



N° 3/89

# TRADE UNION INFORMATION BULLETIN

**In this issue**

**Social Dimension**

**Social Charter**

**European Parliament**

Published by the Trade Union Division of the Directorate-General for Information, Communication and Culture

**COMMISSION OF THE EUROPEAN COMMUNITIES (DG X) 200 rue de la Loi, B-1049 Brussels**

# TRADE UNION INFORMATION BULLETIN

## **CONTENTS**

Internal Market - the social dimension .....	3
News From Europe:	
ETUC Action Week .....	4
Railway Policy .....	4
Taxation .....	4
EP Socialist Group .....	4
Eurobarometer Survey:	
Strong Support for the Social Charter .....	5
European Foundation Report .....	6
Economic and Social Committee Report .....	6
Community Charter of Fundamental Social Rights - Preliminary Draft .....	7
Conference Report:	
FIOST .....	11
EURO-FIET .....	11
TUC .....	11
CEDEFOP Report:	
Vocational Training in the year 2000 ....	12
Council Resolution on training .....	12
European Parliament:	
June 1989 election results .....	13
Eurodata - Statistics .....	14
Towards 1992:	
White Paper Implementation .....	15
ERASMUS Programme .....	15
Smoking and Health .....	15
Trade Union Passport .....	15

*Editor:*

Alan BURNETT  
Sheffield, U.K.

The views expressed  
in the Bulletin are those  
of the Editor  
and are not necessarily  
those of the  
European Commission.

**PUBLISHED FOUR TIMES PER YEAR IN ENGLISH, FRENCH AND GERMAN  
BY THE TRADE UNION DIVISION OF THE COMMISSION OF THE EUROPEAN  
COMMUNITIES.**

# Internal Market: the social dimension

It is now almost eighteen months since European Commission President Jacques Delors, in his speech to the ETUC Congress in Stockholm, gave the first clear indication of the Commission's intentions with regard to the social dimension of the internal market. Mr Delors' declaration that the single market should not be just a zone of free exchange, but an organised space governed by commonly agreed rules that would ensure economic and social cohesion and equality of opportunity, marked the beginning of a campaign to ensure that the internal market benefits all Community citizens, not just industry and commerce. The campaign for the social dimension has gathered considerable momentum over recent months and this is reflected in a number of items within this issue of the Bulletin.

Before examining these recent developments in more detail it is worth reviewing some of the more important initiatives since the Stockholm ETUC Congress in May 1988. Commission President Delors in his Stockholm speech, and again in his speech to the British TUC in September 1988, outlined the most important component parts of the Commission plans for the social dimension. These included the formulation of a charter of fundamental social rights, the introduction of a new company statute that would make provision for worker participation and consultation, and, a greater emphasis on continuing training. These elements were reflected in the "Work Programme on the Social Dimension" which was launched by Commissioner Manuel Marin last September.

By November 1988 the Commission had formally requested the Economic and Social Committee of the European Communities to produce an opinion on a charter of basic social rights in order to act as a catalyst for formal Commission proposals. By February 1989 the Economic and Social Committee, which consists of representatives of both employers and workers, had produced such an opinion supporting the drawing up of a charter and providing suggestions as to its content. Another element of the overall social dimension was reflected by the relaunch of the social dialogue in January and the decision to spread the dialogue to the sectoral level.

In March the European Parliament adopted an important resolution in support of the social dimension. During the debate on this resolution the President of the Parliament's Social Affairs Committee stated that to deny the social dimension of the internal market meant to abandon the success of the single market. In April the Commission began work on a draft European Company Statute and in May they published a first draft of the Charter of Fundamental Social Rights (see page 7).

Support for the Charter has come from a variety of sources. West German Chancellor Dr Helmut Kohl, speaking at a conference on Social Europe at the end of August, said that it was clear that society would not accept an economic order without an equivalent social order. He said also that he saw the proposed Charter as a first step towards legally binding social standards. But perhaps the most important support for the charter has come from the people of Europe themselves, as indicated by the latest Eurobarometer opinion survey (see page 5). Well over two-thirds of those interviewed saw the proposed charter as a good thing, whilst only 7% saw it as a bad thing.

