

EUROPEAN INFORMATION BULLETIN

**A Quarterly Publication for European
Trade Unionists**

ISSUE 4

December 1985

EMPLOYMENT AND GROWTH IN EUROPE

Over recent months attention has been concentrated upon two key economic demands of all European trade unionists - the demand for increased employment and economic growth. The General Resolution adopted by the Milan Congress of the ETUC stressed the role of economic growth in the fight against unemployment. The opinion adopted by the Economic and Social Committee of the European Communities (see Page 5) considered

that measures introduced by the Community to alleviate unemployment have so far been inadequate. And within the Commission itself discussion has taken place at the Standing Employment Committee and the Social Affairs Council of Ministers on action to combat unemployment. The Discussion in the Standing Employment Committee took place around a Commission working paper "Employment, growth and the European Social Dimension"

A report of these discussions is contained in an article by John Morley - "Employment policy to create more jobs - European level discussions" - in the September issue of 'Social Europe'. The Standing Employment Committee asked the Commission to examine a series of initiatives and propose concrete Community measures. These initiatives included the creation of a modern labour market, the promotion of a more rapid and durable economic growth and the introduction of socially controlled new technology!

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**PUBLISHED IN ENGLISH, FRENCH AND GERMAN BY
THE TRADE UNION DIVISION OF THE COMMISSION
OF THE EUROPEAN COMMUNITIES**



YOUTH UNEMPLOYMENT

EUROPEAN COMMUNITY - YOUTH UNEMPLOYMENT, DECEMBER 1984.

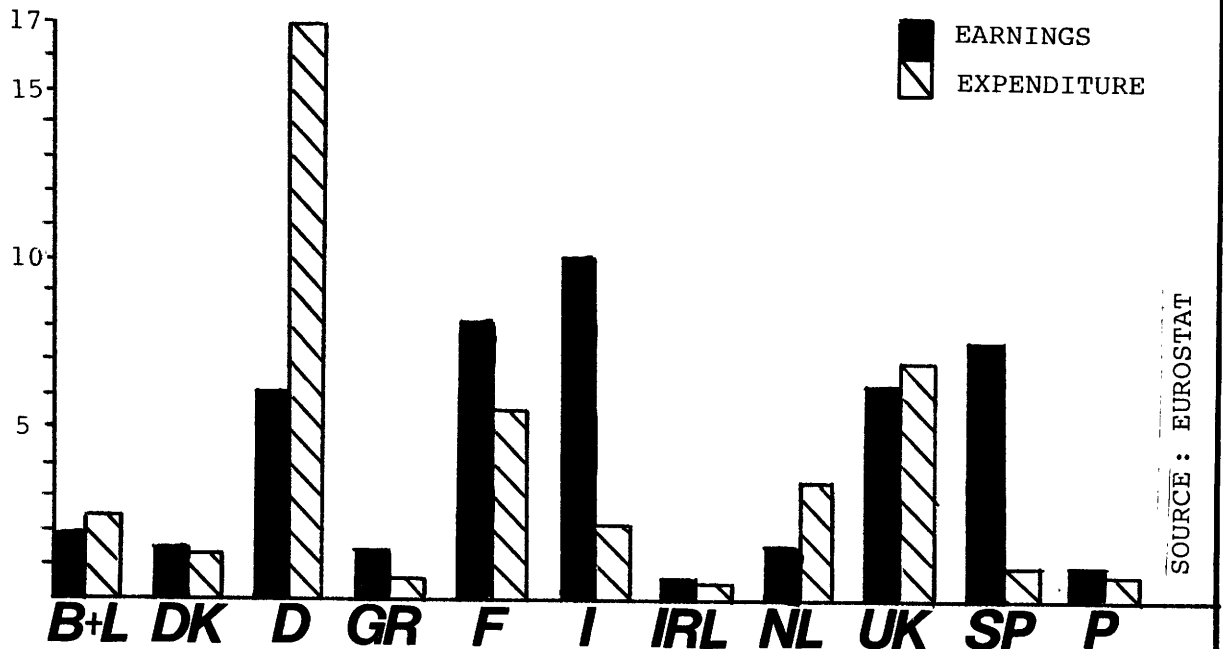
COUNTRY	UNEMPLOYED AGED UNDER 25, DEC '84	PERCENTAGE IN TOTAL UNEMPLOYMENT
BELGIUM	212,900	35
DENMARK	67,200	25
FRANCE	1112,900	45
WEST GERMANY	572,700	25
IRELAND	69,400	30
ITALY	1353,200	48
LUXEMBOURG	1,300	5
NETHERLANDS	309,200	40
UNITED KINGDOM	1248,000	45

