.

Average day-temperatures:

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Year
°C	2.9	2.8	6.3	8.8	12.8	15.3	17.7	17.6	14.8	11.7	6.8	4.6	10.3
mm	81.7	51.2	80.6	52.6	74.0	74.3	58.4	42.2	69.2	85.0	61.3	68.3	794.6

## • **Summer time**

From March 28<sup>th</sup> till October 30<sup>th</sup> summer time operates in Belgium (GMT +2).

## • **Banking hours**

The Belgian currency unit is the Euro. A wide variety of banks is found throughout the city of Leuven. Banks usually are open Monday till Friday from 9 a.m. to 4 p.m. Most banks close during the weekend.

Credit cards are accepted in most places.

## • **Passport**

Entry visas are not required for citizens of the European Union. However, we would advise you to bring your passports or identity cards with you. If you have any queries, please check regulations with your travel agent or with the Belgian Embassy in your country.

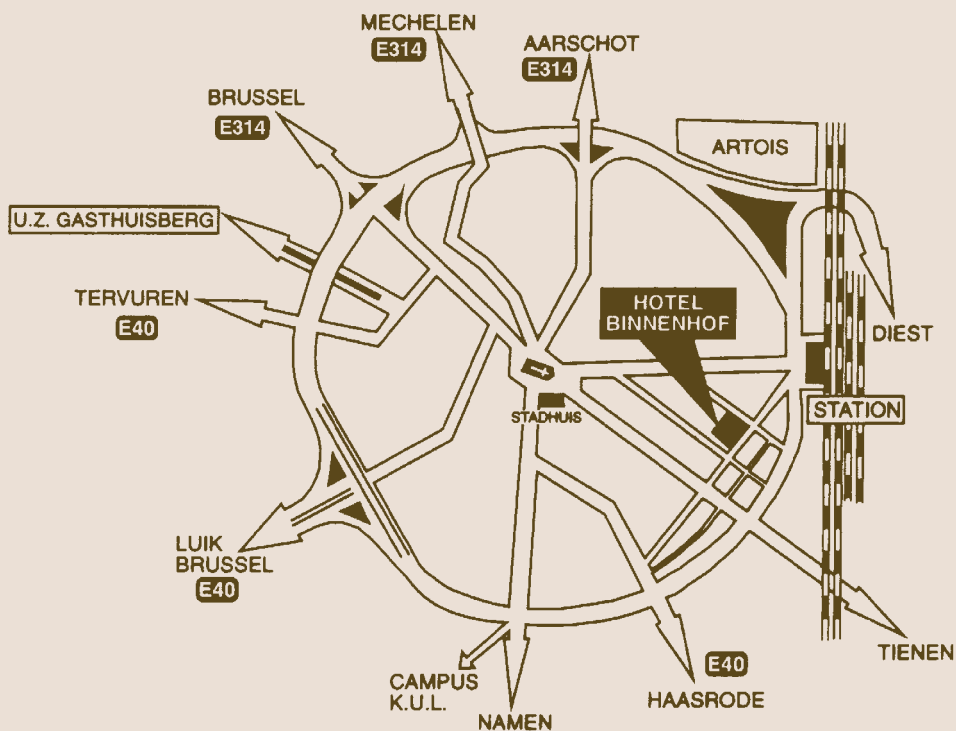
## • **Electricity**

A.C. 220 volts - 50 cycles. Plugs are of the round 2-pin type.

If you should have some practical problems on your stay in Leuven, please contact the HIVA-secretariat at [Sandra.volders@hiva.kuleuven.be](mailto:Sandra.volders@hiva.kuleuven.be) or phone: + 32 16 32 33 15.



*Recommended itinerary coming from the E40 exit Leuven.  
Follow the ring road right handside until third crossing (Tiense poort).  
Take the left lane and turn into the second street to our left (Blijde Inkomststraat).  
First traffic light turn right into the Maria-Theresiastraat.*



*Maria Theresiastraat 65 - B-3000 Leuven  
Tel. 016 20 55 92 - Fax 016 23 69 26 - [info@hotelbinnenhof.be](mailto:info@hotelbinnenhof.be) - [www.hotelbinnenhof.be](http://www.hotelbinnenhof.be)*