The demand for a strong social dimension to the internal market has also been the subject of debates and discussions within numerous trade union conferences this summer (see page 11). The debate on the social dimension is clearly going to become even more important in the coming months. Consequently it is worth restating at this point the two basic, underlying principles of the social dimension. According to Commission President Jacques Delors these are - measures adopted to complete the internal market should not diminish the level of social protection achieved by Member States and, the single market should be designed to benefit each and every citizen of the Community.

# NEWS FROM EUROPE

## ETUC Action Week

The European Trade Union Confederation have organised a week of trade union action on the subject of economic and social cohesion within Europe. The mobilisation campaign will take place in Belgium between the 16th and the 20th of October and will include the following events:-

16/17 October: A conference to be attended by 900 trade union officials will be held in Ostend. The conference will give trade union representatives an opportunity to exchange information on their experience on the conduct of European undertakings in connection with the completion of the European internal market. It will also enable them to prepare for new forms of representation, particularly on a cross-frontier basis.

18 October: A special "European Train" will take delegates from Ostend to Brussels. In Brussels there will be a mass meeting of over 10,000 trade unionists in the parc du Cinquanteaire.

19/20 October: A special meeting of the ETUC Executive Committee will draw the political conclusions from these three days of action.

## Railway Policy

Commissioner Van Miert, speaking to a conference organised by the Belgian National Confederation of the Construction Industry at the beginning of September, announced that he would be submitting a proposal during the coming weeks for a joint policy on railways. He told the delegates that the new Commission policy will focus in particular on the development of an integrated network of high speed trains and the development of a combined transport system. Commissioner Van Miert said that he would like to review the existing links between railway companies and the States with the view to creating a comparable system for the railways and road transport. This would entail a clear distinction between the infrastructure owners and the operators. The removal of infrastructure costs would enable new European and international services to be developed.

## Taxation

Statistics were recently published by the Organisation for Economic Co-operation and Development (OECD) representing the incidence of taxation in Community Member States. The figures refer to total taxation as a percentage of gross domestic product. The figures for 1987 are as follows:-

MEMBER STATE	PERCENTAGE TAXATION
Denmark	52.0
Netherlands	49.0
Belgium	46.1
France	44.8
Luxembourg	43.8
Ireland	39.9
Germany	37.6
UK	37.5
Greece	37.4
Italy	36.2
Spain	33.0
Portugal	31.4
EC average	40.6

## Socialist Group

The Vice-President of the Socialist Group in the European Parliament, Mr Glyn Ford, recently announced that his group is to demand a strict timetable from the European Commission for the improvement in living and working conditions to be set by the Social Affairs Council. He stated that the Europe of 1992 must produce a direct improvement in the lives of our 320 million citizens - not just a paradise for bankers and businessmen. He went on to list the demands of the Socialist Group, which included fair incomes and hours of work, a policy to help people bringing up small children, and a better deal for pensioners in the Community. Mr Ford emphasised that the principle must be the improvement of conditions across Europe to the highest standards currently applied.

The Socialist Group are to consider whether to block business legislation related to the internal market programme until Ministers catch up on - what the Group see as - vital social legislation.

## EUROBAROMETER

# Strong support for Social Charter

More than two-thirds of the citizens of the European Community believe that the proposed Community Charter of Fundamental Social Rights is a good thing. This is just one of the findings of the latest Eurobarometer public opinion survey - a survey based upon the stated opinions of almost 12,000 people from throughout the twelve Member States. The interviews were carried out between March and April 1989 and the complete findings of the survey were published in Eurobarometer Report No. 31 in June.