SOURCE: EUROSTAT.

10 20 30 40 50

TOURISM

Earnings and expenditure on foreign travel in 1983 (millions of ECU).



SOURCE: EUROSTAT

M.I.S.E.P

One of the greatest advantages to trade unionists of membership of the European Community is the ability to exchange and compare information concerning terms and conditions of employment and employment policies. A system has been established for the exchange of this latter type of information, a system known by the initials MISEP. MISEP stands for the Mutual Information System on Employment Policies which is co-ordinated by the Directorate General for Employment of the Commission of the European Communities.

The system operates with a network of correspondents from the departments responsible for employment policy in the Member States and a centralised secretariat under the overall responsibility of the Commission. The objective of the system is defined as "to gather, synthesise, translate and disseminate relevant information in the Member States, serving each of the responsible national ministries and agencies in their daily decision-making, and aiding the Commission in its co-ordinating role at Community level."

A number of "Basic Information Reports" have been published describing the structure and content of employment policy in each Member State. The latest of these (*), published earlier this year, is the basic Information Report on Belgium.

The Belgium Basic Report has five main chapters:- institutions; procedures; legal framework; measures and information and research. Of particular interest to trade unionists will be the chapter on procedures which looks at both the legal instruments (the labour contract law, the labour code law, training laws etc.) and the predominant negotiating patterns to be found in Belgian industrial relations.

However much useful information is also contained in the other chapters, for example the chapter dealing with employment measures. Here can be found summaries of the measures dealing with reducing working hours, part-time work, measures for promoting geographical mobility and measures giving aid to the unemployed. The main legal rules on hiring and dismissing workers and the legal status of the unemployed are contained in the chapter on the legal framework.

The opening chapter on 'institutions' provides a useful summary of the key decision-making bodies involved in drawing up employment policies. The Ministry of Employment and Labour and the National Employment Office are fully described along with their key decision-making bodies.

