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# TRADE UNION INFORMATION BULLETIN

**In this issue:**

**Economic and Monetary Union  
The Social Dimension  
Health and Safety**

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in the Bulletin are those  
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## **Economic and Monetary Union**

# **The Delors Report**

The route towards monetary and economic union within the European Community has been marked out in the Report of the Delors Committee. The Report of the Committee for the Study of Economic and Monetary Union, chaired by Commission President Jacques Delors, was published in April. It provides a blueprint for movement towards strengthening the economic cohesion of the Community with the aim of achieving full economic and monetary union, an aim approved by the Member States in the Single European Act.

The mandate of the Committee was established by the European Council in Hanover in June 1988. It was to study and propose concrete stages leading towards monetary and economic union. The Report will be considered by the European Council meeting in Madrid in June 1989. The first part of the Report examines the reasons for economic and monetary union, whilst the second part looks at the implications of such a union on the content and transfer of national sovereignty. The third part looks at the possible approaches to achieving union, emphasising the following points:-

- \* A new treaty is indispensable to the achievement of economic and monetary union.
- \* For the achievement of monetary union a new institution composed essentially of Governors of central banks will be required.
- \* Monetary union will be based on fixed parities and the convertibility of currencies. The Committee expressed a preference for a single currency as against twelve separate freely convertible currencies.
- \* Economic union will need to include close co-ordination of the policies of Member States and certain rules for budget policies.
- \* In the final phase both monetary and economic decisions should be taken on a majority basis.

The Report sketches out a three phase approach to the achievement of union:-

**STAGE 1:** Beginning in the middle of 1990 there should be a greater convergence of economic performance through the strengthening of economic and monetary policy co-ordination within the existing institutional framework. In the economic field the steps would centre on the completion of the internal market. This first stage would be marked by a moving from "implicit to explicit" union. A number of members of the Committee favoured the creation of a European Reserve Fund during this first stage.

**STAGE 2:** The second stage could begin only when a new Treaty comes into force, for in this stage the basic organs and structures of economic and monetary union would be established. Stage two, according to the Report, must be seen as a period of transition to the final stage and would thus primarily constitute a training process leading to collective decision-making, whilst the ultimate responsibility for policy decisions would remain at this stage with national authorities. Along with a more co-ordinated approach to economic policy, Stage 2 would see a number of initiatives in the field of monetary policy. A European system of Central Banks would be set up.

**STAGE 3:** The final stage would commence with the move to irrevocably locked exchange rates and the attribution to Community institutions of the full monetary and economic competences described in the Report. In the course of the final stage the national currencies would eventually be replaced by a single Community currency.

The Delors Committee Report clearly indicates the way forward for the European Community towards the important goals set by the Single European Act.

# CEDEFOP

## CEDEFOP AND THE INTERNAL MARKET

The European Centre for the Development of Vocational Training (CEDEFOP) is involved in a significant work programme in anticipation of the completion of the European internal market in 1992. The Centre was established in 1975 against a backdrop of efforts to create a Community-wide vocational training policy. Its functions include advising the European Commission on technical matters related to vocational training and providing a platform for the exchange of information and experience amongst researchers, practitioners and political decision-makers on vocational training issues. It also undertakes independent research projects. The four-power structure of its organs - the Commission, national governments, trade unions and employers - enables an ongoing dialogue between the key parties involved in determining European vocational training policy.

At a meeting between CEDEFOP officials and the European Parliament Committee on Social Affairs and Employment, held in Berlin earlier this year Ernst Piehl, the Director of CEDEFOP, outlined the five main areas of work that the Centre has selected with a view to 1992. Top priority has been given to the comparability and recognition of the various vocational training qualifications in the Member States of the Community. CEDEFOP believe that this is a major prerequisite for the creation of a European labour market which provides free movement for its citizens. Other work areas selected by CEDEFOP include - the examination of demonstration projects related to using continuing vocational training as a vehicle of economic and social development in structurally weak regions, the use of the new media in vocational training, developing communication and information networks, and developing the social dialogue within the work of CEDEFOP itself.

At the conclusion of the meeting between CEDEFOP and the Members of the European Parliament it was agreed that CEDEFOP should submit annual interim reports on its activities to the Social Affairs and Employment Committee.

