

STILE 3 Newsletter

Statistics and Indicators on the Labour Market in the eEconomy

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In November the STILE project will have completed its first year of activity. We have therefore reached a turning-point in the project: a first series of work packages has been virtually completed, and we are starting on a second series. The first three work packages mainly focused on *analysing new patterns of work*. The starting-point here is that new patterns of work related to the implementation of ICT must be charted out more effectively. This must be done, on the one hand, by using effective analysis tools that can identify the *organisational policy* in this area: for which activities is ICT used? What organisational choices are made here? What is the impact on the organisation as a 'network', on the structure of the organisation of work and the design of jobs? What adjoining areas of personnel policy are being developed around this? On the other hand there is *the individual employee* who finds himself in this reshaped working organisation. Here suitable tools should show how ICT is used and for what, in which types of jobs and what the impact is, e.g. on well-being and conditions of employment. This is therefore a tool that takes the perspective of employees into account as well. For the first perspective, the team outlined the various *organisation (panel) surveys* which exist at present. They were evaluated to ascertain the extent to which they cover 'ICT'-related themes and in connection with internal and external labour market policy. On the basis of this a new module is being developed and recommendations are being made for greater convergence of existing organisation panels. Relevant European stakeholders were also contacted to ascertain their interest in such monitoring tools. The final report is ready for your perusal. For the second perspective, an ad hoc module on *individual forms of eWork* was tested in various countries in order to create a ready-to-use module with usable questions. This was an ambitious goal: first of all an agreement had to be reached within Europe on what eWork is and what it is not, and what should actually be measured. There were also questions as to how it can be made as reliable and valid as possible. The results of the pilot test are promising and quite usable, as you can see in this newsletter! Finally, and complementary to the previous work package, an assessment was carried out of the opportunities provided by the existing *European Workforce Censuses* to gain insights into new forms of 'eWork'. This has given rise to a kind of 'assessment report', which will be available soon.

At the beginning of this new year of activity, three new work packages were started up. Their common feature is that they seek to find out to what extent the '*implementation of the new economy*' can be statistically analysed. One first work package seeks to make recommendations on a finer and more detailed analysis of *ICT-related professions and sectors* in the NACE and ISCO classification systems, which is a very relevant task in view of Eurostat's plans to revise the NACE. A second new task involves studying the opportunities presented by the European Workforce Census in the area of (sectoral and other) *labour market mobility* in the new economy and between 'old and new' sectors, and comparing this with other statistical sources (such as administrative providers). Finally, it will be ascertained in various member states what *professional and qualification profiles* for particular ICT professions look like and to what extent they are a reflection of the current implementation and 'institutionalisation' of the new economy. The whole STILE consortium is embarking on these new challenges with renewed enthusiasm! We will certainly keep you informed in this Newsletter and through our website.

Monique Ramioul - Project Co-ordinator



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The digital challenge for sectoral and occupational classifications



Nick Jagger, IES

In November 2002 the STILE consortium started a new project work package examining the classification of eBusinesses and eWorkers using the sectoral classification NACE and the occupational classification ISCO.

What is the problem?

- It is believed that eBusinesses and eWorkers create specific challenges for the existing European sectoral and occupational classifications. In part this is because they often involve new forms of business and work which are not covered. However, it is also felt that the e or digital aspect of these new businesses and new forms of work cause specific problems for those using the classifications.

Problems with NACE

- The main problems caused by eBusinesses and eWork for NACE Rev.1 derive from the features enabled by digital processes. These problems include issues such as:
 - digital mobility and flexibility;
 - digital uncoupling of business activities;
 - digital embedding (the incorporation of ICT in a wide range of products and services);
 - digital quality and value;
 - digital innovation.

More details of these digital challenges to sectoral classification can be found in a working paper produced for the initial meeting of the WP3 partners entitled: 'Will the Convergence of NACE and NAICS in 2007 Solve eWork Measurement Problems?', which is downloadable from the STILE website.

Problems with ISCO

- Fewer problems have been identified with ISCO 88 (COM) mainly because it was written in a very generic manner and therefore copes with new forms of work better than NACE. However, there are problems generated by the usual data collection methods within Europe. Typically, occupational data is collected using a national occupational classification and then automatically converted into ISCO. In many cases the national classification cannot cope with the new forms of work or does not have categories that correspond to all the categories within ISCO. The result is confused occupational descriptions and descriptions of multiple occupations which cause problems with all occupational classifications.