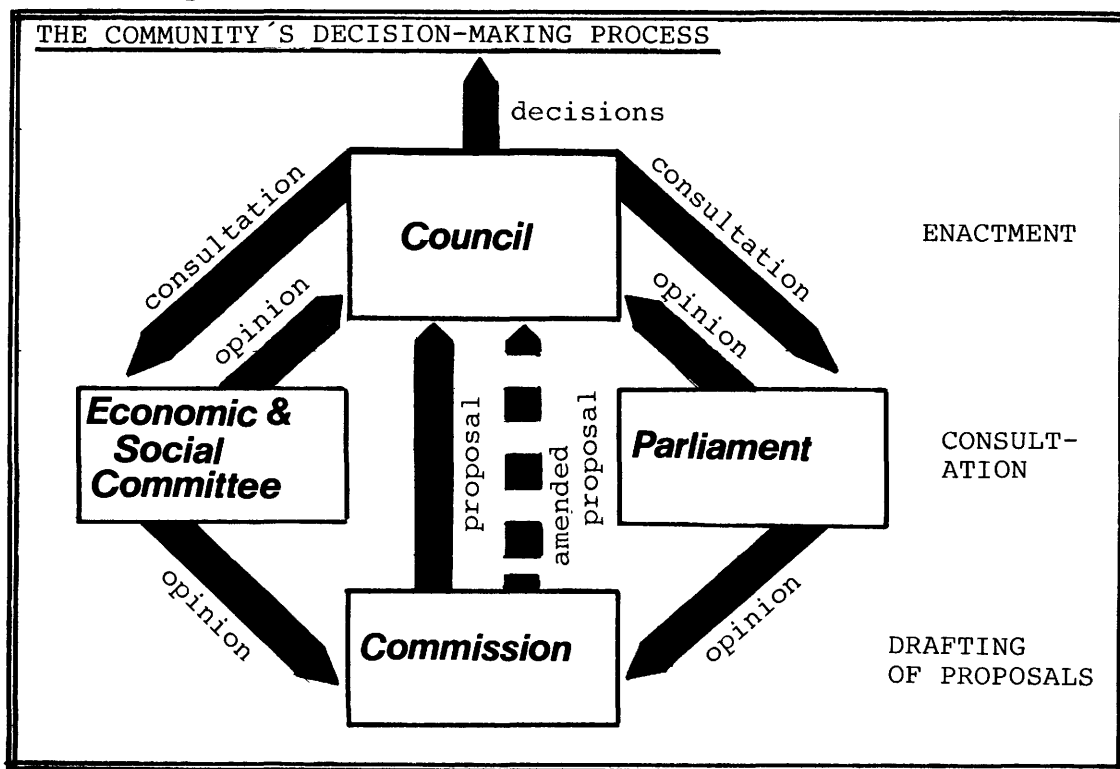
The MISEP project is centred on the Basic Information Reports but it is also regularly updated by the publication "InforMISEP", also published by the Commission of the European Communities. Together the Basic Reports and the up-dating service provide an invaluable sourcebook of information which will be of interest to trade unionists.

(*) "MISEP: MUTUAL INFORMATION SYSTEM ON EMPLOYMENT POLICIES - BELGIUM: BASIC INFORMATION REPORT" 1985 88pp. Published in German, English and French. Price:- £5.20. ISBN 92-825-5423-EN-C.

FOCUS ON

The Institutions of the European Community

A new pamphlet has been published by the Commission of the European Communities which describes the various institutions of the European Community. "Working Together: the institutions of the European Community" by the Secretary-General of the Commission of the European Communities, Emile Noel, describes the various institutions of the EEC - the Commission, the Council of Ministers, the European Parliament, the Economic and Social Committee, the Court of Justice and the Court of Auditors. The introductory chapter sets each of these institutions into context and examines the overall decision-making process of the Community.



Separate chapters are devoted to the Commission and the dialogue between the Commission and the Council. The workings and structure of the European Parliament are considered in detail and other chapters examine the Court of Justice and the Court of Auditors. The final chapter of the pamphlet looks at the working methods of the European Community, concentrating on how the Commission and the Council work.

This 45 page pamphlet is an essential source of information for anyone interested in how the Community operates. Trade unionists who are wanting a general introduction to the Commission and its institutions will find it a useful guide.

The pamphlet (Catalogue Number: CB-43-85-272-EN-C) is published as part of the European Documentation series and is available from the national information offices of the Commission of the European Communities.

REPORT



**ECONOMIC AND SOCIAL
COMMITTEE
OF THE EUROPEAN
COMMUNITIES**

ECONOMIC SITUATION MID-1985

At a recent meeting the Economic and Social Committee of the European Communities adopted an opinion on the European economic situation in mid-1985.

The Committee considered that measures to alleviate unemployment adopted so far have been inadequate or not effective enough. Measures were required at national and European Community level to speed up the economic recovery in Europe and reduce unemployment more swiftly. If appropriate solutions were to be found it was essential, thought the Committee, that dialogue between the two sides of industry on the one hand and the national governments and the EEC Councils of Ministers on the other should take place.