## THE SOCIAL DIALOGUE AND VOCATIONAL TRAINING

How best can the social dialogue between employers and trade unions be used to foster the development of vocational training and continuing training and help bring about improvements in social cohesion within the Community?

This, perhaps somewhat complex, question was the subject of a major conference held in Brussels towards the end of 1988 and organised by CEDEFOP and the Economic and Social Committee of the European Community. Attention has been focused on the question by two related developments - the need for major initiatives to be taken in the field of vocational training in order to prepare for the 1992 deadline for the completion of the internal market, and the renewed emphasis being placed on the social dialogue at Community level with the relaunching of the Val Duchesse meetings earlier this year. About 150 delegates attended the Conference, representing governments, training and professional agencies, trade unions and employers' organisations. Much of the activity of the Conference was based on four working parties, which dealt with the following topics:-

- \* The development of social dialogue at inter-occupational level.
- \* The development of social dialogue at sectoral level.
- \* The role of the two sides of industry at regional level.
- \* Social dialogue at company level.

In an introductory paper to the Conference, European Commissioner, Peter Schmidhuber, summarised the main medium-term economic and social aims of the Community as being -

- \* The completion and exploitation of the advantages of the internal market.
- \* The strengthening of economic and social cohesion.
- \* The elimination of unemployment.

Noting that sustained and strong economic growth was a necessary prerequisite for achieving these goals, Commissioner Schmidhuber went on to examine two mutually complementary aspects of economic cohesion - the regional dimension and the social dimension. The main method being used by the Community to strengthening regional economic cohesion was the revitalised Structural Funds. In the field of the social dimension the speaker reminded the Conference that the Single European Act had added two important articles to the social policy provisions of the EEC Treaty -

ARTICLE 118a provides an additional task for the Community - to ensure the protection of workers at their place of work - and stipulates that the Community should try to encourage "Improvements, especially in the working environment, as regards the health and safety of workers".

ARTICLE 118b creates the legal basis for a form of concerted action in Europe in which the Commission would try to "develop the dialogue between management and labour at European level which could, if the two sides consider it desirable, lead to relations based on agreement".

The question of the role of the social dialogue was taken up by Jean Lapayre of the ETUC during the part of the Conference devoted to general discussions. Calling for more comprehensive rules and a European Social Charter to safeguard workers' rights, he said that he viewed the social dialogue as more than just a platform for information and consultation and he felt that the social partners should be given an active role in the development of the social dimension of the internal market.

At the end of the Conference the reports of the four working groups were discussed and further suggestions were made. The reports of the working parties are to be published by CEDEFOP in the near future.

## **WOMEN AND TRAINING**

Vocational training is not just a means of providing a suitably skilled labour force to meet the needs of industry and commerce. Training should also be about helping workers exploit their full potential. Thus training has an important role to play amongst groups of workers who are traditionally disadvantaged within society - groups such as women workers. Many women are limited to low-income areas of the economy, not because of any lack of aptitude amongst the women workers themselves, but because of the limited nature of opportunities available to them despite the best efforts of a range of equal opportunity programmes. Consequently, one area of particular concern to CEDEFOP is the examination of ways and means by which vocational training programmes can be used to free women workers from their traditionally low-income, low-status position within the workforce.

In order to gather experience of the ways in which the problem of low-income women workers (which is by no means limited to western Europe) is tackled in other societies, a group from CEDEFOP went on a study mission to the United States in October 1988. A brief report of their mission has recently been published by CEDEFOP (CEDEFOP Flash 1/89).

The CEDEFOP Project Co-ordinator and author of the report, Maria Pierret, describes some of the programmes currently been run within the United States to provide vocational training opportunities for low-income women workers. In the second part of her report she examines some of the lessons which can be drawn from the American experience for Europe. In particular she concludes that Europe can learn to attach major importance to evaluation and the need to make provision for financial and manpower resources for this purpose. And with regard to all stages in the design, implementation and evaluation of education and training schemes, Europe should learn to mobilise and secure the co-operation of all the actors concerned: in both the public and the private sector.

# **EUROBAROMETER**

## **Public Opinion in the European Community**

The most important political issue facing the European Community is that of unemployment. This was the view of 97% of European citizens interviewed in the latest Eurobarometer (\*) public opinion survey. And 80% of citizens would like to see a common economic and social policy aimed at fighting unemployment introduced throughout the Community by 1992. The results of the survey, conducted amongst a representative sample of almost 12,000 citizens from throughout the Community, thus provides a clear endorsement for the attempts by the European Commission (and the European Trade Union Confederation) to achieve a co-ordinated strategy for growth and employment.

