FGB

Fondazione Giacomo Brodolini

Eurofound Internal Reference No 10/0282/01

Title of contract:

DATA REPORT ON WORK ATTITUDES

Name of the tenderer: Fondazione Giacomo Brodolini

(*representing the Consortium set up by the FGB itself with the Ministry of the Economy and Finance, Department of the Treasury, Directorate I – Economic and Financial Analysis*)

Signed by: Prof. Enzo Bartocci

President of Fondazione Giacomo Brodolini (Legal Representative)

The present tender is composed by the following parts:

I. General Information
II. Exclusion Criteria Form
III. Technical Proposal
IV. Evidence to be provided for the evaluation of the award criteria
V. Cost Proposal Form
VI. CV Forms

I. General Information

Name of organisation	Fondazione Giacomo Brodolini
Registration no.	257
Legal Address	Viale di Villa Massimo 21, 00161 Roma
Contact person for the tender and job title	Federico Lucidi – Coordinator of the project
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Name of person(s) and job title authorised to conclude contract(s)	Enzo Bartocci - President and Legal representative
Names and positions of person(s) responsible for the tender	Diego Teloni - Director
VAT Number	01028621009

II. Exclusion Criteria Form

(Articles 93 and 94 Council Regulation n° 1605/2002 and according to the provisions of Directive 2004/18/EC on the co-ordination of procedures for the award of public works contracts, public supply contracts and service contracts).

The undersigned: Enzo Bartocci

Name of the organisation: Fondazione Giacomo Brodolini

Legal address: Viale di Villa Massimo 21, 00162 Roma

Name of the signatory of this form (leader of the consortium, person authorised to conclude contract): Fondazione Giacomo Brodolini/Enzo Bartocci

1. Declares on his/her honour that he/she and the organisation that he/she represents **is NOT in any of the following situations**:

   (a) they are bankrupt or being wound up, are having their affairs administered by the courts, have entered into an arrangement with creditors, have suspended business activities, are the subject of proceedings concerning those matters, or are in any analogous situation arising from a similar procedure provided for in national legislation or regulations;

   (b) they have been convicted of an offence concerning their professional conduct by a judgment which has the force of res judicata;

   (c) they have been guilty of grave professional misconduct proven by any means which the contracting authority can justify;

   (d) they have not fulfilled obligations relating to the payment of social security contributions or the payment of taxes in accordance with the legal provisions of the country in which they are established or with those of the country of the contracting authority or those of the country where the contract is to be performed;

   (e) they have been the subject of a judgment which has the force of res judicata for fraud, corruption, involvement in a criminal organisation or any other illegal activity detrimental to the Communities' financial interests;

   (f) following another procurement procedure or grant award procedure financed by the Community budget, have been declared to be in serious breach of their contractual obligations and are currently subject to an administrative penalty;

2. **By returning this form,** duly signed, tenderers undertake to send Eurofound within fourteen calendar days following the receipt of Eurofound's request, the following documents and any documents Eurofound considers necessary to perform its checks.

3. Where required, Eurofound shall accept as satisfactory evidence that the tenderer to whom the contract is to be awarded is not in one of the situations described in point (a), (b) or (e) of Article 93(1) of the Financial Regulation, a recent extract from the judicial record or, failing that, an equivalent document recently issued by a judicial or administrative authority in the country of origin or provenance showing that those requirements are satisfied.

Eurofound shall accept, as satisfactory evidence that the tenderer is not in the situation described in point (d) of Article 93(1) of the Financial Regulation, a recent certificate issued by the competent authority of the State concerned. The list of certificates and competent authorities for EU countries is available under:
http://ec.europa.eu/internal_market/publicprocurement/2004_18/index_en.htm.

Where the country concerned does or cannot issue such documents, they may be replaced by a sworn or, failing that, a solemn statement made by the interested party before a judicial or administrative authority, a notary or a qualified professional body in his country of origin or provenance.
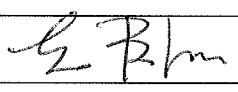
Depending on the national legislation of the country in which the candidate or tenderer is established, the documents shall relate to legal persons and/or natural persons including, where considered necessary by Eurofound, company directors or any person with powers of representation, decision-making or control in relation to the candidate or tenderer.

In cases of doubts as to whether tenderers are in one of the situation of exclusion, Eurofound may itself apply to the competent authorities to obtain any information it consider necessary about that situation.

When requested by Eurofound, the tenderer shall submit a declaration on honour from the intended subcontractor that he is not in one of the situations referred to in Articles 93 and 94 of the Financial Regulation.

4. Contracts **may not be awarded** to tenderers who, during the procurement procedure:

    (a) are subject to a conflict of interest;

    (b) are guilty of misrepresentation in supplying the information required by the contracting authority as a condition of participation in the contract procedure or fail to supply this information;

    (c) find themselves in one of the situations of exclusion, referred to under point 1 above for this procurement procedure.

Name (in block capitals) *(person authorised to conclude contract)*	ENZO BARTOCCI
Organisation	FONDAZIONE GIACOMO BRODOLINI
Position	PRESIDENT AND LEGAL REPRESENTATIVE
Signature	
Date	02/12/2010

III. Technical Proposal

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1. Introduction

This proposal has been prepared in response to the Invitation to Tender N° 2010/0282/01 relating to a negotiated procedure by the European Foundation for the Improvement of Living and Working Conditions for the development of a Data Report on Work Attitudes.

The tenderer, Fondazione Giacomo Brodolini (FGB), represents here the consortium set up by the FGB itself with the Ministry of the Economy and Finance, Department of the Treasury, Directorate I – Economic and Financial Analysis.

FGB welcomes the opportunity to prepare this proposal and considers itself as being ideally placed to respond to the specific requirements of this tender, being able to offer a unique combination of skills: a large experience of working directly with experts in similar assignments.

Thanks to over thirty years of experience in research projects and cultural dissemination activities in the field of labour, industrial relations and social policies, FGB is able to offer the requisite combination of technical and professional skills and experience to ensure a successful implementation of the assignment. These include:

- the capacity to successfully manage and implement large, multi-country research, policy design and advice projects in the field of, inter alia, social protection, social security, employment and labour market and gender equality;

- extensive experience of working with a wide network of international partner organisations and experts to undertake comparative applied research studies, including collecting information from Member States and collating it to produce recommendations and options for acting at EU level.

The technical proposal of the tender is organised as follows:

- Section 2 summarises FGB's relevant experience for this evaluation;

- Section 3 presents the objectives of the research;

- Section 4 provides a background of the research, detailing the concept of "work attitudes";
- Section 5 contains the work programme of the study describing in detail the two tasks of the study;
- Section 6 describes our approach to the management of the work (including the work programme) and includes details of the project team, and the timetable of the study.
- Section 7 provides a detail of the FGB's quality assurance system

2. Presentation of FGB

The Fondazione Brodolini has, through over thirty years of activities, accumulated a large amount of experience in carrying out research and studies into cultural trends and social changes, following a rigorous scientific and interdisciplinary approach. The Foundation's Management Board is composed of prominent figures from the main Italian Universities. The FGB possesses the relevant technical and professional capacities needed for the successful implementation of this assignment.

In particular we would like to highlight the following:

- *EU level project management*

The FGB has considerable experience in managing projects on behalf of the European Commission as well as of the European Parliament, national and regional agencies and bodies.
During the last three years the FGB has implemented on behalf of, or through funding from, the European Commission over 30 projects.

- *Labour market issues*

The FGB is at the forefront of applied research in the field of employment and active labour market policies. During nearly thirty years of activity, the Foundation has focused in particular on labour issues based around 5 main areas: labour market analysis, economics and sociology; labour legislation; industrial relations. Over these past few years, thanks in part to different grants received under the PROGRESS programme, the FGB has gained significant experience in the field of flexible employment forms, flexicurity and work-life balance at the EU and national level. FGB publishes two specialized journals in the field of labour economics: «Economia & Lavoro», a quarterly magazine on economic and social policy, in Italian; and «Labour», Review of Labour and Industrial Relations in English, edited by Blackwell.

- *Capacity of drafting reports*

For each approved project, FGB submits to the Client the intermediate and final activity reports as the contract required. The quality reports produced by G. Brodolini Foundation on economic issues in the English language demonstrate the technical and professional ability to produce high quality reports. Moreover, the FGB also manages and coordinates the activities of two European Commission expert groups working on issues of gender equality in the field of employment, social inclusion, health and long term care. These two networks collectively produces several

documents, in English, with in-depth analysis, for the Commission. These can be accessed at the EC website http://www.fgb-egge.it/homepage.asp; http://eggsi.irs-online.it/

- *Work pertinent to legal and economic issues in the area of labour and social law*

FGB is currently the coordinator of the "**Flexicurity Practices in the Time of Economic Crisis**" (DG EMPL) project, aimed to support a mutual learning process about flexicurity measures developed in the project countries to address the economic crisis' social and employment effects.

The goal of the ongoing "**Labour Market Measures for Reducing undeclared (illegal and moonlighting) work in Private Homes of Elderly People**"(DG EMPL) project is to inform, over a 12 month period, the important stakeholders in the selected countries (Germany, Austria, Italy – represented by FGB - and Poland) of the proven practices in labour market strategies and measures.

FGB has coordinated also the "**Indirect measurement methods for undeclared work in the EU**" (DG EMPL) project, which was organized in four different steps:

1. To provide a systematic review of indirect methods to measure UDW and the resulting national figures for the EU Member States and Croatia and Turkey.