The rise in industrial investment was noted with satisfaction. Nonetheless, the Committee called

for more attention to be focussed on the construction sector as well as on Community infrastructure in general.

The growth in protectionist tendencies on world market was also viewed with great concern, and the Committee called for the rejection, wherever possible, of further export subsidies or import restrictions. The opinion was adopted by the Committee by 76 votes to 6 with 23 abstentions.

FUTURE WORK PROGRAMME

Future opinions and information reports due to be discussed in the latter part of 1985 include:-

- * CROSS-BORDER COMPANY MERGERS
- * TRANSPORT INFRASTRUCTURE
- * AID TO SHIPBUILDING INDUSTRY
- * FUTURE OF COMMON AGRICULTURE POLICY
- * NEW TECHNOLOGIES

CEDEFOP

.....ten years on

CEDEFOP, the European Centre for the Development of Vocational Training, was founded in 1975 and to celebrate its tenth birthday it has published a special edition of the 'Vocational Training Bulletin'. It contains a wide selection of articles on vocational training, many of which are of special interest to trade unionists. In particular there is an interview with Felix Kempf who is the spokesman for the employees group on the Cedefop Management Board. In the interview, Felix Kempf reflects on the role of trade unions in training and the importance of training to economic recovery.

Other articles included in the Bulletin include:-

- * Vocational training and young people's employment problems.
- * Equal opportunities and vocational training.
- * The handicapped: a problem and a challenge for society.
- * Adult vocational training - from unwanted luxury to dire necessity.
- * Training and the challenge of technological change.
- * Robotics, work organisation and vocational training.

NEW TECHNOLOGY

Two recent European Community publications have highlighted the problems faced by workers when new technology is introduced by firms. An article published in the European Commission review "Social Europe", entitled "New Technology and Social Change" provides an overview of recent events in the Community countries. At the same time the European Foundation for the Improvement of Living and Working Conditions published its consolidated report "The Role of the Parties concerned in the Introduction of New Technology". This report looks at the role of trade unions in the planned introduction of technological change. The material in this feature is taken from both these sources.

The difficulty in predicting the effect of new technology on employment opportunities is underlined by the article "New Technologies and Social Change" in the September issue of 'Social Europe' (Issue 3/85). The article draws on several recent reports from Member States which provide diverse views of the likely response of employment to new technology.

Against the background of uncertainty in predicting the impact of new technology, there is - in most Member States - a rising labour supply and a mis-match between skill demands and labour supply.

The article goes on to look at the attitudes of the two sides of industry to the new technologies. The resolution adopted by the German DGB and similar stances adopted by the Danish, Dutch and British trade union movements signify the predominant demands of European trade unionists - demands which seek not to reject new technology but to ensure that it is used to improve the living and working conditions of employees and expand the economy.

The Federation of Dutch Trade Unions (FNV: Federatie Nederlandse Vakverenigingen) has started an educational programme on the impact of automation on its members, with special attention being given to women. It is aiming at a central technology agreement with the employers. In preparation for this, the union is supplying the works councils with inform-

DGB RESOLUTION

RESOLUTION ON NEW INFORMATION AND COMMUNICATION TECHNOLOGY, ADOPTED BY THE DGB, MAY 1984.

The resolution called for a set of policy measures focusing on:-

- * an anticyclical fiscal policy and a special employment programme over the next five years,
- * a reduction in working time (weekly to 35 hours over the lifetime and more time for education and leisure,
- * the extension of co-determination (at the workplace, at enterprise level and at national level), and the setting up of boards for technological advice,
- * research on social impacts and alternative technical development; a technology assessment programme and the creation of an expert group for technology assessment at the Bundestag,
- * a new large research organisation for labour and technology.

ation on the subject and on the union position; it is also planning to create an information network on technology and informatics.