The results of the survey show a remarkable increase in support for the European Community - public support for European unification has reached its highest level since the Eurobarometer surveys started in 1973. Citizens in every Member State now see Community membership as "a good thing", and four Community citizens out of five favour the efforts being made to unify Europe. There has also been a significant increase in the "image" of the European Commission - those who have a favourable impression of the Commission have increased by eight percentage points over the last six months.

As one would expect, there is a high level of awareness of the 1992 Single Market - well over 70% were aware of the process leading up to the completion of the internal market. A majority of Community citizens see 1992 as a good thing and are hopeful about the repercussions of the unified market. Perhaps the most interesting section of the survey, as far as trade unions are concerned, relates to the social dimension of the internal market. There was strong, and universal support, for the measures associated with the social dimension as the following table shows:-

QUESTION: In the scope of the coming into being of the Single Market, some steps will concern working people specifically. For each one mentioned below, do you think it will be an advantage or a disadvantage for the working people?

	Advantage	Disadvantage	No reply
The Mutual recognition of equivalent qualifications obtained in other countries of the Community.	82%	8%	10%
The fact that rules about safety and hygiene at the place of work are the same in all member countries.	85%	6%	9%
Introduction of elements of flexibility in work.	70%	13%	17%
Agreement between employers and unions at the European level about the principles governing the introduction of new technology at the workplace.	72%	9%	19%
In different areas of the economy, collective agreements negotiated at the European level.	66%	12%	22%
A European law for companies with the same rules everywhere for workers' participation.	72%	10%	18%

The survey also revealed that there is now a majority of European citizens in favour of the creation of a European Government responsible to the European Parliament by 1992, although there were significant differences of opinion between Member States (high level of support in Belgium and Italy, minority support in Denmark and the United Kingdom). When posed the question - "Supposing a majority of the twelve Member States were to be in agreement about forming a European Union, but two or three countries were not, do you think the countries in agreement should act together to form this union amongst themselves?" - 52% of those questioned stated that they should go ahead and create such a union whilst 27% said the project should be abandoned. There was a significant majority of citizens (78%) in favour of a European-wide referendum on European Union; a majority which was reflected by opinion within each Member State. There was also a significant majority in favour of the new European Parliament to be elected in June being given the power to prepare a draft constitution for a European Union.

(\*) EUROBAROMETER - PUBLIC OPINION IN THE EUROPEAN COMMUNITY. No 30 December 1988. Published by the Directorate-General for Information, Communication and Culture (DGX) of the European Commission.

## **THE PRIORITIES OF THE SPANISH PRESIDENCY**

"The objectives of the Spanish Presidency in the field of labour and social affairs are to promote the social dimension to the internal market". So said Senor Manuel Chaves, the Spanish Minister of Labour and Social Security, in an exclusive interview for the Bulletin with Spanish journalist Isabel Alcazar Gonzalez.

"In the first place the Spanish presidency wants to focus debate on the proposed Charter of basic social rights," stated Senor Chaves. "The debate will be fundamentally focused on two points: the proper content of the Charter, taking into account the opinion of the Economic and Social Committee, and the applicability of the Charter. The Spanish presidency will also be anxious to promote the approval of Directives on safety and health based on Article 118A of the Single European Act," Senor Chaves said. "The third task is to promote a resolution on continuous training and long-term unemployment within the framework of the programmes on training and unemployment which will be presented by the Commission".

Senor Chaves went on to discuss the integration of Spain into the European Community and measures that have been taken to reduce the social differentials that exist between Spain and other Member States. "In comparing the existing social differences between Spain and other Member States, it is necessary to bear in mind that these countries have had many more years experience of social protection than Spain".

Commenting on the current problems between the Spanish Government and the trade union movement, Senor Chaves declared that since joining the Community a number of measures have been taken to reduce the differences in social protection that exist between Spain and other Member States. "However, within the framework of current Spanish politics and owing to the requirements of the internal market, it is true that there is an aim to reduce labour costs"

"The major problem facing Spain is that of Spain's competitiveness in relation to other Member States," Senor Chaves told the Bulletin. "However, we are working within the Community to establish a social pattern, based on the harmonisation of institutions, which will provide a series of social and labour rights common to all Community countries. In reaching such an agreement one of the most important instruments will be the social dialogue between employers and workers at Community level. Nevertheless, lack of agreement amongst the social partners must not represent an inhibition either to the Commission or to the Council of Ministers in the development of their legislative initiatives".