2. To carry out a similar review in relation to administrative sources of information existing in the Member States.

3. To analyze the information from the review of indirect methods and administrative sources, and then propose options for a methodology which could be systematically applied at the EU level to obtain comparable estimates of UDW.

4. To propose methodologies applicable at the EU level.

FGB undertook a study for the European Parliament on "**Women and unpaid family care work**" which aims at:

- providing an overview of the role of women in unpaid care work in the EU. The study will evaluate the situation of women based on different factors (such as educational level, age, household situation and activity status) and compare the situation of women with that of men. It will also examine the relationship between unpaid family care work and the participation of women in the labour market;

- to create an indicator which could assess the value of unpaid family care work for the Member States' and EU economies;

- presenting policy recommendations so as to better take this phenomenon into account in national and EU policies.

FGB is also currently analysing **flexicurity from a gender perspective** on behalf of European Commission, DG Employment, Social Affairs and Equal Opportunities, The overall objective of the project is to increase partners' knowledge and awareness on the implementation of flexicurity policies in a gender perspective. The achievement of this objective is intended at the diffusion of a gender mainstreamed approach to flexicurity.

Within the study **Flexicurity in the Italian labour market: evaluation of implemented policy measures** undertaken on behalf of DG EMPL, FGB aimed at evaluating of peculiar aspects of the recent Italian labour market policies that seem to be very relevant in the context of the European Employment Strategy, as specified in the Employment Guidelines. In particular, given the strong

emphasis recently addressed to this item, the project focused on the evaluation of how the recent Italian labour market policies fare in order to pursue a consistent flexicurity strategy, that is indicated clearly in the last Italian National Reform Programme as a main policy target. From this point of view the project focused on all the recent implemented measures that are relevant for a flexicurity model and, in this light, assess the consistency and the eventual draw-backs of the Italian labour policy strategy and the specific effects of its measures.

Within the study **Job Instability and Changes in Family and Household Trends** on behalf of DG EMPL, FGB aimed at investigating into the following questions:

- How to sustain the reproductive choices of the youngest generations?

- How to combine individual and collective needs for raising fertility rates in Europe?

- How to face the persisting gender differences inside and outside the family (i.e. in the labour market)?

- How to promote the conciliation between job (in)stability and family decisions?

LAP & RAP – Developing a Methodological Framework for Developing Local and Regional Action Plans financed by European Commission, DG Employment, Social Affairs and Equal Opportunities was aimed at developing a framework and methodology for the creation of Local Action Plans or Regional Action Plans for Social Inclusion which will enable the more effective integration of area-based approaches with wider conurbation, regional and national-level strategies.

Evaluation of ENEA Pilot Action (DG EMPL) Between 2003 and 2004 the European Commission financed 18 projects in the frame of the ENEA pilot action "Cooperation and Exchange projects designed to improve the mobility of elderly people". The Commission selected FGB to carry out the evaluation of these projects, in order to assess the possibilities of mainstreaming the ENEA pilot action into a specific EU programme. The projects were analysed thoroughly in order to assess their effectiveness, efficiency, sustainability, utility, added value and compatibility.

On behalf of European Commission, DG Research the project **Dynamo – Dynamics of National Employment Models** was undertaken. The project, financed by the 6th Framework Programme of the European research, had two main purposes: the study of European socio-economical development models; and the analysis and evaluation of the possibilities of reconciling the increase in economic competition and innovation with the aims of social cohesion.

The great influence that, in Europe, employment trends have on competitiveness objectives and social cohesion is emphasized by the growing importance of human resources and by the value that is given to the possibility of having greater employment opportunities.

- *International networks and partners*

In order to carry out complex, multi-country studies that require detailed knowledge of specific national policy contexts, the FGB can avail itself of the collaboration and expertise of an extended network of nearly 230 researchers. Beside the EGGE and EGGSI networks:

>   - since 2000 the Fondazione is the Italian member of the **SYSDEM network** of the European Employment Observatory (EEO) bringing together the work of national experts from 30 European countries and providing technical assistance to the European Commission, DG EMPL regarding the evaluation of the Italian Employment National Assessment Programme (NAP).

The Fondazione Brodolini also actively cooperates with the **European Trade Union Institute** (ETUI), the **International Working Party on Labour Market Segmentation** (IWPLMS) and is part of the **International Regional and Local Development Network of Work and Labour Research** (RLDWL).

3. Objectives

The aim of this study is to support the work of the European Round Table of Industrialists (ERT) Societal Changes Working Group in the development of an "Attitude to work – Data report". Precisely, the ERT has asked EUROFOUND to support them in the project to develop an "Attitude to work – Data report" from which to derive an "Attitude to work" indicator.

This study aims at pursuing two main/general objectives:

- To gather material for a data report on work attitudes (based on EU and international data, and secondary statistics on attitudes to work – see section 5.1);

- To use this data report to derive a proposal for a synthetic indicator of work attitude (see section 5.2).

In particular, our specific purposes/objectives are represented by the following fields of interest and respective indicators:

Table 1. Overview

Fields of interest	Indicators
Work Satisfaction, Job Performance and Work attitude (including attitude towards entrepreneurship)	A) Work and Life balance B) Work ethics C) Attitude toward fairness D) Attitude toward female work E) Attitude toward immigrant's work F) Work VS Leisure G) Individual preferences over job characteristics H) Individual perception of availability of good job opportunity I) Work satisfaction L) Present and expected future Satisfaction with standard of living M) Aspirations of existing entrepreneur N) Attitude and perception toward entrepreneurship
Other macro-indicator on entrepreneurship	- business ownership rate - number of firm entries - entry rate - share of entries in employment - average size of firm entries - number of firm exits - exit rate - share of exits in employment

	- number of bankruptcies
	- bankruptcy rate
	- share of bankruptcies in firm exits
Performance of entrepreneurship	- percentage of fast growing enterprises (growth rate, average sales, average number of workers employed, etc.)
Underground economy	- Underground activities rate (which includes the attitude towards underground work and activities)
Other Macroeconomic indicators	- gross domestic product
	- gross domestic product per capita
	- employment
	- unemployment
	- labour productivity
	- labour force share in total GDP
	- labour income share
	- sector Income share in total GDP
	- female labour share (FLS)
	- average firm size by number of workers
	- average firm size by GDP
	- population
	- population density

For the first field of interest ("Work Satisfaction, Job Performance and Work attitude"), we also propose a synthetic indicator (from A to N).

4. Background

The concept of "work attitude" – *why people have jobs, what kind of jobs they choose, what they want from jobs, how they experience work, how they are happy about one's job, how motivations are changing and so on* – is very important because it is closely linked to the concepts of "job satisfaction" and "workers' performance"; besides, *work attitude* affects the two main economic choices of individuals: the number of hours offered and the occupational choice (to either become entrepreneur or wage-earner).

The concepts of "workers' performance" and "job satisfaction" has been studied by different lines of inquiry and in different disciplines, i.e. economics and psychology (see the integrated survey of Pugno and Depedri, 2000).[1] The main issues regard the direction of causality of the relationship between job performance and job satisfaction and also its sign. Work attitude affects job satisfaction and job performance; but, at the same time, job satisfaction and job performance affect work attitude. In short, it is important to take into account the wide concept of "work attitude" in measuring both job performance and job satisfaction. Hence, it is worth investigating the causality link between job performance, job satisfaction and work attitude. Connected issues regard the effectiveness of the economic incentives for job performance and job satisfaction with respect to individuals' characteristics and context variables.

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[1] Pugno, M., and Depedri, S. (2000), "Job Performance and Job Satisfaction: An Integrated Survey", *Economia Politica*, XXVI, I n.1, April.

The conventional view in economics – *which argues that economic incentives raise workers' job performance by increasing both their effort and utility* – should be extended on the basis of the psychological concepts of intrinsic motivations, self-esteem, and life satisfaction (Pugno and Depedri, 2010). Indeed, also motivations, aspirations, and moral considerations drive individual behaviour. It follows that, work attitude may be important to understand the two main economic choices of individuals: work *vs.* leisure and being entrepreneurs *vs.* wage-earner. Attitudes towards leisure and work, for instance, are likely to be affected by a person's own labour market experience and by the experience of those around her.

An another important link is that between "cultural attitude" and "work attitude". The evolution over time of the employment rates of women, of the young, and of hours worked in OECD countries is crucially affected by cultural attitudes towards work, gender and the young. More specifically, attitudes towards a woman's role in the family and towards leisure are statistically and economically important determinants of the employment rate of women and of average hours worked, respectively (Giavazzi et al., 2009).[2] Furthermore, education matters in determining work aspirations and life satisfaction (Ferrante, 2009).[3]

Finally, Bartel et al. (2004) show the importance of on-the-job interpersonal environment for work performance.[4] They consider the role of work attitude in the performance of branches of the same firm, rather than individual workers' performances. They first define attitude as the composite index of employees' judgments on supervisors, team cooperation, transparency in employees' evaluations, and distributive fairness. They then observe that the heterogeneity of attitudes within branches is smaller than the heterogeneity across them, which demonstrates employees' conformism, or something called the 'branch's attitude'. The economic performance of the various branches in terms of sales, turnovers, and closures proves to be correlated with the 'branch's attitude'.

5. Work programme

5.1 TASK 1: Gathering data on Work Attitude, Entrepreneurship, and Job Satisfaction

The activity will be carried out in several phases that can be summarized in the following way.