Many trade unions throughout Europe have been involved in

AND SOCIAL CHANGE

ITALY: IRI/CGIL-CISL-UIL AGREEMENT

PROTOCOLLO IRI : THE AGREEMENT BETWEEN IRI MANAGEMENT AND THE TRADE UNION REPRESENTATIVES FROM CGIL-CISL-UIL, SIGNED ON 18 DECEMBER 1984.

Joint Committees composed of management and unions are to be set up, at the group, sectoral (Finanziare di settore) and firm level, meeting at least three times a year. The information that management must provide to unions includes:

- * forecasts on investment and divestments, broken down by sector, territorial area and firm;
- * forecasts on employment, with details on distribution by sex, age-group, qualification;
- * principal research activities;
- * innovative projects, both of technological and organisational character.

The management, at group or local firm level, will not implement the planned innovation projects until the consultation procedures have been completed; in the meanwhile unions will undertake to prevent industrial action.

In the event of redundancies arising from the implementation of the projects, the parties will work to reduce the negative impact on total employment, moving workers to compatible jobs in the area involved. Limited recourse to part-time, solidarity contracts involving rotation of workers on the available jobs, or other forms of sharing of hours of work is permitted.

negotiating technology agreements with management. One example is the agreement concluded between the Italian trade unions and the industrial holding company IRI.

One interesting agreement mentioned in the article is the recent agreement between the employers in the Belgian metal-working sector and the two unions FGTB-CSC (Federation Generale du Travail de Belgique - Confederation des Syndicats Chretiens). The parties agreed to devote 0.2% of the wage bill to the creation of 'new technology schools' open to young unemployed workers. It is a pilot project more limited, financially and in scope, than the one which the unions had originally put forward.

These are just a few of the examples of the agreements and trade union positions which are reviewed in this interesting article which provides trade unionists with a comprehensive update on European trends in new technology bargaining.

SOCIAL EUROPE IS PUBLISHED BY THE COMMISSION OF THE EUROPEAN COMMUNITIES.

ROLE OF PARTIES IN NEW TECHNOLOGY

"Technological change can take place more rapidly and with a greater chance of success, when unions and management work together and establish joint agreements. In many enterprises however, trade unions face real

New Technology and Social Change

continued from page 7

difficulties in making an effective contribution to strategy formulation when entering into such negotiations. This arises because the unions often lack the necessary expert support or lack training in the relevant areas of new technology. In this, the situation for unions contrasts markedly with the investment made by management to equip itself with expertise in the run up stages to technological change."

Trade unionists will not be surprised at such findings. They come from a new Report ("The Role of the Parties in the Introduction of New Technology") from the European Foundation for the Improvement of Living and Working Conditions. On the positive side, where management and workers come together to negotiate joint agreements, the report shows that the many potential adverse effects of technological change can be avoided and the economic viability of companies improved. But these successes occur only when the parties meet with the genuine intention of frank and open discussion. The Report finds that many of the so-called participatory approaches simply give lip service to the concept of participation; they are more concerned with the logistical framework within which discussion should take place than with the level and effectiveness of the discussion itself.

The Report analyses 21 cases, in five Community States (Denmark, UK, Germany, Ireland and Italy) of companies which have made substantial technological changes involving negotiation and participation between the management and the workforce. They span different processes and industries. The research concentrates not on the technical systems, but specifically on the relationship between employers and employees and the methods of involvement that were required to achieve

mutual success. Specifically the researchers looked at: changes in consultation rights; negotiating procedures; provision of information; and agreements involving the workforce in the introduction of new technology.

Other conclusions drawn from this substantial research study are:-

- * the introduction of new technology is complex with substantial effects at many levels within enterprises;
- * participation is one element within the industrial relations framework that unions and management can adopt to assist in resolving problems of change;
- * participatory involvement in this process is valued by both management and unions, but it is not in itself a solution to all the problems which can arise;
- * the recession strongly influences attitudes of the workplace towards technological change and its possible effects on job security more than the changes themselves;
- * the trade unions tend to be weaker in their representation at the enterprise level than management;
- * there is some evidence of fear amongst management that they might lose control by allowing greater participation by the workforce;
- * in the main, where participation does take off in companies, it seems to be related to the existence of good industrial relations.