# HEALTH & SAFETY

## PROPOSED DIRECTIVE ON THE SAFETY OF MACHINES, EQUIPMENT AND INSTALLATIONS

A single market must do more than just offer employers a larger and more lucrative market. It must ensure that workers throughout the Community are protected by common European standards. This principle is at the heart of the concept of a social dimension to the internal market. In few areas is this more important than health and safety at work. Article 21 of the Single European Act concentrated in particular on the need for common minimum requirements on the field of health and safety at work and called for the Commission to put forward draft Directives. The Commission has, over the last few months, submitted a number of proposals to the Council of Ministers. One such proposal is concerned with health and safety standards for equipment used in the workplace. We print below the full text of the Commission proposal, as amended by the opinion of the European Parliament. The two Annexes to the Directive provide a set of minimum requirements and a checklist for machinery in the workplace. We will be publishing these two Annexes in the next issue of the Bulletin.

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### Article 1.

1. This Directive, which is an individual Directive within the meaning of Article 16 of the Directive concerning the implementation of measures to encourage the improvement of the safety and health of workers at work, lays down minimum requirements for safety and health during the use of work equipment, as defined in Article 2.
2. This Directive applies to work equipment used at the workplace. It constitutes a supplement to the Council Directives on the approximation of the laws of the Member States on work equipment.
3. The provisions of the Directive referred to in paragraph 1 are wholly applicable to the use by workers of work equipment at the workplace, without prejudice to more stringent and/or specific provisions contained in this Directive.

### Article 2.

For the purposes of this Directive, the following terms have the meanings hereby assigned to them:

- "work equipment" : machines, equipment or installations which may constitute a safety or health hazard to workers;

### Article 3.

The Member States shall provide adequate checks and supervision to ensure the implementation of this Directive.

### Article 4.

1. Work equipment existing and used at the time of entry into force of this Directive must satisfy the minimum conditions laid down concerning them in Annex I, at the latest five years after the entry into force of this Directive, without prejudice to the application of the Community provisions concerning health and safety aspects of the design and construction of work equipment.
2. Second-hand work equipment placed on the market after the entry into force of this Directive must satisfy the minimum requirements laid down concerning them in Annex I, once the national provisions taken in compliance with this Directive enter into force, without prejudice to the application of the Community provisions concerning health and safety aspects of the design and construction of work equipment.
3. In selecting the work equipment which he proposes to use, the employer shall pay particular attention to the hazards this equipment presents to the safety and health of the workers, taking into account the specific characteristics of the undertaking.
4. The employer shall ensure that the equipment mentioned in paragraph 3 is safe, taking into account the specific conditions of use in the undertaking:



- (a) when ordering such equipment;
- (b) at the time of delivery and commissioning;
- (c) during use;
- (d) during maintenance, repair or conversion work which affects or may affect safety.

5. Annex II contains non-comprehensive guidelines relating to the provisions contained in paragraphs 3 and 4.

#### **Article 5.**

1. The workers shall have at their disposal written instructions concerning all the equipment installed at their workplace at the time of, and after the entry into force of, the national provisions issued under this Directive. Where the equipment in question is already in use at the relevant time, the employer must provide workers with written instructions based on experience with the equipment and on the basic information supplied by the manufacturer.
2. The written instructions must at least contain adequate safety and health information concerning:
  - the normal conditions for using the equipment,
  - handling, installation, assembly, adjustment and maintenance of the work equipment.
  - possible abnormal situations.
 These written instructions must be comprehensible for all workers.

#### **Article 6.**

1. With regard to the use of work equipment, in accordance with Article 11 of the Directive referred to in Article 1(1) of this Directive, the workers or their representatives shall be consulted on the health and safety aspects:
  - on the basis of Annex I in the case of existing work equipment,
  - on the basis of Annexes I and II in the case of second-hand equipment placed on the market,
  - on the basis of Annex II for the purchase of new work equipment.
2. Whenever, in the opinion of the workers or their representatives, the measures taken by the employer to ensure the safety of existing, used or future work equipment are not sufficient, they may request a visit by the authority responsible for safety and health at work.
3. The authority responsible for safety and health at work shall take the measures necessary to encourage the implementation and application of paragraph 1 in the undertaking.