There is a clear majority in favour of the Social Charter in all but one of the Member States and support for the establishment of Community-wide basic social rights transcends political and social divisions. The results of the questions relating to the proposed Charter are as follows:-

QUESTION: Do you think a Charter of Basic Social Rights would be:-													
Response	Member State												
[ % ]	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EC12
- a good thing.	60	47	57	68	72	77	68	80	63	72	68	65	69
- neither good nor bad.	22	14	20	14	7	11	9	10	16	11	13	10	12
- a bad thing.	4	17	11	3	2	5	4	1	8	8	1	15	7
- no reply.	14	22	12	16	19	7	19	9	14	10	17	11	12

QUESTION: Do you think a Charter of Basic Social Rights would be a good thing [+], a bad thing [-], neither good nor bad [0]. No reply [?].

Group:	+	0	-	?
Occupation/Profession:				
Farmer	71	13	3	13
Craftsman	72	15	5	9
General Management, professional	71	15	8	6
Middle Management	74	11	8	8
Manual worker	67	14	9	10
Without paid work	67	12	7	14
European Parliament Party Preference:				
Socialist Group	69	13	8	11
Christian Democrat Group	71	13	6	10
European Democratic Group	66	8	16	11
Communist and Allies Group	74	12	5	10
Liberal and Democratic Reformist Group	73	12	5	10
R.D.E. Group	73	11	6	10
Rainbow Group	75	14	6	5
European Right Group	65	14	13	8
Non-affiliated Group	80	7	3	11

The European Foundation for the Improvement of Living and Working Conditions has launched an important new research project in the field of health and safety at work.

The project - the official title of which is "The Development of Monitoring Systems Related to Health and Safety at Work" - was initiated in April with the objective of identifying, describing and comparing the instruments, methods and data systems operating in Member States and international organisations which monitor working conditions related to health and safety. The Foundation has already published a number of reports on the monitoring of occupational accidents and diseases, and the new project will build on research already undertaken. It will take a broad approach to occupational health and safety, and include work organisation and working time within its remit.

The purpose of the project is to identify possible improvements in the existing data systems and opportunities for greater co-ordination and rationalisation of data systems. The results of the research project will be presented to a conference, to be held in the autumn of 1990, which will include representatives of the two sides of industry. The research managers for the project are Pascal Paoli and Henrik Litske and they can be contacted at the European Foundation office - Loughlinstown House, Shankill, Co. Dublin, Ireland.

\*\*\*\*\*

EF NEWS is the regular newsletter produced by the European Foundation and describing some of the main areas of their current work programme. The latest issue examines the problems associated with the disposal of hazardous waste and methods of encouraging the growth of small and medium sized enterprises. EF NEWS is published five times per year in all the Community working languages and is available free of charge from the European Foundation for the Improvement of Living and Working Conditions at the address quoted above.

## ECONOMIC AND SOCIAL COMMITTEE

The 267th Plenary Session of the Economic and Social Committee of the European Communities was held in Brussels in June and the agenda included two Opinions of particular interest to trade unionists.

The Committee adopted an own-initiative Opinion on the economic situation in the Community. The Opinion notes that the prospects for economic growth remain generally good. However, although the growth in employment has gathered more momentum in recent years, more than 10% of the active population are still out of work. Moreover the growth in the employed labour force is not reflected in a corresponding fall in unemployment, since some of the vacancies are filled by non-registered unemployed, and the participation rate is on the increase. Also it is forecast that the growth in employment will fall slightly to just over 1% during 1989. Another point to bear in mind, according to the Opinion, is that a considerable number of the new jobs are part-time. The Opinion went on to call for the co-ordination of economic policy within the Community.

An Opinion on social development states that the Community is faced with a "social challenge": to ensure that the expected economic growth actually creates real jobs and not only raises the volume of work but also improves the level and the quality of employment. The Committee believes that this social challenge should be met through a series of measures to make employment more responsive to market requirements without making it merely a variable of them. This would include adaptable working methods, appropriate training and employment programmes geared to social needs. The Opinion suggests that in some circumstances it should be possible to combine the cost reductions resulting from longer operating hours of equipment with reductions in individual working time and the creation of additional jobs. The Opinion stresses the importance of collective negotiations between the two sides of industry at all levels, complemented by national and European legal measures guaranteeing basic social and occupational rights.