"THE ROLE OF THE PARTIES CONCERNED IN THE INTRODUCTION OF NEW TECHNOLOGY - CONSOLIDATED REPORT" (Ref: EF/85/08/EN)

Published by the European Foundation for the Improvement of Living and Working Conditions, Loughlinstown House, Shankill, Co. Dublin, Ireland. National reports on Denmark, United Kingdom, Germany, Ireland and Italy have been published in the original language and in English. All reports cost IR£3.00.

NEWS FROM EUROPE

ETUC action against apartheid

At the meeting of the Executive Committee of the European Trade Union Congress held in October, the ETUC and its affiliated organisations re-dedicated themselves to intensify concerted action against apartheid in South Africa.

The Executive Committee urged the governments, European institutions, and other political authorities in Western Europe to take measures to isolate South Africa economically by banning:-

- * new investments and re-investments of profits in South Africa
- * the export of oil and oil products to South Africa
- * the import of coal
- * bank loans to the State of South Africa and to publically owned companies
- * the import and sale of the Krugerrand
- * all trade and co-operation with South Africa in the arms and nuclear sectors as well as in new technologies

The Executive Committee called on its affiliated organisations to campaign in order to increase awareness amongst members and the public at large, of political repression in South Africa and to promote consumer boycotts of South African goods. The ETUC executive welcomed the ready response of the affiliated organisations to appeals for relief for black working people and their trade union organisations and appealed to cultural and sporting organisations to break all connections with South Africa.

The Executive Committee called the attention of the European trade union movement to trade unionists detained under the State of Emergency regulations in South Africa and issued a list of 27 active trade unionists currently detained.

European Merchant Shipping

The International Transport Workers Federation (ITF) held a press conference in London in September to launch their new publication "European Merchant Shipping: Towards a Common Maritime Transport Policy" which puts forward alternatives to the policy proposals put forward by the European Commission earlier in the year.

The ITF, in a leading article in the ITF Newsletter, claim that the European Commission proposals read more like an epitaph for a once thriving industry rather than a prescription for recovery. In criticising the EEC policy the ITF believe that the Commission is ignoring important developments which will revolutionise the merchant shipping industry in the next few years. The publication examines the question of safety and comes to the conclusion that European Community ships have a record far better than the flag of convenience fleets to which Community trade is being lost.

Copies of the Report are available from the ITF, 133-135 Great Suffolk Street, London SE1 1PD, England.

Shipbuilding

The recent EEC Commission 7th Report on the Community's Shipbuilding Industry concludes that employment has declined by 15% in 1984, making a total job loss for 1983 and 1984 together of 26,000 or 23% of the industry's labour force. This trend which has affected all Member states, reflects closely the reduction in output of some 15% during 1983-84. The possibilities for still further redeployment or early retirement of workers have been exhausted, and almost 50% of the remaining workforce is on short-time working. Meanwhile the Commission has proposed changes in the arrangements for making payments from the Community's Regional Development Fund and Social Fund.

EQUAL OPPORTUNITIES

Ten years of legislation

The first of three key Directives introduced by the European Community on equal opportunities for women came into force just ten years ago - in 1985. Council Directive 75/117/EEC on equal pay for male and female workers was followed by a second Directive (76/207/EEC) on equal treatment for men and women as regards access to employment, vocational training and advancement and in 1979 a third Directive (79/7/EEC) on equal treatment in matters of social security. This short article, based on a review by Gerassimos Zorbas in the September issue of Social Europe, looks at the changes in national legislation necessitated by the above Directives and subsequent challenges to national legislation by the Commission through the European Court of Justice.