First, we have identified six sources of data that take into considerations the different aspects of Work Attitude (work satisfaction, job performance and work attitude, other macro-indicator on entrepreneurship, performance of entrepreneurship, underground economy and other macroeconomic indicators). Our main sources of data are the following:

1) World Values Survey (WVS);
2) Gallup World Poll (GWP);
3) Global Entrepreneurship Monitor (GEM);
4) International Benchmark of Entrepreneurs (IBE);

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[2] Giavazzi, F., Schiantarelli, F., and Serafinelli, M., (2009), "Culture, Policies and Labor Market Outcomes", *NBER working papers*, w15417.
[3] Ferrante, F. (2009), "Education, Aspirations and Life Satisfaction", *Kyklos*, 62(4), 542-562, November.
[4] Bartel, A., Freeman, R., Ichniowski, C., and Kleiner, M. (2004), "Can a Work Organization Have an Attitude Problem? The Impact of Workplaces on Employee Attitudes and Economic Outcomes", *CEP Discussion Paper*, n. 636.

5) Entrepreneur International (Compendia);

6) Data on Underground Economy (Schneider et al., 2010).

Furthermore these data will be compared with secondary statistics from national and international data providers (EUROSTAT, ILO, OECD). Finally, the following Eurofound reports will be examined:

- Industrial relations in the EU, Japan, US and other global economies, 2005–2006[5]

- Wages and working conditions in the European Union[6]

- Global comparison of quality of work and employment: USA, Japan and the EU[7]

In the next stage the availability of the collected data will be verified, and all the data will be gathered in a single database. This new database will be provided in Excel format as requested in the tender specifications.

The aforementioned databases will allow to fulfil the cross-country benchmark objectives of the research. Where possible, comparisons by regions/sectors and disaggregation by gender, age classes and income classes will be provided.

The main evidences emerging from the analysis will be synthesized in a data report, also using tables and graphs. A comment and the interpretation of main trends and comparative differences will be presented. The interim report will be presented within 1 month after the signature of the contract and it will not exceed 100 pages, while the final report (including the proposal for a work-attitude indicator) will be presented within 16 weeks after the signature of the contract and will not exceed 50 pages (see the "Deliverables" section for more details).

A detailed documentation of metadata will be provided as well, into a specific manual which will support the research. This manual will be prepared by taking into account the exact sources of metadata and how data were generated. Moreover, information about their reliability will be given. Where absent, metadata will be drawn.

In what follows, we will provide a preliminary description of the six main databases that will be used throughout the research.

5.1.1 World Value Survey data

Source: **www.worldvaluessurvey.org**

The World Values Survey (WVS) is a worldwide investigation of the basic values and beliefs of individuals in a large cross-section of countries (more than 80) conducted by the World Values Survey Association. It has been carried out in five waves: 1980-1984 (20 independent countries plus Northern Ireland), 1990-1994 (42 independent countries plus Northern Ireland), 1994-1999 (53 independent countries plus Puerto Rico), 1999-2004 (69 independent countries plus Northern Ireland and Puerto Rico), 2005-2008 (56 countries plus Hong Kong). The survey contains information about demographics (sex, age, education, etc.), self-reported economic conditions, political preferences, attitudes, and religion. With some exceptions, all samples are probability based and nationally representative of the resident population. Our analysis will be focused on

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[5] Eurofound (2007), *Industrial relations in the EU, Japan, US and other global economies 2005-2006*, Dublin.

[6] Eurofound (2005), *Wages and working conditions in the European Union*, Dublin.

[7] Eurofound (2008), *Global comparison of quality of work and employment: USA, Japan and the EU*, Dublin.

the questions on work attitude and life satisfaction contained. In particular the list of countries that we aim to cover is:

EU Countries:	Year Available
Bulgaria	2007
Cyprus	2008
Finland	2005
France	2006
Germany	2006
Great Britain	2005
Italy	2005
Netherlands	2006
Poland	2005
Romania	2005
Slovenia	2005
Spain	2007
Sweden	2006
Non-EU Countries	
Norway	2007
Switzerland	2007
United States	2006
Canada	2006
India	2007
Japan	2005
China	2007

The dimensions of Work Attitude that we intend to inspect through WVS data can be divided in the following 7 categories:

A) Work and Life balance
B) Work ethics
C) Attitude toward fairness
D) Attitude toward female work
E) Attitude toward immigrant's work
F) Work VS Leisure
G) Individual preferences over job characteristics

The WVS questions associated to these 7 dimensions are reported below.

A) Work and Life balance:

Please say, for each of the following, how important it is in your life:

A1) Leisure time: 1"very important"; 2"rather important"; 3 "Not very important"; 4"Not at all important".
A2) Work: 1"very important"; 2"rather important"; 3 "Not very important"; 4"Not at all important".
A3) Family: 1"very important"; 2"rather important"; 3 "Not very important"; 4"Not at all important".
A4) Friends: 1"very important"; 2"rather important"; 3 "Not very important"; 4"Not at all important".

A5) I'm going to read out a list of various changes in our way of life that might take place in the near future. Please tell me for each one, if it were to happen, whether you think it would be a good thing, a bad thing, or don't you mind? "Less importance placed on work in our lives":
1.   Good thing
2.   Don't mind
3.   Bad thing

A6) I'm going to read out a list of various changes in our way of life that might take place in the near future. Please tell me for each one, if it were to happen, whether you think it would be a good thing, a bad thing, or don't you mind? "More emphasis on family life":
1.   Good thing
2.   Don't mind
3.   Bad thing

B) Work ethics

B1) Do you agree or disagree with the following statements? "To fully develop your talents, you need to have a job":
1.   Strongly agree
2.   Agree
3.   Neither agree or disagree
4.   Disagree
5.   Strongly disagree

B2) Do you agree or disagree with the following statements? "It is humiliating to receive money without having to work for it"
1.   Strongly agree
2.   Agree
3.   Neither agree or disagree
4.   Disagree
5.   Strongly disagree

B3) Do you agree or disagree with the following statements? "People who don't work turn lazy"
1.   Strongly agree
2.   Agree
3.   Neither agree or disagree
4.   Disagree
5.   Strongly disagree

B4) Do you agree or disagree with the following statements? "Work is a duty towards society"
1.   Strongly agree
2.   Agree
3.   Neither agree or disagree
4.   Disagree
5.   Strongly disagree

B5) Now I'd like you to tell me your views on various issues. How would you place your views on this scale? "1 means you agree completely with the statement on the left; 10 means you agree completely with the statement on the right; and if your views fall somewhere in between, you can chose any number in between.
Statement: "Hard work brings success":
1.   In the long run, hard work usually brings a better life
2.
3.
4.
5.
6.
7.
8.
9.

10.   Hard work doesn't generally bring success - it's more a matter of luck and connections

C) Attitude toward Fairness

C1) Now I'd like you to tell me your views on various issues. How would you place your views on this scale? 1 means you agree completely with the statement on the left; 10 means you agree completely with the statement on the right; and if your views fall somewhere in between, you can choose any number in between.
Statement: "Incomes should be made more equal" vs. "We need larger income differences as incentives"
1.   Incomes should be made more equal
2.
3.
4.
5.
6.
7.
8.
9.
10.   We need larger income differences as incentives

D) Attitude toward female work

D1) Do you agree or disagree with the following statements? When jobs are scarce, men should have more right to a job than women:
1.   Agree
2.   Neither agree or disagree
3.   Disagree

D2) For each of the following statements I read out, can you tell me how much you agree with each. Do you agree strongly, agree, disagree, or disagree strongly? On the whole, men make better business executives than women do.
1.   Strongly Agree
2.   Agree
3.   Disagree
4.   Strongly disagree

D3) For each of the following statements I read out, can you tell me how much you agree with each. Do you agree strongly, agree, disagree, or disagree strongly? "Being a housewife is just as fulfilling as working for pay":
1.   Strongly Agree
2.   Agree
3.   Disagree
4.   Strongly disagree

E) Attitude toward immigrant's work

E1) When jobs are scarce, employers should give priority to [NATION] people over immigrants:
1.   Agree
2.   Neither agree or disagree
3.   Disagree

E2) How about people from other countries coming here to work. Which one of the following do you think the government should do?
1   Let anyone come
2   As long as jobs available
3   Strict limits
4   Prohibit people from coming

F) Work Vs. Leisure

F1) Do you agree or disagree with the following statements? "Work should always come first, even if it means less spare time"
1.   Strongly agree
2.   Agree
3.   Neither agree or disagree
4.   Disagree
5.   Strongly disagree

G) Individual Preferences over job characteristics

G1) Now I would like to ask you something about the things which would seem to you, personally, most important if you were looking for a job. Here are some of the things many people take into account in relation to their work. Regardless of whether you're actually looking for a job, which one would you, personally, place first if you were looking for a job? First choice:
1.   A good income
2.   A safe job with no risk
3.   Working with people you like
4.   Doing an important job

G1a) Second choice:
1.   A good income
2.   A safe job with no risk
3.   Working with people you like
4.   Doing an important job

5.1.2   Gallup world Poll

Source: **http://eu.gallup.com/poll/118471/world-poll.aspx**

The Gallup dataset is the world's largest database of global behavioral economic data, measuring the political, economic, and social wellbeing of more than 150 countries and areas. Data are comparable across countries and cultures, as well as over time based on nationally representative samples. It has been carried out in five yearly waves from 2005 to 2010.