#### **Article 7.**

With regards to the changes to be made to Annexes I and II as a result of:

- the adoption of Directives on technical harmonisation and standardisation of work equipment,
- technical progress, changes in international regulations or specifications and know-how in the field of work equipment.

The Commission shall be assisted by the Committee and shall follow the procedure set out in Article 17 of the Directive referred to in Article 1(1) of this Directive.

#### **Article 8.**

1. The Member States shall bring into force the laws, regulations and administrative provisions necessary to comply with this Directive by the scheduled date for the entry into force of the Directive on the approximation of the laws of the Member States on machines. They shall immediately notify the Commission.
2. The Member States shall forward to the Commission the text of the national provisions which they have adopted or are adopting in the field governed by this Directive.
3. At five-yearly intervals, the Member States shall report to the Commission on the practical implementation of the provisions of this Directive, indicating the opinions of the two sides of industry. The Commission shall inform the Council, the European Parliament, the Economic and Social Committee, the Advisory Committee for Safety, Hygiene and Health Protection at Work and the Committee provided for in Article 17 of the Directive referred to in Article 1(1) of this Directive.
4. The Commission shall report periodically to the Council, the European Parliament and the Economic and Social Committee on the implementation of the Directive, taking account of paragraphs 1 to 3.

# EUROPEAN REGIONAL DEVELOPMENT FUND

The European Community is committed not just to creating a Europe without frontiers by 1992, but to making sure that the benefits of this flow to all parts of the Community. This was the view expressed by Commissioner Bruce Millan when he announced the list of regions affected by industrial decline which would be eligible for assistance under Objective 2 of the reformed structural funds.

1988 saw a major reform of the structural funds - the European Regional Development Fund, the European Social Fund and the European Agriculture Fund (Guidance Section) - with the introduction of a new set of common guidelines and a doubling of their budget allocation by 1993. The new guidelines identified three types of regions which the structural funds, and other financial instruments, should support:-

- \* Regions where development is lagging behind (Objective 1)
- \* Areas in industrial decline (Objective 2)
- \* Rural areas (Objective 5b)

Objective 1 areas were defined by the Council of Ministers in 1988 and these include Ireland, Greece and Portugal in their entirety, as well as parts of Spain, Italy, the UK and France. A decision is expected soon on areas to be covered by Objective 5b. The remaining objectives of the structural funds apply throughout the Community to particular categories such as the long-term unemployed (Objective 3), unemployed young workers (Objective 4) and certain agricultural workers (Objective 5a).

The Council of Ministers established the basic criteria to be used by the Commission in identifying areas eligible for assistance under Objective 2. The Council had undertaken that the funds made available under Objective 2 should be concentrated on 15% of the Community's total population - those living in the worst affected areas. This meant that the Commission had to radically reduce the number of bids submitted from Member States, which initially covered over 25% of the population of the Community. Concentration of support was one way of ensuring that Community funds had a real impact, claimed Commissioner Millan.

"We have carried out the consultations and analysis as quickly as we possibly could. Defining the eligible areas will end a period of uncertainty for many regional and local authorities and allow the process of preparing plans and programmes to go ahead", said Commissioner Millan. "It is important to ensure that the Community's action in support of its weaker regions should keep abreast of progress towards completing the internal market. The Commission wants to see the whole Community reaping the benefits of 1992".

The Commission has also decided, on an indicative basis, the allocation amongst the Member States of 85% of the commitment appropriations of the European Regional Development Fund to be devoted to Objective 2. Commissioner Millan stressed, however, that these indicative shares were allocated for planning purposes only and did not represent either guarantees or ceilings. the indicative allocation for Objective 2 is as follows:-

Belgium .....	4.3%	Ireland .....	*
Denmark .....	0.4%	Italy .....	6.3%
Germany .....	8.9%	Luxembourg .....	0.2%
Greece .....	*	Netherlands .....	2.6%
Spain .....	20.7%	Portugal .....	*
France .....	18.3%	United Kingdom .....	38.3%

[\* Greece, Ireland and Portugal are covered in their entirety by Objective 1]