Future work programme

- The work programme involves partners in initial discussions with their national statistical offices to identify any known problems with NACE and ISCO. Then 150 fictitious establishment- and 150 occupational descriptions that are thought to challenge NACE and ISCO will be jointly developed. These will be translated into the partners' languages and coded by their national statistical offices. On the basis of the outcome of the coding process and any reported problems, a series of national reports will be written describing the problems. These reports will then be discussed at a workshop with external experts and used as the basis for a final synthesis report, including recommendations on the fine-tuning of NACE and ISCO to better take into account the characteristics of work in a knowledge-based society.

Outcomes

- The main outputs will be the national reports and the synthesis report. However, it is hoped that the research will also feed into the Eurostat processes leading to the revision of NACE and the probable UN revision of ISCO.

Stakeholders and the need for cross-national establishment-based labour market research



Markus Promberger, IAB

- In STILE, one important task was the investigation of the present situation and possibilities to observe the impact of information and communication technologies on the labour market by using establishment-based monitoring instruments. A feasibility study on organisational panel surveys such as the one carried out by the consortium is not only a matter of technical feasibility. The possible socio-economic contexts and political settings, in which those surveys may take place, have to be taken into account even more carefully because they are highly relevant in terms of opportunities to improve the current state of establishment-based labour market monitoring. This could be done by investigating the interests of stakeholders in the European labour market.
- 'Stakeholders' is a term that generally means 'interest groups, concerned institutions and collective actors', who - in our specific case - influence, regulate or participate in labour markets in Europe in one way or another. This means trade unions, employer federations and labour market authorities, mainly at supranational level. The study is based on personal interviews with stakeholder representatives and on analysing documents.
- The results show that there is a clear need for improvement in establishment-based labour market monitoring, which can be expected to shed more light on the 'black boxes' of the European labour market. Unions tend to stress the fact that there is no adequate cross-national reporting on many aspects of working hours, further training, workforce representation and industrial relations at shop-floor or establishment level, the quality of work, labour market effects caused by technical and organisational changes such as the implementation of ICTs, as well as by the transition towards a knowledge-based society. Employer federations are keen to identify business obstacles of any kind, to measure the influence of business conditions, strategies, industrial relations and labour market politics on the establishments' economic performance, regarding single businesses as core units not only of the economy but of society itself. Labour market authorities need to be fed with statistical facts, and they are well aware that there is a general lack of cross-national information on the meso level of the economy. This gap cannot be closed by the few existing specialised establishment surveys, which they have been trying to improve through several activities since about 1994.
- Although the gaps in empirical evidence are quite well-known, knowledge of the possibilities in terms of establishment panel surveys to provide proper answers is not as widespread amongst stakeholder organisations. There is a core of scientific experts in every organisation nowadays, but only a small number of them are familiar with methods and possibilities of establishment-based labour market monitoring, while macro data, individual data from CLFS and other sources as well as case study evidence are very commonly used.
- To raise interest in and support for a further enforcement of cross-national establishment-based labour market statistics it would therefore seem to be crucial to raise the level of information first. This can only be done adequately by expanding the proper scientific networks to include experts from stakeholder organisations, using the key role of science in information and knowledge transfer. The interfaces between creation and application of scientific knowledge would be intensified by such means; the growing role and number of academics and scientific experts in unions, employer federations and labour market authorities should prove to be a helpful and useful condition for this process.
- The final report of this STILE project work package entitled 'Towards convergence? Current state and future methods for establishment-based ICT and labour market monitoring in Europe' is downloadable from the STILE website.

Measuring eWork efficiently Opportunities and limitations of an ad hoc module

One of the objectives of the STILE project is to develop comparable indicators that are useful in order to measure and monitor the development of eWork practices from the workers' viewpoint. Existing related research has some important limitations. First of all, it is mainly focused on the intensity and readiness of telehomework. The EMERGENCE experience has taught that the field of eWork is characterised by a broader variety of ICT-enabled forms of distance work. Researchers and policy makers are challenged to gain a perspective

on all these forms of eWork. A second limitation of existing research refers to the measurement of eWork. Most existing surveys do include a question in which the respondent is asked whether or not he or she teleworks. The problem with this way of questioning is that the answer depends on the respondent's subjective definition of telework. As there is no general 'scientific' agreement on the definition of telework, and because new forms of work are emerging in a constantly-changing situation, finding a strict definition to use as a measure is

beset with difficulties. The STILE consortium has therefore opted to measure eWork on the basis of the combination of different filter variables, which make it possible to take all these problems into account.