To ensure that the Gallup worldwide survey data are representative of 98% of the world's adult population, the following methodology is employed in every country:

The target population is the entire civilian, non-institutionalized population, age 15 and older. The coverage area is the entire country, including rural areas, and the sampling frame represents the entire non-institutional civilian population. The typical survey includes at least 1,000 individuals. In some countries, Gallup collects oversamples in major cities or areas of special interest. Additionally, in some large countries, such as China and Russia, sample sizes of at least 2,000 are collected. Although rarely, in some instances the sample size is between 500 and 1,000. The list of countries that we aim to cover is:

EU-Countries	Year Available

Austria	- ,2006, - ,2008,2009, -
Belgium	2005, - ,2007,2008, - , -
Bulgaria	- , - ,2007, - ,2009,2010
Cyprus	- ,2006, - , - ,2009, -
Czech Republic	2005, - ,2007, - ,2009, -
Denmark	2005, - ,2007,2008,2009, -
Estonia	- ,2006,2007,2008,2009, -
Finland	- , - , - ,2008, - ,2010
France	2005,2006, - ,2008,2009, -
Germany	2005, - , - ,2008,2009, -
Greece	2005, - ,2007, - ,2009, -
Hungary	2005 , - ,2007,2008, - , -
Ireland	- ,2006, - ,2008,2009, -
Italy	2005, - ,2007,2008,2009, -
Latvia	- ,2006,2007,2008,2009, -
Lithuania	- ,2006,2007,2008,2009, -
Luxembourg	- , - , - ,2008, - , -
Malta	- , - , - , - ,2009, -
Nethelands	2005 , - ,2007,2008, - , -
Poland	2005, - ,2007,2008,2009, -
Portugal	- ,2006, - ,2008,2009, -
Romania	2005, - ,2007, - ,2009, -
Slovenia	- , - , - , - ,2009, -
Slovakia	- ,2006, - , - , - , -
Spain	2005, - ,2007,2008,2009, -
Sweden	2005, - ,2007,2008,2009, -
UK	2005, - ,2007,2008,2009, -

NON EU-Countries	Year Available
Norway	- ,2006, - , - ,2009, -
Switzerland	- ,2006, - , - ,2009, -
United States	- ,2006,2007,2008,2009, -
Canada	2005, - ,2007,2008,2009, -
India	- ,2006,2007,2008,2009,2010
Japan	- ,2006,2007,2008,2009, -
China	- ,2006,2007,2008,2009, 2010

The dimensions of work attitude that we aim to analyze through GWP are the following:

H. Individual perception of availability of good job opportunity
I. Work satisfaction
L. Present and expected future satisfaction with standard of living

The GWP questions associated to these 7 dimensions are reported below.

H) Individual perception of availability of good job opportunity
H1) Thinking about the job situation in the city or area where you live today, would you say that it is now a good time or a bad time to find a job?

H2)   In (country), are you satisfied or dissatisfied with efforts to increase the number of quality jobs?

I) Work Satisfaction
I1)   Are you satisfied or dissatisfied with your job or the work you do?
I2)   Would you say that your job is the ideal job for you, or not?

L) Present and expected future Satisfaction with standard of living
L1)   Are you satisfied or dissatisfied with your standard of living, all the things you can buy and do?
L2)   Right now, do you feel your standard of living is getting better or getting worse?

5.1.3   Global Entrepreneurship Monitor (GEM)

Source: **http://www.gemconsortium.org/**

The Global Entrepreneurship Monitor (GEM) research program is an annual assessment of entrepreneurial activity at the national level. Started as a partnership between London Business School and Babson College, it was initiated in 1999 with 10 countries, expanded to 21 in the year 2000, with 29 countries in 2001 and 37 countries in 2002. GEM 2009 is set to conduct research in 56 countries.

The research program, based on a harmonized assessment of the level of national entrepreneurial activity for all participating countries, involves exploration of the role of entrepreneurship in national economic growth. Systematic differences continue, with few highly entrepreneurial countries reflecting low economic growth. There is, further, a wealth of national features and characteristics associated with entrepreneurial activity.

In particular the list of countries that we aim to cover is:

EU-Countries	Year Available
Austria	- , - , - , - 2005, - ,2007, - , -
Belgium	2001,2002,2003,2004,2005,2006,2007,2008,2009
Czech Republic	- , - , - , - , - ,2006, - , - , -
Denmark	2001,2002,2003,2004,2005,2006,2007,2008,2009
Finland	2001,2002,2003, 2004,2005,2006,2007,2008,2009
France	2001,2002, - ,2004,2005,2006,2007,2008,2009
Germany	2001,2002,2003, 2004,2005,2006, - ,2008,2009
Greece	- , - ,2003, 2004,2005,2006,2007,2008,2009
Hungary	2001,2002, - ,2004 , - ,2006,2007,2008,2009
Ireland	2001,2002,2003, 2004,2005,2006,2007,2008, -
Italy	2001,2002,2003, 2004,2005,2006,2007,2008,2009
Latvia	- , - , - , - ,2005,2006,2007,2008,2009
Nethelands	2001,2002,2003, 2004,2005,2006,2007,2008,2009
Poland	2001, - , - ,2004, - , - , - , - , -
Portugal	2001, - , - ,2004, - , - ,2007, - , -
Romania	- , - , - , - , - , - ,2007,2008,2009
Slovenia	- , 2002,2003, 2004,2005,2006,2007,2008,2009
Spain	2001,2002,2003, 2004,2005,2006,2007,2008,2009
Sweden	2001,2002,2003, 2004,2005 ,2006 ,2007, - , -
UK	2001,2002,2003,2004,2005,2006,2007,2008,2009

NON EU-Countries	Year Available
Norway	2001,2002,2003,2004,2005,2006,2007,2008,2009
Switzerland	- ,2002,2003, - ,2005, - ,2007, - ,2009
United States	2001,2002,2003,2004,2005,2006,2007,2008,2009
Canada	2001,2002,2003,2004,2005,2006, - , - , -
India	2001,2002, - , - , - , 2006,2007,2008, -
Japan	2001,2002,2003,2004,2005,2006,2007,2008,2009
China	- ,2002,2003, - , 2005,2006,2007, - ,2009

The indices that can be extracted from GEM Macro-Data can be dived in three sections:

M. Aspirations of existing entrepreneurs
N. Attitude and perception toward entrepreneurship
O. Other macro-indicators on entrepreneurship

M) ASPIRATIONS

TEAyyjg5 - Growth Expectation early-stage Entrepreneurial Activity: Relative Prevalence - Percentage of TEA[8] who expect to employ at least five employees five years from now
TEAyynwp - New Product early-stage Entrepreneurial Activity - Percentage of TEA who indicate that their product or service is new to at least some customers
TEAyyint - International Orientation early-stage Entrepreneurial Activity - Percentage of TEA who indicate that at least 25% of the customers come from other countries

N) ATTITUDES AND PERCEPTIONS

Futsupno - Entrepreneurial Intention - Percentage of 18-64 population (individuals involved in any stage of entrepreneurial activity excluded) who intend to start a business within three years
Nbgoodyy - Entrepreneurship as Desirable Career Choice - Percentage of 18-64 population who agree with the statement that in their country, most people consider starting a business as a desirable career choice
Frfailop - Fear of Failure Rate - Percentage of 18-64 population with positive perceived opportunities who indicate that fear of failure would prevent them from setting up a business
Nbstatyy - High Status Successful Entrepreneurship - Percentage of 18-64 population who agree with the statement that in their country, successful entrepreneurs receive high status
Knoentyy - Know Startup Entrepreneur Rate - Percentage of 18-64 population who personally know someone who started a business in the past two years
Nbmediyy - Media Attention for Entrepreneurship - Percentage of 18-64 population who agree with the statement that in their country, you will often see stories in the public media about successful new businesses

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[8] TEA is the Total Early stage Entrepreneurial Activity defined as the percentage of Percentage of 18-64 population who are either a nascent entrepreneur or owner-manager of a new business where for new business is intended a running business that has paid salaries, wages, or any other payments to the owners for more than three months, but not more than 42 months

Suskilyy - Perceived Capabilities - Percentage of 18-64 population who believe to have the required skills and knowledge to start a business

Opportyy - Perceived Opportunities - Percentage of 18-64 who see good opportunities to start a firm in the area where they live

O) OTHER MACRO INDICATORS OF ENTREPRENEURSHIP

Estbbuyy - Established Business Ownership Rate - Percentage of 18-64 population who are currently owner-manager of an established business, i.e., owning and managing a running business that has paid salaries, wages, or any other payments to the owners for more than 42 months

Teayyido - Improvement-Driven Opportunity Entrepreneurial Activity: Relative Prevalence - Percentage of those involved in TEA who (i) claim to be driven by opportunity as opposed to finding no other option for work; and (ii) who indicate the main driver for being involved in this opportunity is being independent or increasing their income, rather than just maintaining their income

Busangyy - Informal Investors Rate - Percentage of 18-64 population who have personally provided funds for a new business, started by someone else, in the past three years

Suboanyy - Nascent Entrepreneurship Rate - Percentage of 18-64 population who are currently a nascent entrepreneur, i.e., actively involved in setting up a business they will own or co-own; this business has not paid salaries, wages, or any other payments to the owners for more than three months

Teanec_p - Necessity-Driven Entrepreneurial Activity: Relative Prevalence - Percentage of those involved in TEA who are involved in entrepreneurship because they had no other option for work

Babybuyy - New Business Ownership Rate - Percentage of 18-64 population who are currently a owner-manager of a new business, i.e., owning and managing a running business that has paid salaries, wages, or any other payments to the owners for more than three months, but not more than 42 months

Teayy - Total early-stage Entrepreneurial Activity (TEA) - Percentage of 18-64 population who are either a nascent entrepreneur or owner-manager of a new business (as defined above)

Teayymal - Total early-stage Entrepreneurial Activity for Male Working Age Population - Percentage of male 18-64 population who are either a nascent entrepreneur or owner-manager of a new business (as defined above)

Teayyfem - Total early-stage Entrepreneurial Activity for Female Working Age Population - Percentage of female 18-64 population who are either a nascent entrepreneur or owner-manager of a new business (as defined above)

5.1.4   International Benchmark of Entrepreneurs

Source: **http://www.entrepreneurship-sme.eu/index.cfm/1,76,0,0,html/Datasets**

The International benchmark of Entrepreneurs dataset is collected by EIM. EIM carries out a long term research programme on small and medium-sized enterprises (SMEs) and entrepreneurship, which is being financed by the Dutch Ministry of Economic Affairs. Over the years this research programme has created a unique, authoritative and publicly available knowledge centre regarding the prevalence and performance of small and/or new enterprises, with a special focus on the Netherlands. Main activities are the collection and processing of survey data and statistics, scientific analysis, publication of research findings and various activities to distribute the findings to a larger public. The International Benchmark of Entrepreneurs contains data about firm entries, firm exits and bankruptcies. Nine countries from the EU and additionally the USA and Japan, are included in this set. The figures in this set are comparable across countries and over time.