## **LONG-TERM UNEMPLOYMENT**

In December 1984, the Council of Ministers of the European Communities adopted a resolution on long-term unemployment which included a call for further investigation into measures and practices which were trying to tackle the problem. The European Foundation for the Improvement of Living and Working Conditions has, over recent years, carried out an investigation and evaluation of projects designed to tackle long-term unemployment in various Member States of the Community. The results of this investigation are published in a new study in the Foundation's Information Booklet series (\*)

The problem of unemployment is still seen as the most important problem facing Europe (Eurobarometer Survey - summary in this issue of the Bulletin). Half of Europe's 16 million unemployed workers have been unemployed for more than a year. Long-term unemployment brings its own special problems and consequently its own special needs. These include social contact and personal counselling as well as education and skill training.

Over recent years a number of local and regional initiatives have been established to try to tackle the problems of long-term unemployment. The European Foundation has examined twenty such projects, operating in five Member States, in order to try to establish lessons for policy makers and practitioners. The projects studied are located in Belgium (Mons, Brussels and Charleroi), the Federal Republic of Germany (Bremen, Papenburg, Recklingshausen and Berlin), Ireland (Dublin), Italy (Milan, Brescia, Tuscany and Salerno) and the United Kingdom (Londonderry, Birmingham, Scotland and the North East of England).

After examining the basic characteristics of each project the study attempts to identify factors and features which contribute to, or inhibit "success". Factors contributing to success include the person, or groups of people, who establish and run the projects. It was noted by the researchers that these key people are often women; women are frequently to be found in the role of initiating projects in disadvantaged areas. Inhibiting factors include the lack of appropriate finance and the isolation of many projects, isolation both from each other and from other local services, agencies and activities.

The study concludes with five recommendations to the European Community and its associated agencies. These are:-

1. In the light of the problem faced by many projects in finding suitable funding, consideration should be given to either extending the scope of the European Social Fund and/or the Action to Combat Poverty Programme, or to establishing a new European Programme of Action to Assist the long-term unemployed.
2. The Commission and its agencies should be encouraged to pursue further research.
3. Member States should consider establishing a range of new policies, programmes and financial instruments to increase the ability of locally based projects to respond to the needs of the long-term unemployed.
4. Member States should attempt a closer co-ordination of their policies and services.
5. Bodies such as trade unions, local authorities and institutions of higher education should continue to develop the scope and extent of their assistance to local centres.

(\*) "Taking Action About Long-Term Unemployment in Europe" Information Booklet No. 12 European Foundation for the Improvement of Living and Working Conditions. Loughlinstown House, Shankill, Co. Dublin, Ireland. Available in English, Spanish, Danish, German, Greek, French, Italian, Dutch and Portuguese. ECU 5,00.



# The Social Dimension of the Internal Market

The European Trade Union Institute - the research and information centre of the European trade union movement - has just published two studies which examine the social dimension of the internal market. Both studies, published in the ETUI Info Series, reflect the research priority related to the social dimension which was announced by the Institute recently. The first study examines the employment aspects of the internal market, whilst the second looks at the question of workers' rights in European countries.

## 1992: The Social Dimension - EMPLOYMENT

In the first of the two research studies on the social dimension to the internal market, the ETUI takes a critical look at the European Commission's analysis of the economic benefits of the Single Market (the Cecchini Report). After summarising the main findings of the report and examining the various sectoral studies that provided the basis of the work of the Cecchini Committee, the ETUI draws a number of conclusions.

1. The positive message of the Cecchini Report - that a boost to employment and economic growth can be expected from the completion of the internal market - is to be welcomed.
2. However the beneficial effects on employment cited in the Report are subject to a wide margin of error.
3. The major part of the economic gains arise only with positive accompanying policies to expand the economy.

The ETUI Info Report also contains a number of useful annexes. Annex 1 contains an extract from the Annual Economic Report of the European Commission (1988-89) on the employment situation and forecasts within the Community. Annex 2 contains an extract from the Social Europe report on the social dimension of the internal market dealing with sectors vulnerable to restructuring as a result of the completion of the internal market. Finally, Annex 3 contains the text of the statement "Economic Policy and Full Employment", adopted by the 6th Statutory Congress of the ETUC in Stockholm, last May.