Pilot testing the module

This eWork module has now been pilot tested in the various participating countries. In Belgium, Italy and the UK the module of core indicators, additional and nation-specific indicators were tested in telephonic interviews.

The Hungarian partner had the opportunity to test a restricted module in the context of their national LFS. The Irish partner developed a short module based on a synthesis between the STILE objectives to enlarge the eWork definition and the UK experience with an existing eWork module in the LFS. This module was tested within the frame of the third Quarter of the Irish QNHS (Quarterly National Household Survey).

The sampling method for the pilots that could not rely on existing surveys (Belgium, Italy, UK) focused on (approx.) equal representation of eWorkers and non-eWorkers. A random sample of workers would not have reached a sufficient number of eWorkers, thereby paralysing the opportunities to test the validity and reliability of the eWork-specific questions. A sample including only eWorkers, on the other hand, would not have offered the opportunity to test the opportunities of the core indicators. The test had to verify whether the core indicators can filter out eWorkers and reveal possible new emerging forms of work. In total 718 interviews were conducted (except Irish pilot). The following table gives an overview of the national distribution of the respondents.

Table 1
Worker and eWorkers in the sample by country

	Workers	eWorkers	Total
<i>Belgium</i>	79	97	176
<i>Italy</i>	100	100	200
<i>UK</i>	101	101	202
<i>Hungary</i>	-	-	140
Total	280	298	718

Can the core indicators define and differentiate the eWork field?

Initial analysis of the pilot results was focused on the central question of whether the core eWork indicators have enough filtering power. In other words: 'Is it possible to derive different types of eWork by juxtaposing location, technology usage at a distance and intensity?'

It was crucial to gain an insight into the *comprehensibility* of the questions. Interviewers' experiences have taught that *simplicity* is very important. The question on 'the place of work' was too complex. The question on 'the usage of ICT' when working at a distance also needs to be simplified: the summing up of different ICT tools - ranging from a desktop and a laptop to software for collaboration at a distance - was disturbing some respondents.

What did the pilot reveal regarding *the opportunities to derive eWork definitions* from cross-tabulations between the relevant core indicators? The *place indicator* has proved to be a basis to distinguish respondents working only at traditional locations ('at just one location belonging to your employer') from those (also) working (sometimes) at a distance from this traditional location. Table 2 illustrates that the place indicator even made it possible to specify this remote location. In the table people working at home are divided from those working on the move (while travelling) and those working at multiple remote locations (i.e. multiple customers' premises, telecentre, home, etc.). In order to distinguish traditional remote workers from eWorkers it is important to include a second filter: *the usage of ICT*. The detailed information on the kind of ICT used when working at a distance did not seem to have any additional filtering power. Within the framework of distinguishing eWorkers from non-eWorkers, it is important to know whether the ICT link is important to enable working at a distance. The question on '*the intensity of PC usage when working at a distance*' was therefore put forward as the second filter. A third indicator that was put forward as a filter measured the *intensity of working at a distance*.

The various combinations of the three indicators have made it possible to formulate the following eWork typology. The opportunity to deduce various definitions depending on the specific research question, is the greatest added value of this module of core indicators. In this respect the order of the indicators is important and needs further discussion with experienced statisticians in the user groups.

Setting up a list of relevant indicators

In general the list of indicators can be subdivided into three main parts: core indicators, additional indicators and country-specific extensions (for more details see STILE Newsletter 2). The common module of *three core indicators* was developed as a set of filters that make it possible to distinguish eWorkers from traditional workers and lead to a diversified overview of different forms of remote working. In consultation with national user groups and a European user group, the consortium agreed on the relevance of 'the place of work (1)', 'the usage of different ICTs when working at a distance (2)' and 'the intensity of working at a distance (3)' as the central differentiating variables.

Alongside these core indicators, *some additional indicators* were put forward to investigate the circumstances of the different forms of eWork. In this respect there is a general consensus on the informative value of a question about the initiator, the motivation, the activities carried out at a distance, the reversibility of the initiative and, last but not least, a subjective assessment of the impact on health and safety and work pressure. These indicators are not essential to the general exploration of the intensity of eWork but they are assumed to be basic eWork-related information.

A third group of indicators refers to *nation-specific extensions*. As the national user groups have attached different levels of importance to certain eWork related indicators, the various partners could add some indicators of 'national interest'. In Belgium, certain quality-of-work indicators such as autonomy, the subjective assessment of the combination between work and life, the basis for assessment of work, etc. were included as possible impact indicators. In Italy the assessment of work and the determination of working hours were added to the list of indicators.