The main data sources are:

  - *National Statistic Bureaus (for instance the CBS in the Netherlands)*
  - *Registers like the Chamber of Commerce.*
  - *Eurostat*
  - *Amadeus (Bureau van Dijk)*
  - *Compustat*

The dataset includes the following countries: Belgium, Denmark, Finland, France, Germany, Ireland, Italy, the Netherlands, Great Britain (until 2003-2006), United Kingdom (since 2003-2006), Spain (since 2003-2006), Sweden (since 2003-2006), Hungary (since 2003-2006), Poland (since 2003-2006), Austria (since 2003-2006), Czech Republic (since 2003-2006), Japan and the United States.

The dataset includes the following variables:

Variables

firm dynamics:
number of firm entries
entry rate
share of entries in employment
average size of firm entries
number of firm exits
exit rate
share of exits in employment
number of bankruptcies
bankruptcy rate
share of bankruptcies in firm exits

fast growing enterprises:
percentage of fast growing enterprises for the whole country
average sales for all enterprises - last year of period
average sales for all enterprises - growth rate over whole period
average sales for not fast growing enterprises - last year of period
average sales for not fast growing enterprises - growth rate over whole period
average sales for fast growing enterprises - last year of period
average sales for fast growing enterprises - growth rate over whole period
average number of workers for all enterprises - last year of period
average number of workers for all enterprises - growth rate over whole period
average number of workers for not fast growing enterprises - last year of period
average number of workers for not fast growing enterprises - growth rate over whole period
average number of workers for fast growing enterprises - last year of period
average number of workers for fast growing enterprises - growth rate over whole period

All the variables mentioned above occur in 3 categories: Enterprises with high sales growth, enterprises with high employment growth and enterprises that double in both sales and employment growth.

Variable Description(s)
The variables can be described in the following way:

Number of firm entries: New entrepreneurs who start a new 'activity' (company) or existing companies/entrepreneurs who start a new 'activity'.
Entry rate: The number of new activities as described above, divided by the total number of companies in a certain country.
Share of entries in employment: The number of new activities as described above, divided by the total number of workers in a certain country.
Average size of firm entries: The average number of workers in the new activities.
Number of firm exits: The number of firms that stopped their activities.
Exit rate: The number of firms that finished their activities, divided by the total number of companies in a certain country.
Share of exits in Employment: The number of companies that stopped their activities, divided by the total number of workers in a certain country.
Number of bankruptcies: This variable resembles to exits that have been enforced bij law.

Bankruptcy rate: The number of bankrupties, divided by the total number of companies in a certain country.

Share of bankruptcies in firm exits: The number of bankruptcies, divided by the total number of companies that stopped their activities.

Percentage of fast growing enterprises for the whole country: The number of fast growing enterprises in relation to all enterprises in a certain country.

Average sales for all enterprises - last year of period: for a certain 3-years period, this fact tells us the average sales (in regard to companies) for the last year. There is no distinction between fast and not-fast growing companies.

Average sales for all enterprises - growth rate over whole period: for a certain 3-years period, this fact tells us the growthrate of the average sales over the whole period. There is no distinction between fast and not-fast growing companies.

Average sales for not fast growing enterprises - last year of period: for a certain 3-years period, this fact tells us the average sales (in regard to companies) for the last year. This fact is related to not-fast growing companies.

Average sales for not fast growing enterprises - growth rate over whole period: for a certain 3-years period, this fact tells us the growth rate of the average sales over the whole period. This fact is related to not-fast growing companies.

Average sales for fast growing enterprises - last year of period: for a certain 3-years period, this fact tells us the average sales (in regard to companies) for the last year. This fact is related to fast growing companies.

Average sales for fast growing enterprises - growth rate over whole period: for a certain 3-years period, this fact tells us the growthrate of the average sales over the whole period. This fact is related to fast growing companies.

Average number of workers for all enterprises - last year of period: for a certain 3-years period, this fact tells us the average number of employees (in regard to companies) for the last year. There is no distinction between fast and not-fast growing companies.

Average number of workers for all enterprises - growth rate over whole period: for a certain 3-years period, this fact tells us the growthrate of the number of employees over the whole period. There is no distinction between fast and not-fast growing companies.

Average number of workers for not fast growing enterprises - last year of period: for a certain 3-years period, this fact tells us the average number of employees (in regard to companies) for the last year. This fact is related to not-fast growing companies.

Average number of workers for not fast growing enterprises - growth rate over whole period: for a certain 3-years period, this fact tells us the growthrate of the average number of employees over the whole period. This fact is related to not-fast growing companies.

Average number of workers for fast growing enterprises - last year of period: for a certain 3-years period, this fact tells us the average number of employees (in regard to companies) for the last year. This fact is related to fast growing companies

Average number of workers for fast growing enterprises - growth rate over whole period: for a certain 3-years period, this fact tells us the growthrate of the average number of employees over the whole period. This fact is related to fast growing companies.

Years

Firm dynamics:
The data is starting with the year 1995 till the current year - 2.
Fast growing enterprises:
The data is measured in periods of three years. The first year measured is 1999. The last year measured is the current year - 3.

5.1.5   Entrepreneur International (Compendia)

Source: http://www.entrepreneurship-sme.eu/index.cfm/1,76,0,0,html/Datasets

As the International Benchmark of Entrepreneurs, the Compendia dataset is collected by EIM. The data set Entrepreneurs International (Compendia) contains harmonized data on 16 variables for 30 OECD countries starting with the year 1970. The alternative name COMPENDIA stands for Comparative Entrepreneurship Data for International Analysis. The figures in this set are comparable across countries and over time.

The main data sources are:
- *OECD National Accounts (Volume II: detailed tables)*
- *OECD Labour force statistics*
- *OECD Main Economics Indicators*
- *OECD Historical Statistics*
- *OECD Employment Outlook, June 2000*
- *ILO Yearbook of labour statistics*
- *The European Observatory for SME's: sixth report*

The dataset contains the following 15 variables:

Variables

business owners
business ownership rate
gross domestic product
gross domestic product per capita
employment
unemployment
labour productivity
labour force share in total GDP
labour income share
Sector Income share in total GDP
female labour share (FLS)
average firm size by number of workers
average firm size by GDP
population
population density

Variable Description(s)

The variables can be described in the following way:

Business owners (self-employed): The dataset contains the number of business owners per country. Only persons who are self-employed as their main occupation are included in the figures. Data sources include *OECD Labour Force Statistics 1978-1998*. EIM completed the missing data by using ratios derived from various other sources. Furthermore, EIM made a unified data set of business owners as the definitions of business owners or self-employed (these terms are used interchangeably) in the OECD statistics are not fully compatible between countries. In some countries, business owners are defined as individuals owning a business that is not legally incorporated. In other countries, owner/managers of an incorporated business (OMIBs) who enjoy profits as well as a salary are also considered as self-employed. There are also countries that classify a part of the OMIBs as self-employed and another part as employee. This results from a different set-up of labour force surveys in different countries; see Chapter 5 of *OECD Employment Outlook June 2000*. By and large, Australia, Japan, Norway and the U.S. use a narrow business ownership definition (excluding OMIBs or excluding most OMIBs), while the other countries apply a broader characterization (including OMIBs or including most OMIBs). Business owners in the dataset are defined to include OMIBs. For the countries not following this definition, EIM made an estimation of the number of OMIBs using information derived from *The European Observatory for SMEs: Sixth Report* (published in 2000 by EIM), or using information from domestic sources for the non-European countries (for the United States, sources include *The State of Small Business; a Report of the President 1996*). Another difference in definition is that for some countries, unpaid family workers are included in the self-employment data as well, mostly for early years. For these years, the unpaid family workers were removed from the database by using ratios from more recent years for which separate data on unpaid family workers *are* available. Finally, for countries where important unclarified trend breaks occur, these trend breaks were corrected for. For more information, see Research report H200302, http://www.eim.net/pdf-ez/H200302.pdf.

Business ownership rate: number of business owners divided by total labour force.

Gross domestic product: This variable is taken from OECD National Accounts. GDP is measured in millions US $ at constant prices of 2000. Furthermore, purchasing power parities of 2000 are used to make the monetary units comparable between countries.

Gross domestic product per capita: domestic product divided by population.

Employment: total labour force multiplied by the complement of the standardized unemployment rate (whole economy). Next, employment is distributed by sector, based on data from OECD National Accounts. The variable is expressed in persons.