Overall, the conclusion of the ETUI study would seem to stress the importance of clause 5 of the ETUC statement "Economic Policy and Full Employment" which stressed the completion, in parallel, of both Europe's internal market and its social dimension.

INFO 25 : The Social Dimension of the Internal Market - Employment.  
INFO 26 : The Social Dimension of the Internal Market - Workers' Rights.

Both published by the European Trade Union Institute (ETUI)  
Boulevard de l'Imperatrice 66 (Bte 4), B-1000 Brussels.  
Free of charge - Available in English, French, German, Dutch, Italian,  
Norwegian and Spanish.

## 1992: The Social Dimension – WORKERS' RIGHTS

The second of the two studies recently published by the European Trade Union Institute looks specifically at workers' rights in European companies and also includes a more general survey of European company law. The study outlines possible trade union demands in the field of legislation on workers' rights in the light of the impact of completing the internal market. The study details the principles for the elaboration of European rules on workers rights adopted by the 6th ETUC Congress. These include:-

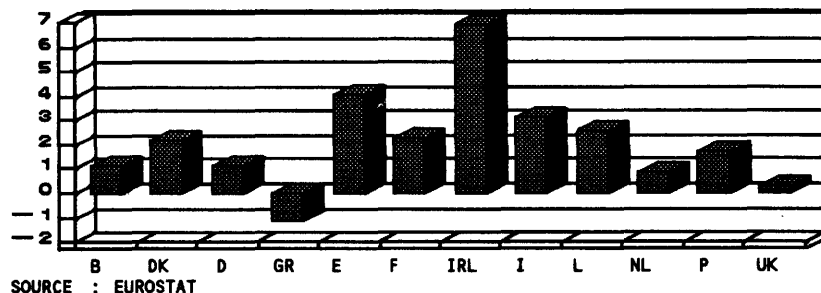
- \* The right for workers to free association in trade unions, adequate protection for trade union activities and the right of assembly at the workplace during working hours.
- \* The right to facilities for trade union activities at plant level.
- \* The right to representation for all workers in undertakings, irrespective of the size of the undertaking or of the nature of their employment contracts; the democratic determination of this representation of their interests must not be impeded by the employer.
- \* The right for workers' representatives to be fully informed, to be consulted and to negotiate on all important issues in the undertaking before decisions are taken.
- \* Equal rights for the participation of workers representatives at all decision-making processes in the undertaking which are of concern to workers.
- \* Extension of representation rights to all decision-making levels according to how the undertakings are organised. The workers' representatives in all plants must have the right to be informed and consulted on the firm's European plans, to negotiate on those plans and to defend their interests jointly at a European level.
- \* The right for the workers' representatives to be involved in the solving of problems concerning workers' interests, in particular so as to be able to influence the quality of decisions and to obstruct any decisions which are taken without prior negotiations.
- \* The guarantee of these rights at the European level through the establishment of a basic legal framework which can be extended by collective agreements.

Chapter 3 of the Study examines three agreements which have already been concluded by firms at European level. The main features of these three agreements - THOMSON GRAND PUBLIC, BSN, and BULL - are described, thus providing a useful blueprint for trade unions involved in this level of collective bargaining.

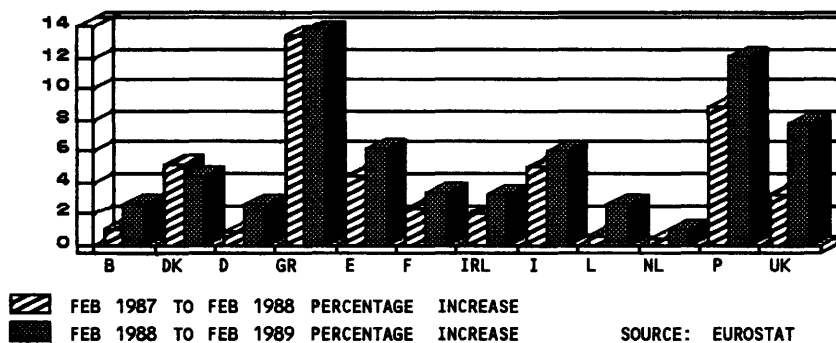
The central chapter of the study consists of an account and critical analysis of European legislation to date in the fields of labour law, social security law and company and commercial law. It also contains details of the current state of discussion on worker participation in the context of the scheduled European company statute. The study expresses the view that the social dimension must be accorded much greater political and practical importance and that this must include the adoption of measures relating to workers' rights in European companies. An annex to the study provides the complete text of the ETUC Memorandum on the planned European Company Statute.