The final aim of the pilot was to test the usability of the module, the opportunities and the limitations of the module in the context of an existing survey. As the focus was mainly on the LFS, the questionnaire also included some generic LFS indicators.

Table 2

Typology of individualised eWork

	More than 20% computer usage AND in remote locations for more than 20% of time	Less than at least 20% computer usage OR in remote locations for less than at least 20% of time
Works from home	• Telehomeworker	• Occasional telehomeworker
Mainly works from multiple customer or employer loca- tions or from home	• Multilocal eWorker	• Occasional multilocal eWorker
Works on the move	• Mobile eWorker	• Occasional mobile eWorker

What opportunities and limitations can an ad hoc module offer?

Based on this typology the STILE consortium explored the opportunities and limitations of combining the three core indicators *with existing LFS indicators*. Cross-tabulations based on the pilot data illustrate how a combination with indicators of job, sector, working hours, gender, number of children, etc. can give more 'colour' to the rather vague field of eWork that is outlined by the core indicators. It has become clear how a simple combination between the eWork indicators and gender can, for instance, test the hypothesis of whether or not telehomework is mainly chosen by women who still take most of the responsibilities in the household.

Next to this, cross-tabulation with the nation-specific indicators and the additional indicators has illustrated how a more elaborate module can generate interesting additional information. Within the LFS context such an elaborate module is not possible, but other surveys may lend themselves well to add a more elaborate module. The pilot data have illustrated how such combinations of indicators can supply knowledge about, for instance, the motivation to work remotely or about the modalities for the control of eWork.

Conclusion

The eWork module developed within STILE generates two clusters of relevant indicators. Those in the first cluster are core indicators which have enabled different users to derive a definition of eWork according to the specific research question. This 'restricted module' has turned out to offer a lot of basic information on eWork when combined with generic LFS indicators. The Hungarian experience is most reliable in this respect because we had the opportunity to test the core module within the Hungarian LFS. The Irish experience also made it possible to prove the added value of the work done by STILE. The module that was tested in Ireland was a synthesis of the STILE core module and the eWork module that is regularly added to the UK LFS. It is clear now that the concept of deriving an eWork definition rather than using a general or subjective definition makes it possible to capture a much wider field of eWorkers. This is necessary given the variety of ICT-related working patterns and rapidly changing working practices.

In addition, pilot tests in other countries (Belgium, Italy and the UK) have been able to test other relevant indicators that make it possible to create broader eWork modules. These modules have been found to offer opportunities for cross-tabulation containing specific information on motivation and the organisation of eWork and to give an initial impetus to research on the impact of eWork.

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An Bollen, HIVA

**Measuring
mobility in the
eEconomy**

Alex Stimpson, CAMIRE

In March 2002, at the Barcelona Summit, the European Union welcomed the Commission's Action Plan for skills and mobility, designed to reduce barriers to the mobility of people in Europe, whether occupational or geographical. A recurring theme of

this Action Plan is Information and Communication Technologies (ICTs) and the skills deficit for such sectors. Measuring evolutions in the mobility of individuals for ICT and other forms of eWork would considerably improve our understanding on changing work patterns.

Using principally Labour Force Survey data for European countries, but for Belgium also administrative data, the aim of this work package is to reveal determinants of mobility in the eEconomy. To do so, data from 1994 to 2002 will be used. First, the possibilities for measuring the mobility of individuals in the eEconomy will be tested. Where reliable and informative indicators can be built up, comparisons will be made for the EU Member States and also the European Free Trade Area (EFTA) and Candidate Countries.

Separate investigations will be made which focus on mobility in the eEconomy in Belgium. These will be conducted using employers' records, from which the source and the destination sectors of mobile people can be catalogued at a very detailed level. These employers' records are anticipated to act as a control mechanism to the Labour Force Survey data, bearing in mind the differences that will result from reporting methods i.e. an individual reporting their own situation and an employer doing this for the individual.

The research will then be situated in the context of more general measurements of employment growth, in the ICT sector or otherwise, such as by gender, age, type of occupation or region of residence.

How should mobility be measured?

How, first of all, should mobility be measured? Unless proxy measurements are used (i.e. changes in the number of people in the ICT sector from one year to the next as a net inflow/outflow), then it is essential to have data for two different points in time. One way of doing this is to make two extractions of data and compare for the same group of sampled individuals key information such as working status or sector of activity. The disadvantage of this method is that if a measurement of mobility between one year and the next is desired, then because respondents only participate in the survey for a limited period of time, the number of people for which data are available at both points will be small and not necessarily representative of the economy as a whole.