Unemployment: number of unemployed as a fraction of the labour force. The main source for this variable is *OECD Main Economic Indicators*. Some missing data on the number of unemployed have been filled up with help of data from the OECD Labour Force Statistics and the *Yearbook of Labour Statistics* from the International Labour Office.

Labour productivity: gross domestic product divided by employment.

Labour force: Data on total labour force are also from OECD Labour Force Statistics. Again, some missing data have been filled up from various other sources. Total labour force consists of employees, self-employed persons (including OMIBs), unpaid family workers, people employed by the Army and unemployed persons.

Share in total GDP: share per sector in total gross domestic product.

Share in total employment: share per sector in total employment.

Labour income share: share of wages in total income, corrected for the imputed wage of self-employed. Definition: compensation of employees * (total employment/employment of employees) / (compensation of employees + gross operating surplus and gross mixed income). Source is OECD National Accounts.

Female labour share: share of women in the total labour force. The variable is derived from OECD Labour Force Statistics.

Average firm size by number of workers: number of workers per business owner.

Average firm size by GDP: gross domestic product per business owner.

Population: population of a country.

Population density: population divided by surface.

5.1.6   Data on Underground Economy

Source: **http://www-wds.worldbank.org/**

A well-known source of data on underground economy – usually used in cross-country comparison –is represented by the empirical works of Schneider et al. (2010)[9] and contained in a working paper published by the World Bank.

This dataset presents estimations of the shadow economies for 162 countries, including developing, Eastern European, Central Asian, and high-income countries over the period 1999 to 2006/2007.

5.2 TASK 2: Proposal for possible synthetic indicators

In order to develop a "work attitude" indicator, we will follow two steps:

  a.   building a sub-indicator for each dimension indicated in table 1;

  b.   synthesizing the sub-indicators obtained in step 1 in a single synthetic indicator, through fixed weighting coefficients or by the Principal component analysis (PCA).

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[9] Schneider, F., Buehn, A., & Montenegro, C. E. (2010). "Shadow economies all over the world: new estimates for 162 countries from 1999 to 2007," *Policy Research Working Paper Series*, 5356, The World Bank (http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2010/10/14/000158349_20101014160704/Rendered/PDF/WPS5356.pdf)

Furthermore, as regards the remaining indicators (see again table 1), they can be obtained in straightforward way from the sources indicated in the previous sections, without further manipulation.

Finally, we want to derive an "underground activities rate" which includes the attitude towards underground work and activities (*work in progress*). In particular, starting by the indicator obtained by Schneider et al. (2010), we want to develop an "attitude towards underground work and activities" indicator by exploiting the close relationship between unemployment rate and underground activity rate (in principle, a higher unemployment rate may imply a higher attitude towards underground work) as well as complementary information from the other datasets.. More information on this indicator will be presented during the project.

5.2.1 Possible Indicators from WVS questions

Aim of this activity is to make cross-country comparisons across surveys that contain subjective work-attitude questions with varying numbers of categories. To this purpose, we need to convert the subjective work-attitude measures to a <u>normalized measure</u>, which we will do through the use of:

- Ordered probit regressions for each of the questions A1, A2, A3, A4, B2, B3, B4, B5, B6, C2, D1, D2, D3 on a series of country fixed effects (with no other controls), and then treat these fixed effects as average levels of the associated dimension of work attitude within a country. The ordered probit makes a parametric assumption, imposing a standard normal distribution of the underlying latent "work-attitude" measure. Two normalizations are also imposed: that the latent variable has a mean of zero and that it has a standard deviation of 1. The country fixed effects we estimate (and interpret as the associated level of the dimension of work attitude) are simply shifts in the mean of this distribution.

- For what regards the Individual preference over job characteristics, the construction of indices will follow two steps:

  I. Create a dummy variable for each of the modalities of questions G1 and G2 in the following way:

  1. A variable equal to one if the first choice for the individual is a good income;

  2. A variable equal to one if the first choice for the individual is a safe job;

  3. A variable equal to one if the first choice for the individual is an important job;

  4. A variable equal to one if the first choice for the individual is to work with person that he/she likes;

  II. Run a probit regression of each dummy variable on the country fixed effects and interpret this effects as shifts in the mean of the distribution of the latent attitude.

- For what regards questions A5 and A6, we propose to generate a dummy equal to one if an individual answered "a good thing" to question A5 and "a bad thing" to the question A6. Hence this variable will measure the tendency of put family life before work life. Also in this case we will run a probit of this dummy on the country fixed effects to get the shifts in the mean of the distribution of the latent attitude.

5.2.2 Possible Indicators from GWP questions

Perceived job availability index:

The construction of this index will follow two steps:

    I.   Generate a dummy variable equal to one if an individual answered "a good place" to question H2;

    II. Run a probit regression of this dummy variable on the country fixed effects and interpret this effects as shifts in the mean of the distribution of the latent attitude.

Satisfaction with Labor Policy:

The construction of this index will follow two steps:

    I.   Generate a dummy variable equal to one if an individual answered "satisfied" to question H3;

    II. Run a probit regression of this dummy variable on the country fixed effects and interpret this effects as shifts in the mean of the distribution of the latent satisfaction.

Job satisfaction:

The construction of this index will follow two steps:

    I.   Generate a dummy variable equal to one if an individual answered "satisfied" to question I1;

    II. Run a probit regression of this dummy variable on the country fixed effects and interpret this effects as shifts in the mean of the distribution of the latent satisfaction.

Job Matching Index:

The construction of this index will follow two steps:

    I.   Generate a dummy variable equal to one if an individual answered "satisfied" to question I2;

    II. Run a probit regression of this dummy variable on the country fixed effects and interpret this effects as shifts in the mean of the distribution of the latent variable.

Satisfaction with standard of living:

The construction of this index will follow two steps:

    I.   Generate a dummy variable equal to one if an individual answered "satisfied" to question L1;

    II. Run a probit regression of this dummy variable on the country fixed effects and interpret this effects as shifts in the mean of the distribution of the latent satisfaction

Expected satisfaction with standard of living:

The construction of this index will follow two steps:

I. Generate a dummy variable equal to one if an individual answered "getting better" to question L2;

II. Run a probit regression of this dummy variable on the country fixed effects and interpret this effects as shifts in the mean of the distribution of the latent satisfaction

5.2.3 Synthesizing work attitude indicators through a Composite indicator

The set of indicators obtained through WVS, GWP, GEM (for the two section about attitudes, aspirations and perceptions) data will be synthesized with the aim of obtaining a composite "attitude to work" indicator, in order to allow cross-country and cross-industry (where possible) comparisons.

Two methodological proposals will be discussed, to this purpose, with Eurofound.

The first one concerns a fixed-weighting hypothesis, that is assigning constant weighting coefficients to the normalized sub-indicators described above, in order to aggregate them at the level of specific dimensions of "work attitudes" (e.g. job satisfaction, work ethics, etc.) and finally at an overall level (composite indicator). The advantages of this method stand in the intelligibility and in the easiness of computation, but it presents some drawbacks as well, namely the risk of under- or over-weighting some sub-indicators (in particular, when two indicators are very correlated and they are included with the same weight, the respective dimension may result over-estimated).

The second proposal is to weight sub-indicators using Principal component analysis (PCA). PCA is a multivariate statistical technique used to reduce the number of variables in a data set into a smaller number of 'dimensions'. In mathematical terms, from an initial set of n correlated variables, PCA creates uncorrelated indices or components, where each component is a linear weighted combination of the initial variables. For example, from a set of variables X_1 through to X_n,

$$PC_1 = a_{11}X_1 + a_{12}X_2 + ... + a_{1n}X_n$$

$$\cdot$$
$$\cdot$$
$$\cdot$$

$$PC_m = a_{m1}X_1 + a_{m2}X_2 + ... + a_{mn}X_n$$

where a_{mn} represents the weight for the mth principal component and the nth variable. Diagrammatically, the concept of PCA can be shown as in Figure 1. The uncorrelated property of the components is highlighted by the fact they are perpendicular, i.e. at right angles to each other, which mean the indices are measuring different dimensions in the data (Manly 1994).
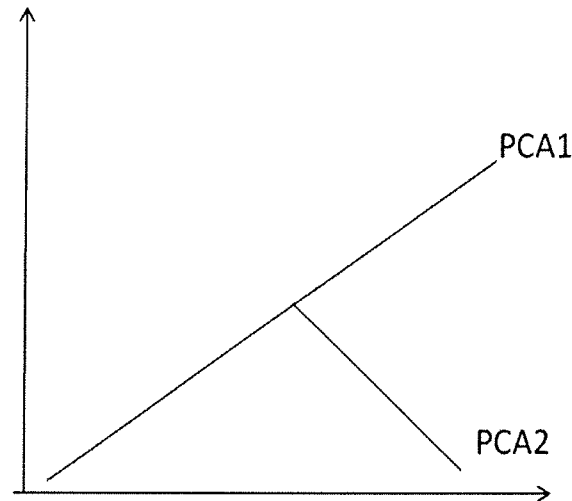
Figure 1: Representation of two sequential components in PCA

The weights for each principal component are given by the eigenvectors of the correlation matrix, or if the original data were standardized, the co-variance matrix. The variance (λ) for each principal component is given by the eigenvalue of the corresponding eigenvector. The components are ordered so that the first component (PC1) explains the largest possible amount of variation in the original data, subject to the constraint that the sum of the squared weights $\left(a_{11}^2 + a_{12}^2 + ... + a_{1n}^2\right)$ is equal to one.