COUNTRY	ORIGINAL LEGISLATION	COMMENTS
United Kingdom	Sex Discrimination Act 1975	Court of Justice Decision 1983 SDA inadequate because:- 1. Directive requires any collective agreement infringing principles of equal treatment should be declared null and void 2. Act does not apply in private households employing less than five persons
Ireland	Employment Equality Act 1977	It appears that sections of the Act relating to exempted occupations does not conform with Directive
Italy	Law No 903, Dec 1977	Court of Justice Decision 1983 Commission challenged Italian law for limiting adoption leave to women workers only but Court rejected Commission's case, thus upholding Italian law
Denmark	Law No 161, April 1978 Law No 162, April 1978	Article 3 of Law restricts principle of equal treatment to those employed in same workplace. Commission took action but discontinued it when Denmark introduced new law (April 1984) to bring Danish law in line with Directive.
Belgium	Title V of New Economic Statute, August 1978	Commission planned to take action over inadequate guarantee for equal access to vocational guidance and training but dropped proceedings when amendment enacted in June 1983

Equal Opportunities and the law

COUNTRY	ORIGINAL LEGISLATION	COMMENTS
Netherlands	Law No 86, March 1980 Law No 384, July 1980	Law 86 relates to private sector, Law 384 to public sector. Commission has some doubts about the laws reflecting Article 22 of the Directive
West Germany	Arbeitsrechtliches EG-Anpassungsgesetz August 1980	The law applies to neither those in public office nor to self-employed workers. Proceedings instituted by the Commission are currently pending
Luxembourg	Law of 8 December 1981	Article 2(2) of the law providing temporary exemptions may conflict with the Directive.
France	Law No 75/625 July 1975 Law No 83/635 July 1983	Law of 1975 limited number of discriminations but situation amended by 1983 law.
Greece	Law No 1329, 1983 Law No 1414, 1984	Those in public sector and self employed not covered and therefore some doubt as to whether laws give effect to Directive.

E.I.B. APPLICATION FORM

The European Information Bulletin is published by the Trade Union Division of the Commission Of The European Communities. The views expressed in the Bulletin are those of the Editor and are not necessarily those of the European Commission.

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NEWS FROM EUROPE

ETUC STATEMENT ON THE INTERNAL MARKET

EXTRACTS FROM THE STATEMENT ON THE 'INTERNAL MARKET' ISSUED BY THE EXECUTIVE COMMITTEE OF THE EUROPEAN TRADE UNION CONFEDERATION.

"The Executive Committee of the ETUC at their meeting in Brussels on 10-11 October 1985 has given careful and detailed consideration to the EC Commission's White Paper on the Internal Market.

"For closely interrelated political, economic and social reasons, the European trade union movement has championed the case for greater European unity for over 35 years. Our commitment has never been in doubt, and it is not now, but we are very concerned that the Community, on the basis of the Commission's White Paper, might be tempted to pursue a lopsided and fundamentally flawed approach to this very necessary greater unity."

The statement, whilst backing a strengthening of the internal market, stresses that such a movement must be accompanied by measures to develop Europe's social dimension.

"It will simply not be possible to build a real Community, in the true sense of that word, on the basis of just dismantling national barriers and of putting nothing in their place on the spurious grounds that reliance instead can be placed on so-called market mechanisms..... The Community must reverse the dismal record in the social field of recent years, and develop policies which ensure that economic change means better and more interesting work, not no work, for millions; that there are equal opportunities for all; and that the hard-won rights and social achievements of working people are enhanced and not undermined."

The statement goes on to point out that internal market measures must be accompanied by economic policies which ensure that economic activity and employment is increased throughout the Community. Thirdly the statement stresses the importance of industrial policies which go beyond national frontiers and stimulate innovation.

Over the next few months the ETUC will be discussing the question of the internal market with the Commission and others.

**European
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Bulletin**

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