Another way of calculating mobility is by using information from the retrospective questions that are included in the Community Labour Force Survey questionnaire. The wording of these questions is such that the information can be easily compared with the current year. In combining the indicators with other information relevant to the eEconomy, a number of different labour market developments can be measured. One is the total number of inflows into ICT sectors, providing an indication of the attractiveness of these sectors. As well as previously employed people, this includes inflows of people that in the previous year were either unemployed or inactive (i.e. a student). Another, more focused measurement, looks at job-to-job mobility, that is of someone that changes employer between one year and the next. Yet another can look at changes between employee and self-employed status, which can provide an indication of the level of entrepreneurship in each country. Mobility between two *same* states can be controlled for by using responses on when the person started working for this employer or as self-employed. The problem with retrospective questioning is that it relies on respondents correctly remembering a situation that was 12 months before. The ability of respondents to do so will depend partly on the type and level of detail of the question. Retrospective questioning may pose a particular problem in the case of proxy responses, that is if someone is

answering on behalf of someone else in the household. Investigations will be made to identify to what extent and with what level of reliability the various different measurements can report on mobility in the eEconomy.

How should ICT be measured?

A second question is what definition of ICT should be used? Here the constraints of the labour force survey need to be balanced against the accuracy of the presented ICT data. In *Measuring the ICT sector* (OECD, 2000), some ICT sub-sectors at the very detailed level (four digit) of sector of activity are included. Labour force survey data are available at the broader two digit, and in a minority of cases, three digit level of NACE (statistical classification of economic activities). Since LFS data will not be able to provide an exact measurement of ICT according to the OECD definition, this means that care must be taken not to inflate the definition of ICT, while at the same time ensuring that sampling variation does not become so high as to lose the representativeness of the population in question.

For this reason, certain sub-sectors have been excluded from ICT, compared to the OECD definition, due to the expected difficulty in accurately measuring employment in this sector. Though further definitions may be tested, the starting point is the following definition of ICT:

NACE sector	Description
30	Manufacture of office machinery and computers
32	Manufacture of radio, television and communication equipment and apparatus
33	Manufacture of medical, precision and optical instruments, watches and clocks
64	Post and telecommunications
72	Computer and related activities

Clustering with other projects

As well as drawing from the experiences gained through other work packages in the STILE project, and also feeding into others, efforts have already been made to cluster with another project funded by the European Commission under its Information Society Technologies programme. Agreements between the STILE and NESIS (New Economy Statistical Information System) projects have been reached on consistent methodological approaches to ensure that comparison of results between the two can be more easily achieved.

———— Alex Stimpson, CAMIRE ————

Gender and ICT professions: the WWW-ICT project

WWW-ICT stands for 'Widening Women's Work in Information and Communication Technology'. This project is an accompanying measure of the IST programme, aiming at bridging the gender gap and improving equal opportunities in the professions related to information and communication technologies (ICT). This is a two-year project (May 2002-April 2004), co-ordinated by the Work and Technology Research Centre of Fondation Travail-Université (Namur) and also involving six other research teams in Austria, France, Italy, Ireland, Portugal and UK.

Understanding gender disparities in ICT professions

In the European Union, there is a deep gender imbalance among ICT professionals (who are only about 15% female) and, simultaneously, an unsatisfied demand for ICT professionals at intermediate and high levels. Three types of factors can explain the gender imbalance in ICT professions.

- **Education and training.** Women are underrepresented among ICT students, as well as in vocational training and lifelong learning initiatives. This imbalance has got worse during the last years, despite a diversification of ICT curricula.
- **Working and employment conditions.** The working conditions of many ICT professionals (working hours and rhythms, overlaps between private and professional life, etc.) are often not attractive. Voluntary working time arrangements are rare. Recruitment practices and career management are other causes for the exclusion of women.
- **Culture.** The dominant professional culture, which relies on male-dominated behaviours, values and expectations, reinforces the structural factors that disadvantage women.

Most existing studies have certain limitations and gaps which WWW-ICT intends to overcome. They are often limited to traditional computer professions, while WWW-ICT intends to encompass new professions linked to the Internet, multimedia, on-line services, ERP systems, ePublishing, eCommerce, eLearning, etc. They often concern the gender bias in initial training, while WWW-ICT also takes into account the vocational training system. Studies of the shortage of ICT professionals are mostly centred on the demand/supply relationship, while WWW-ICT considers the role of professional models and professional trajectories as a factor in integration or exclusion.

