

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 and (organisational) innovation;
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), 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 Hootegeem 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