As the sum of the eigenvalues equals the number of variables in the initial data set, the proportion of the total variation in the original data set accounted by each principal component is given by λ_i/n. The second component (PC2) is completely uncorrelated with the first component, and explains additional but less variation than the first component, subject to the same constraint. Subsequent components are uncorrelated with previous components; therefore, each component captures an additional dimension in the data, while explaining smaller and smaller proportions of the variation of the original variables. The higher the degree of correlation among the original variables in the data, the fewer components required to capture common information.

A common method to define the number of principal components extracted is to select components where the associated eigenvalue is greater than one. However, we can assume preliminarily that the first principal component is our measure of work attitude (a similar methodology is applied by Houweling et al. 2003[10] to define an economic status indicator, see also McKenzie, 2003[11] and Filmer and Pritchett, 2001[12]). More detailed specifications and/or modifications to this method will be agreed with Eurofound throughout the implementation of the study.

[10] Houweling TAJ, Kunst AE, Mackenbach JP. 2003. Measuring health inequality among children in developing countries: does the choice of the indicator of economic status matter? International Journal for Equity in Health 2: 8.

[11] McKenzie DJ. 2003. Measure inequality with asset indicators. BREAD Working Paper No. 042. Cambridge, MA: Bureau for Research and Economic Analysis of Development, Center for International Development, Harvard University.

[12] Filmer D, Pritchett LH. 2001. Estimating wealth effect without expenditure data – or tears: an application to educational enrollments in states of India. Demography 38: 115–32.

6. Project Management

6.1 Timetable

Activity	Month 1	Month 2	Month 3	Month 4
Task 1: Gather and present material data for a data report on work attitudes	X			
Coordination Meeting with Eurofound in Dublin	X			
Deliverable 1: Interim Report (Data and data report)	X			
Task 2: Proposal for the development of a work-attitude indicator		X	X	X
Draft Final Report: Data Report and Proposal for a work-attitude indicator (first version)		X		
Draft Final Report: Data Report: Data Report and Proposal for a wor-attitude indicator (second version)			X	
Deliverable 2: Final Report (third revision)				X
Eurofound's evaluation committee meeting in Brussels			X	

6.2 Deliverables

Deliverable 1: Interim Report (Data and data report). The report will be presented within 1 month after the signature of the contract and it will not exceed 100 pages.

Deliverable 2: Final Report (Version of data and data report and proposal for a work-attitude indicator). The final report shall consist of the "proposal for a work-attitude indicator" (Part 2) and a version of data and data report. The final report will be presented within 16 weeks after the date of signature of the contract and it will not exceed 50 pages.

6.3 Research team

This section provides a short description of the skills and experience of the team working on this assignment. The CV forms are included as Part VI of the proposal. The proposed study team has a considerable relevant expertise to carry out this assignment in terms of having vast experience of co-ordinating European wide studies and having an in-depth knowledge of European labour market, employment and gender equality issues.
We would like to emphasise that all the team members are fluent in English and have very good English drafting abilities.

Coordinator – Federico Lucidi

PhD in Economics at Sapienza University of Rome (Italy). Economist with significant experience in research and coordination activities for European and national projects dealing with labour market

issues and involving data analysis, namely: *"Flexicurity in the Italian labour market: evaluation of implemented policy measures"* (for DG EMPL); *"Regional disparities and flexicurity policies: an integrated approach"* (for DG EMPL); "Innovative datasets and models for improving welfare policies" (for DG EMPL); *"Flexicurity practices in the time of economic crisis"* (for DG EMPL); *"DYNAMO: Dynamics of National Employment Models"* (for DG RESEARCH); *"Improving the EES Evaluation Capacity of Regional Actors"* (for DG EMPL); *Research on jobs and skills needs in Marche Region (Italy)*; Research *on jobs and skills needs in Catanzaro Province (Italy)*. Among his publications: "Pluralism at Risk? Heterodox Economic Approaches and the Evaluation of Economic Research in Italy" (with Corsi, M. and D'Ippoliti, C.), 2010, *American Journal of Economics and Sociology*, 69, 5, 1495-1529; "Little innovation, many jobs: an econometric analysis of the Italian labour productivity crisis" (with A. Kleinknecht), 2010, *Cambridge Journal of Economics*, 34, 3, 525-546; "Continuity and Change in the Italian Model" (with Simonazzi, A., Villa, P., Naticchioni, P.), in Bosch G., Lehndorff S., Rubery J. (eds.), 2009, *"European Employment Models in Flux. A Comparison of Institutional Change in Nine European Countries"*. New York: Palgrave MacMillan.

Role in the project: project coordination, communications with Eurofound and participation to the meetings, reporting.

Senior Researcher – Maurizio Pugno

Full Professor of Political Economics at the University of Cassino (Italy). Among his research interests, there are: growth theory and human capital; econometrics of growth; theory of endogenous cycle; behavioural economics. He is actually working on the following topics: happiness, identity, social capital. He was Local Coordinator for: Inter-University Research Project "Economics, Happiness and Social Interaction" (2005-2006); Inter-University Research Project (1997-99); Local Coordinator of the Inter-University Research Project "Employment: problems of analysis and policy" (1994-95). Among his main publications related to the object of the study, there are: "Job performance and job satisfaction: an integrated survey", *Journal of Analytical and Institutional Economics*, 2010, 26(1), 139-174 (with S. Depedri); "Economics and the self. A formalisation of Self-Determination Theory", in *Journal of Socio-Economics,* 2008, vol.37, 1328-1346; "Economy, people's personal motivation and well-being", in Chirkov, V., Ryan, R., & and Sheldon, K. (Eds). Personal autonomy in cultural contexts: Global perspectives on the psychology of agency, freedom, and people's well-being. Springer, 2010 (forthcoming); Capabilities and Happiness, Oxford University Press, Oxford, 2008, with "Introduction", pp. 1-15 (with L. Bruni e F. Comim); "Economy, people's personal motivation and well-being", Department of Economic Sciences and CreaM, University of Cassino, 2010 (mimeo).

Role in the project: scientific coordination.

Junior Researcher – Gaetano Lisi

Ph.D. in "Economics, Firm and Quantitative Analysis" at the University of Cassino with Doctoral thesis in Political Economy, Title: "The Underground Economy in Italy: a Search *&* Matching Model and a Regional Panel Analysis". His supervisor was Prof. Maurizio PUGNO (University of Cassino & CREAM). He has fulfilled research tasks in the following projects: Flexicurity Practices in the Time of Economic Crisis (DG EMPL); Flexicurity under a Gender Perspective (DG EMPL). His research interests are: Job Search theory and Unemployment; Underground Economy (Employment), Tax Evasion and Tax Morale; Entrepreneurship; Economic Growth and Human Capital. Among his scientific publications: Lisi, Gaetano, (2010), "The Unemployment Volatility Puzzle: The Role of the

Underground Economy", *Journal of Applied Economic Sciences*, Volume V, Issue 2(12), Summer 2010, 59 – 69; Lisi, Gaetano and Maurizio Pugno, (2010), "Entrepreneurship and the Hidden Economy: An Extended Matching Model", *International Economic Journal* (forthcoming); Lisi, Gaetano, and Maurizio Pugno, (2009), "Entrepreneurship and the Hidden Economy: An Extended Matching Model", *DIPSE Working Papers, n. 4/2009*; Lisi, Gaetano (2010), "The Strange Case of Dr. Unemployed and Mr. Hidden in Italy", *Economics Bulletin*, 30(4), 2802 – 2816.

Role in the project: collection of data, construction of the "work-attitudes" dataset, drafting of the manual with metadata, construction of sub-indicators and the overall composite indicator on work attitudes.

Junior Researcher – Gabriele Ruiu

3rd year Ph.D. student in Economics, Firm and Quantitative Analysis at the University of Cassino. He has fulfilled research tasks in the following projects: Flexicurity Practices in the Time of Economic Crisis (DG EMPL); Flexicurity under a Gender Perspective (DG EMPL). His research interests are: Time series analysis, Structural equation modeling, Experimental strategy; labour market institutions; relationship between culture and the demand for protection against the risk of unemployment.

Role in the project: collection of data, construction of the "work-attitudes" dataset, drafting of the manual with metadata, construction of sub-indicators and the overall composite indicator on work attitudes.

7. Quality of outputs

Data collection, handling and analysis

Quality in the context of the overall project process, including data collection and processing, is addressed through FGB's overall quality assurance systems.

Deliverables

All deliverables are reviewed by the Scientific Coordinator and monitored for accuracy, timeliness, and adequacy of information and presentation. In the event of our quality review identifying a deliverable that does not meet our standards, we undertake immediate corrective action so that there is minimum disruption to the client.

The procedures for quality control on deliverables sit within the broader QA system and policies, attributes of which include:

- consider only those projects where we have proven expertise and experience and fully appraise them prior to commencing tendering,

- tender only for those projects where we can deliver real value-added to clients,

- delivering projects in-house unless there is demonstrable client gain through out-sourcing,

- meet regularly with clients at each stage of project delivery,

- discuss final deliverables with the client prior to production to ensure the continuing relevance of the original specification,

- subject final deliverables to peer review and detailed scrutiny prior to delivery to the client.

IV. Evidence to be provided for the evaluation of the award criteria

Tenderers must submit evidence which details how they intend to perform all the services or provide supplies as set out in the Invitation to Tender.

The tenderer's attention is drawn, in particular, to the description of all the requirements for each of the services/tasks to be covered, as well to those aspects which it states will be taken into consideration in the assessment of the award criteria.
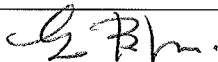
As regards the award criteria in particular, the tenderers must indicate in the following tables the references of the documents contained in the tender proposal in which the information needed for their assessment is submitted.