Research and dissemination tasks

In a first step, a conceptual framework for analysis is developed with extended reference to the state of existing research (Reports D1 and D3, downloadable from the project website). In a second step, this conceptual framework is tested through empirical investigation, consisting of structured biographical interviews focused on professional trajectories, and case studies of enterprises in two sectors: computerservice providers and ePublishing. Empirical data collection also includes an inventory of 'good practices', at the enterprise level, in the education and training system and by public institutions for vocational training, ICT promotion or labour market management.

Final results will be presented in a synthesis report, targeted policy papers and a final conference. Dissemination activities will address target groups of 'agents of change'. Awareness leaflets will be produced for recruiters and advisers, for training organisers and for working women. The project also aims to bring about fruitful interaction with IST socio-economic research, as intended by the first project workshop 'Gender and ICT professions in IST projects and European policies', held in Brussels on 21 October 2002.

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Real work in a virtual world

The human impact of organisational transformation in a digital global economy

Vienna, Austria, 12-13 May 2003

To mark the end of three very successful years of project activity, EMERGENCE is holding this final international conference.

The conference follows on from the success of the previous international conferences, WEDGE (Where in the World: eWork Location in a Digital Global Economy), held in Budapest in November 2000, and WWWe (The World, the Workplace and We, the Workers), held in Brussels in April 2002. It is hosted by Forschungs- und Beratungsstelle Arbeitswelt (FORBA), Vienna, Austria, in co-operation with the EMERGENCE consortium and Austrian social partner and governmental institutions.

Research findings indicate that an innovative and integrated approach is needed to describe and evaluate the emerging forms of work organisation in the digital global economy. This integrated approach involves three major aspects of work organisation: the spatial, the temporal and the contractual dimensions. It thereby helps to capture the variety of different trends in the development of ICT-supported work, and to assess their impacts on the quality of work. All conference contributions will be required to take both empirical trends and the related policy issues into account.

SPACE: The location of eWork and the dynamics of co-operation

At a macro level this topic addresses the emerging new international division of labour. Modern ICT has opened up new options for the location of a wide range of business functions and tasks, thereby increasing competition for jobs at a global level. With the restructuring of value-added chains, workers are increasingly engaged in close co-operation at a distance. At a micro level this raises a series of new questions relating to requirements and opportunities of learning, working conditions and productivity.

TIME: Autonomy and contestation of time in a virtual world

Modern ICT is said to make work not only independent of space but also of time. Emerging time arrangements impact the work/life balance both through changes in working hours, and through the contestation of time between workers and users in telemediated service delivery. Bridging different time zones allows for a further extension of operating hours but may also put new demands on temporal availability of workers. New patterns of time both in work and consumption activities need to be carefully analysed in view of this tension between the options for independence on the one hand and emerging new dependencies on the other.

CONTRACT: Borderless work and new employment relationships

Striving for organisational flexibility, companies outsource more and more activities, relying on modern ICT for co-operation and control. But not only eLancers and micro-firms are heralding a transformation of employment relations. Also within the permanent standard employment relationship, which prevails in most European societies even in new business activities, the rules of the game are subject to far-reaching changes. The emerging contractual arrangements will be analysed in view of the aims and opportunities of companies, the new needs of workers and the options available to the social partners.

Information regarding the conference (registration, access, programme, etc.) is available from the EMERGENCE project website at the following address:
<http://www.emergence.nu>

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This project is sponsored by:



New publications downloadable from the STILE website

- Extending the coding used in current national LFS
 - National LFS eWork related differences. Analysis of the potential use of the national LFS in eWork. Reports of Belgium, France, Ireland, Italy, Luxembourg, the Netherlands and the United Kingdom
- Mapping eBusinesses and eWorkers
 - Working paper 'Will the convergence of NACE and NAICS in 2007 solve eWork measurement problems?'
- ICT feasibility study on organisational panel survey
 - Digital toolkit (updated)
 - Is ICT transforming the world of work? And how to know about it?
 - Final report: Towards convergence? Current state and future methods for establishment-based ICT and labour market monitoring in Europe
- Ad hoc module on eWork
 - eWork module. Report on the national pilot tests in Belgium, Hungary, Ireland, Italy and the UK of a set of employee survey questions

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