# COMMUNITY CHARTER OF FUNDAMENTAL SOCIAL RIGHTS

## Preliminary Draft

The Heads of State or of Government of the Member States of the European Community

Whereas, under the terms of Article 117 of the EEC Treaty, the Member States have agreed on the need to promote improved living and working conditions for workers so as to make possible their harmonisation while the improvement is being maintained;

Having regard to the importance attached by the European Councils of Hanover and Rhodes to the implementation of a social policy at Community level, particularly in view of the impending completion of the internal market;

Having regard to the Resolution of the European Parliament of 15 March 1989 and the Opinion of the Economic and Social Committee of 22 February 1989;

Whereas one of the priority objectives in the economic and social field is to combat unemployment and to this end the completion of the internal market presents major opportunities for growth and job creation;

Whereas the completion of the internal market should be conducive to the approximation of improving living and working conditions, as well as economic and social cohesion within the European Community while eliminating distortions of competition;

Whereas the completion of the internal market must also offer improvements in the social field for citizens of the European Community, especially in terms of freedom of movement, living and working conditions, social protection, education and training;

Whereas, in the spirit of solidarity, it is important to combat every form of social exclusion and discrimination;

Whereas workers from third countries who are legally resident in a Member State of the Community should benefit from treatment comparable to that of workers of the Member State concerned;

Whereas it is appropriate to draw inspiration from the Conventions of the International Labour Organisation and from the European Social Charter of the Council of Europe;

Whereas the Treaty, as amended by the Single European Act, contains provisions laying down the powers of the Community, relative inter alia to the freedom of movement of workers (Articles 48-51), the right of establishment (Articles 52-58), the approximation of laws (Article 100a), the social field (Articles 117-122) - in particular as regards improvement of the working environment (Article 118a), the development of the dialogue between management and labour at European level (Article 118b), the principle that men and women should receive equal pay for equal work (Article 119), a common vocational training policy (Article 128) and economic and social cohesion (Article 130a-e);

Whereas the present Charter aims on the one hand to build on the progress made in the social field, in particular through Community action;

Whereas it aims, on the other hand, to be solemnly declared that the implementation of the Single European Act must be accompanied, either at European Community level or at the level of Member states or of their constituent parts, by a development of the social rights of citizens of the European Community, especially workers and self-employed persons;

Whereas responsibility for the initiatives to be taken with regard to the implementation of these social rights, which must be guided by the principle of "subsidiarity", lies, according to the circumstances, with the Member States or their constituent parts or with the European Community; whereas this implementation requires the involvement of the two sides of industry;

Whereas the solemn proclamation of fundamental social rights at European Community level must not, when implemented, provide grounds for any retrogression compared with the situation currently existing in each Member State,

HAVE ADOPTED THE FOLLOWING DECLARATION CONSTITUTING THE "COMMUNITY CHARTER OF FUNDAMENTAL SOCIAL RIGHTS"

### TITLE I - FUNDAMENTAL SOCIAL RIGHTS

#### Right to Freedom of Movement

1. Every citizen of the European Community shall have the right to freedom of movement throughout the territory of the Community subject to restrictions justified on ground of public policy, public security and public health.

# Charter Of Social Rights

Harmonisation of conditions of residence in all Member States particularly those concerning family reunification shall be continued.

2. The right to freedom of movement must enable any citizen to engage in any occupation or profession in the Community under the same terms as those applied to nationals of the host country, subject to the provisions of Community Law.
3. The right to freedom of movement shall imply entitlement to equal treatment in all fields, including social and tax advantages.
4. In order to ensure the implementation of freedom of movement, those obstacles constituted by the non-recognition of certain categories of qualifications or occupational skills must be eliminated.
5. Special attention must be devoted to improving the living and working conditions of European Community citizens residing in frontier regions and, in particular, of frontier workers.
6. The wage conditions, as well as other social benefits relating to this wage applied in the host country, must in particular be guaranteed to workers of another European Community Member State performing work for the account of a sub-contracting undertaking in the host country concerned.
7. Furthermore, social protection must be extended to all citizens of the Community engaged in gainful employment in a country other than their country of origin on terms identical to those enjoyed by workers of the host country.
8. Working conditions and social protection applicable in the place of employment must in particular be ensured in the event of public works contracts in the Community.