With regard to this information it is noted that aspects such as experience, expertise, knowledge or skills, and methods and resources, or any other reference to existing capacities will not be taken into account as award criteria. The award criteria concern only the quality of the tender submitted for this contract.

Award Criteria		Points	Please complete
Criterion A1	Quality of the proposal evidenced by description of a preliminary pre-selection of datasources, with special emphasis on work ethics/attitudes surveys	30	Ref. no. III "Technical Proposal" (specifically pp. 11-24)
Criterion A2	Quality of the proposal how to derive work-attitude indicator	30	Ref. no. III "Technical Proposal" (specifically pp. 11-24-28)
Criterion B	Composition of team, experience with handling data (proven by CVs) and international data comparisons	20	Ref. no. III "Technical Proposal (specifically pp. 29-30) and Ref. no. VI
Criterion C	Quality and credibility of the proposed work-plan and management structure allowing to stick to time-schedule envisaged in the tender.	20	Ref. no. III "Technical Proposal" (specifically pp. 28-31)
	TOTAL:	100	

V. Cost Proposal Form

Description of goods or services	Unit*	Quantity	Price in €	
			Unit price	TOTAL COST (fixed price)
DATA REPORT ON WORK ATTITUDES (PART 1 AND PART 2)	Report	1	19,000	19,000
			TOTAL PRICE[13]:	**19,000**

Name (in block capitals) *(person authorised to conclude contract)*	ENZO BARTOCCI
Signature	
Date	02/12/2010

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[13] The price shall include all costs to be borne for the performance of the contract (i.e. administrative overheads, technical and communications, etc.)

VI. CV FORMS

Name	Federico Lucidi
Job title	Economist
Indicate skills and length of experience in relation to the technical specifications of the tender	6 years of experience in the field of study PhD in Economics Dissertation title: "*Labour market flexibility and productivity growth: a micro-econometric investigation for Italian firms*" (supervisor: Prof. Marcella Corsi), University of Rome "La Sapienza". RESEARCH INTERESTS Labour economics, economics of innovation, applied micro-econometrics.

Languages: (indicate level of skill: 1 = poor, 5= excellent) *N.B.: English is the administrative language of Eurofound.*	**Language**	**Written**	**Spoken**
	English	5	5
	French	4	4

PROJECT EXPERIENCE
(up to a maximum of five projects per CV)

Project description (including employer/client contact details & phone number):

1) Flexicurity Practices in the Time of Economic Crisis
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
     Tel.: +39.0644249625
Client: European Commission, DG Employment, Social Affairs and Equal Opportunities
Period: 2010-2011
Reference number: VS/2010/0062

2) Innovative datasets and models for improving welfare policies
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
     Tel.: +39.0644249625
Client: European Commission, DG Employment, Social Affairs and Equal Opportunities
Period: 2009-2011
Reference number: VS/2009/0509

3) Regional disparities and flexicurity policies: an integrated approach
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
     Tel.: +39.0644249625
Client: European Commission, DG Employment, Social Affairs and Equal Opportunities
Reference Number: VS/2008/0628
Period: 2009

4) Flexicurity in the Italian labour market: evaluation of implemented policy measures
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
     Tel.: +39.0644249625
Client: European Commission, DG Employment and Social Affairs
Reference Number: VS/2007/0626
Period: 2008

Employee's role and responsibilities in the projects: Research and drafting activities for the abovementioned projects, with tasks of: collecting and analyzing information, background analysis, data analysis and storage.	

I, the undersigned, hereby declare that the above is authentic and genuine. I further declare that I am available to work for the period(s) foreseen for the position for which my CV has been included in the event that this tender is successful.

Name (in block capitals)	FEDERICO LUCIDI
Signature	
Date	02/12/2010

CV No.: 2

Name	Maurizio Pugno
Job title	Full Professor of Political Economy
Indicate skills and length of experience in relation to the technical specifications of the tender	More than twenty years of experience in the field of study, specifically: -From 2005, Full Professor of Political Economy, at the University of Cassino (Italy) - He has taught Microeconomics and Political Economy (University of Cassino 2004-2008), Macroeconomics, Institutions of Economy, Economic and Financial Programming Techniques, History of Economic Thought (University of Trento 1992-2006) **Research Activity:** - H-index su Publish and Perish: 11 - Banca dati Ideas: http://ideas.repec.org/e/ppu34.html - Banca dati SSRN (853 downloads of posted papers in the last three years): http://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=296004 **RESEARCH INTERESTS** Theory of post-Keynesian, neo-classic and endogenous growth; happiness economics; social capital economics; non-linear cycle theory, macroeconomics of technical progress and structural change; undeclared economy; services economy; economics and identity.

Languages: (indicate level of skill: 1 = poor, 5= excellent) *N.B.: English is the administrative language of Eurofound.*	**Language**	**Written**	**Spoken**
	English	5	5

PROJECT EXPERIENCE

(up to a maximum of five projects per CV)

Project description (including employer/client contact details & phone number):
FP6 project "Understanding the Relationship between Knowledge and Competitiveness in the Enlarging European Union" (U-Know), Thematic Priority: CITIZENS-2004-1.2.2 Understanding knowledge

Interuniversity research group "Economics, happiness and social interaction", PRIN 2004, University of Trento
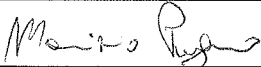
Interuniversity research project "40%" financed by the MURST, Italian Ministry of Education, University and Research) ,coordinated at national level by Prof. M. Zenezini (1997-1999, University of Bolzano)

Interuniversity research project, "Employment: problems of analysis and politics", financed by the MURST, coordinated at national level by Prof. N. Acocella (1994-1995, Naval University Institute of Naples) |
| Employee's role and responsibilities in the projects:

External researcher in the FP6 project

Local coordinator of the abovementioned national research projects. |

Name (in block capitals)	MAURIZIO PUGNO
Signature	*[signature]*
Date	02/12/2010

CV No.: 3

Name	Gabriele Ruiu
Job title	PhD Student
Indicate skills and length of experience in relation to the technical specifications of the tender	3 years of experience in the field of study.
PhD student at University of Cassino (2007-ongoing)

RESEARCH INTERESTS:
- Time series analysis,
- Structural equation modeling,
- Experimental strategy;
- labour market institutions;
- relationship between culture and the demand for protection against the risk of unemployment. |
| Languages: (indicate level of skill: 1 = poor, 5= excellent) | **Language** **Written** **Spoken** |

N.B.: English is the administrative language of Eurofound.	English	4	4
	French	2	2
	Spanish	2	2

PROJECT EXPERIENCE
(up to a maximum of five projects per CV)

Project description (including employer/client contact details & phone number):

1) Flexicurity Practices in the Time of Economic Crisis
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
       Tel.: +39.0644249625
Client: European Commission, DG Employment, Social Affairs and Equal Opportunities
Period: 2010-2011
Reference number: VS/2010/0062

2) Flexicurity under a Gender Perspective
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
       Tel.: +39.0644249625
Client: European Commission – DG Employment, Social affairs and Equal opportunities
Reference Number: VS/2008/0631
Period: 2009

Employee's role and responsibilities in the projects:

Researcher in the abovementioned projects, with tasks of: collecting and analyzing information, background analysis, data analysis and storage.

I, the undersigned, hereby declare that the above is authentic and genuine. I further declare that I am available to work for the period(s) foreseen for the position for which my CV has been included in the event that this tender is successful.

Name (in block capitals)	GABRIELE RUIU
Signature	*(signature)*
Date	02/12/2010

CV No.: 4

Name	Gaetano Lisi
Job title	PhD Student
Indicate skills and length of experience in relation to the technical specifications of the tender	3 years of experience in the field of study. Ph.D. in "Economics, Firm and Quantitative Analysis" (2010) - University of Cassino, Doctoral thesis in Political Economy Title: *"The Underground Economy in Italy: a Search & Matching Model and a Regional Panel Analysis"*

	Supervisor: Prof. Maurizio Pugno Scholar of economics ("cultore della materia"), academic chair of political economy (scientific sector: SECS-P/01) Temporary lecturer of Economics at the University of Cassino (academic year 2010/2011) **RESEARCH INTERESTS** • Job Search theory and Unemployment • Underground Economy (Employment), Tax Evasion and Tax Morale • Entrepreneurship • Economic Growth and Human Capital		
Languages: (indicate level of skill: 1 = poor, 5= excellent) *N.B.: English is the administrative language of Eurofound.*	**Language** English	**Written** 4	**Spoken** 4

PROJECT EXPERIENCE *(up to a maximum of five projects per CV)*

Project description (including employer/client contact details & phone number):

1) Flexicurity Practices in the Time of Economic Crisis
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
            Tel.: +39.0644249625
Client: European Commission, DG Employment, Social Affairs and Equal Opportunities
Period: 2010-2011
Reference number: VS/2010/0062

2) Flexicurity under a Gender Perspective
Employer: Fondazione Giacomo Brodolini, Viale di Villa Massimo 21, 00161 Rome (Italy).
            Tel.: +39.0644249625
Client: European Commission – DG Employment, Social affairs and Equal opportunities
Reference Number: VS/2008/0631
Period: 2009

Employee's role and responsibilities in the projects:

Researcher in the abovementioned projects, with tasks of: collecting and analyzing information, background analysis, data analysis and storage.

I, the undersigned, hereby declare that the above is authentic and genuine. I further declare that I am available to work for the period(s) foreseen for the position for which my CV has been included in the event that this tender is successful.

Name (in block capitals)	GAETANO LISI
Signature	*(signature)*
Date	02/12/2010