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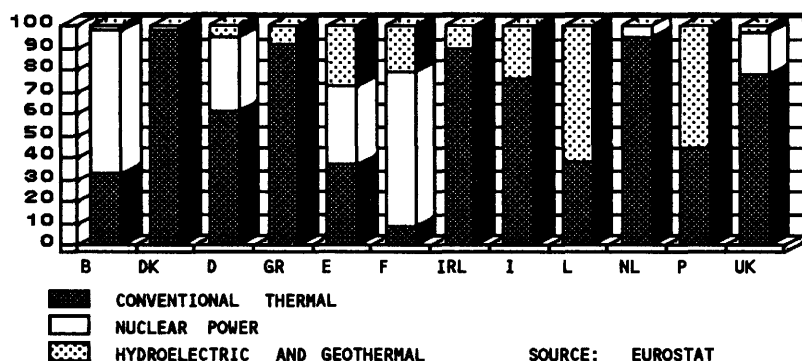
## INDUSTRIAL PRODUCTION - SEASONALLY ADJUSTED Percentage change - 4th quarter 1988 over 3rd quarter 1988



## INCREASE IN CONSUMER PRICES : 1987-88 and 1988 - 89



## ELECTRICITY PRODUCTION - USE OF DIFFERENT SOURCES OF ELECTRICAL PRODUCTION : 1988



# NEWS FROM EUROPE

## WRITERS AND TRANSLATORS

Jean Dondelinger, European Commissioner with responsibility for culture, called for a radical improvement in the living and working conditions of authors and translators in a speech to the European Association of Book Dealers in Hanover recently. Commissioner Dondelinger expressed his support for a single protection period for authors throughout the Community, replacing the six different periods that currently exist. He also supported a collective convention between authors and editors which would guarantee minimum protection and appropriate remuneration to writers and translators.

## VOTING RIGHTS

More than four million European Community citizens are denied the right to vote in local elections. They are denied this fundamental democratic right because they have exercised one of the four basic freedoms that form an intrinsic part of the European Community - the free movement of citizens between Member States. In order to overcome this problem the Commission is proposing to extend the right to vote in local elections to all nationals of other Member States resident in a Community country. In only three Community countries - Ireland, Denmark and the Netherlands - is there an unrestricted right for non-nationals to vote in local elections.

The Commission have produced a draft Directive which will confer the right to vote in local elections - and the right to stand as a candidate in local elections - to every citizen of the Community, no matter where within the Community they reside. The main proposals are as follows:-

- \* Each Member State must allow a national of another Member State residing on its soil to vote in local elections as long as he or she wishes to do so and fulfils the required conditions. A double vote - in both the country of residence and the home country - will not be allowed.

- \* Member States may establish conditions relating to a minimum period of residence but this should not exceed the term of office of a local council in the country in question.

- \* Conditions relating to age, legal capacity etc. should be in accordance with the existing conditions for nationals of the host Member State.

- \* Member States should grant citizens of other Member States who are resident in their country the right to stand for election, and be elected, to local councils.

- \* A minimum period of residence for being a candidate in a local election can be set by Member States but this should be no more than twice the length of a term of office of a local council.

- \* For the first two elections organised under the Directive, Member States may limit the number of non-nationals to 25% of the total number of councillors elected in a municipality.

## EUROPEAN ELECTIONS

"From the ruin and recrimination of the Second World War, the subsequent foundation and development of the European Community is one of the most remarkable developments in modern European history"

With these words Lord Plumb, the President of the European Parliament, introduces a new pamphlet describing the work of the Parliament and published to coincide with the 1989 European Parliament elections.

"The European Parliament is no less than the voice of all the European peoples, expressing their hopes - and fears - for the future of Europe", continues Lord Plumb. "Democracy is Europe's common and greatest heritage, and the European Parliament is its ultimate manifestation"

The polling days for the European Parliament elections are as follows:-

**THURSDAY 15 JUNE 1989**

United Kingdom, Ireland, Netherlands and Denmark.

**SUNDAY 18 JUNE 1989**

France, Germany, Italy, Spain, Portugal, Belgium, Greece and Luxembourg.

# EUROPEAN COMMUNITIES

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