## Employment and Remuneration

9. All employment shall be fairly remunerated. To this effect, either by law or by collective agreement at national, regional, inter-occupational, sectoral or company level:
  - decent wages shall be established;
  - rules shall be laid down on the basis of which workers subject to terms of employment other than a contract of unfixed duration can be assured of an equitable reference wage;
  - wages may be withheld, seized or transferred, only in accordance with national law; under no

circumstances may employed persons be deprived of the necessary means of subsistence for themselves and their families.

10. Every individual is free to choose and engage in an occupation.
11. Every individual shall have access to placement services free of charge.

## Improvement of Living and Working Conditions

12. The development of a single European labour market must lead to an improvement in the living and working conditions of workers in the European Community, this process resulting from an approximation of these conditions, while the improvement is being maintained. The approximation relates first and foremost to the organisation and flexibility of working time, particularly by establishing a maximum duration of working time per week.  
It also relates to all forms of employment other than contracts of unfixed duration and in particular to contracts of fixed duration, seasonal work, part-time working, temporary work, weekend working, night work and shift work. The improvements shall also cover, where necessary, the development of certain aspects of employment regulations such as procedures for collective redundancies or those regarding bankruptcies.
13. Every worker residing in the European Community shall have a right to annual paid leave and to a weekly rest period.

## Right to Social Protection

14. According to the arrangements applicable to each country:
  - every citizen of the European Community shall have a right to adequate social protection.
  - all workers, whatever their status and whatever the size of the undertaking in which they are employed, shall enjoy social security cover proportional, where appropriate, to length of service and pay and to their financial contribution to the appropriate social protection system.
15. Workers who are excluded from the labour market without being able to continue claiming unemployment benefit or who do not have adequate means of subsistence, shall be able to receive a minimum income and appropriate social assistance.

# Charter Of Social Rights

## Right to Freedom of Association and Collective Bargaining

16. Every employer and every worker in the European Community shall have the right to belong freely to any professional or trade union organisation of his choice.
17. This right shall entail recognition of the right to belong to a union, the freedom to negotiate and conclude collective agreements, the right to resort to collective action in the event of a conflict of interests - including the right to strike and the freedom to join any association of a democratic nature or to renounce this right without any personal or occupational damage being thereby suffered by the individual concerned. The establishment and utilisation of procedures of conciliation, mediation and arbitration for the settlement of industrial disputes should also be encouraged.
18. This right shall imply that relations based on agreements may be established between the two sides of industry at European level if they consider it desirable. The contractual agreements thus entered into may cover employment and working conditions, including measures of social protection for the workers concerned. To this end, the dialogue between the two sides of industry at European level must be developed, in particular at inter-occupational and sectoral level.

## Right to Vocational Training

19. Every European Community worker shall have the opportunity to continue his vocational training during his working life. The public authorities, enterprises or, where appropriate, the two sides of industry, each within their own sphere of competence, shall set up continuing and permanent training systems enabling every citizen to undergo retraining, more especially through leave for training purposes, improve his skills or acquire new skills, particularly in the light of technical developments.
20. Every European Community citizen shall have the right to enrol for occupational training courses, including those at university level, on the same terms as those enjoyed by nationals of the Member States in the territory of which the courses take place.

## Right of Men and Women to Equal Treatment

21. Equal treatment for men and women shall be guaranteed. Equal treatment for men and women shall be developed. To this effect, action shall be intensified to ensure the implementation of the principle of equality between men and women in matters of remuneration, access to employment, social protection, education and vocational training and career development.

## Right to Information, Consultation and Participation of Workers

22. Information, consultation and participation of workers must be developed along appropriate lines and in such a way as to take account of the laws, contractual agreements and practices in force in the Member States. This shall apply especially in companies or groups of companies having establishment or companies in several Member States. In particular, these provisions shall be implemented in the following cases:
- when technological changes that have major implications for the workforce as far as working conditions and work organisation are concerned, are introduced into firms;
  - in connection with restructuring operations in firms or mergers having an impact on the employment of workers;
  - when transfrontier workers are affected by employment policies pursued by the firm where they are employed.

## Right to Health Protection and Safety at the Workplace

24. Every worker must enjoy satisfactory health and safety conditions, more especially in his working environment and appropriate measures must be taken to this effect with a view to achieving further harmonisation of conditions in this area while maintaining the improvements made. Such protection may not be jeopardised by the provisions concerning the implementation of the single market, especially where public works are concerned.

## Protection of Children and Adolescents

25. Without prejudice to such rules as may be more favourable to young people, in particular those ensuring their preparation for work through vocational training, the minimum employment age shall be fixed at 16 years.

# Charter Of Social Rights

26. Young people of more than 16 years of age who are in gainful employment shall receive equitable remuneration. Furthermore, for a period of at least two years, they shall receive complementary vocational training during working hours in order to adapt to the requirements of their working life.

27. Appropriate measures shall be taken to adjust labour regulations applicable to young workers so that their specific development and vocational training needs are met.

## The Elderly

28. Every European Community citizen in retirement or early retirement shall be able to receive an income affording him or her a decent standard of living.

29. Any European Community citizen having reached retirement age but who is not entitled to a pension, for example owing to a very long period of exclusion from the labour market, and who does not have other adequate means of subsistence, shall be entitled to a minimum income.

30. Furthermore, the elderly must be given adequate social protection and specific additional measures shall be taken to ensure that they have social protection and medical assistance specifically suited to their needs and as wide an access as possible to that assistance.

## The Disabled

31. Measures shall be taken to ensure the fullest possible integration of the disabled into working life, in particular where vocational training, professional reinsertion and readaptation and social integration are concerned, by means of improving accessibility, mobility, means of transport and housing.

## TITLE II - IMPLEMENTATION OF THE CHARTER

32. Member States commit themselves to take such steps as are appropriate and to mobilise all the resources that may be necessary in order to guarantee the fundamental social rights contained in this Charter and full implementation of the social measures indispensable to the efficient operation of the internal market. This shall be done either through legislative measures, or by encouraging both sides of industry to conclude collective agreements at national, regional, sectoral or company level.

33. The European Council hereby invites the Commission of the European Communities to pursue, within the framework of the Treaty, its present activities in the social domain and instructs it to present by 30 June 1990, an action programme with a set of related instruments.

34. The Commission is also instructed to present at regular intervals a report on the implementation of the principles of the Charter, in parallel with the implementation of the Treaty of Rome as amended by the Single Act.

35. The Commission's report shall be transmitted to the Council of Ministers, the European Parliament and the Economic and Social Committee.

The preliminary draft of the European Community Charter of Fundamental Social Rights was adopted by the European Commission in May. It was based on the preparatory work undertaken by the Economic and Social Committee and it was published on the 30 May 1989 as Community Document COM(89) 248 final.

It will form the basis of a wide-ranging discussion within the Community during the latter part of 1989 and eventually it will be considered by the European Council meeting in Strasbourg in December.

Ministers of Employment from the twelve Member States meeting in July agreed a procedure for conducting a detailed examination of the text of the Commission draft. Considered opinions are also being prepared by the European Parliament, the European Trade Union Confederation and the European Employers' Federation - UNICE.

The Charter will form an important part of the overall social dimension of the internal market and, it is hoped, it will provide the basis for future Community action in the sphere of fundamental social rights.

An important principle of the draft charter is that, whilst establishing a basic framework of fundamental rights, it should in no way diminish the existing rights of workers in the various Member States. Thus the charter provides a safety net and a minimum position upon which can be built progressively higher standards of protection and support.

# CONFERENCE REPORT

As plans to create a social dimension to the European internal market gather momentum, the precise form of that dimension has become the subject of debate amongst the European trade union movement. Here are three brief reports of trade union conferences where the social and regional dimension of 1992 have been central themes within the debates.

## FIOST

An examination of the social dimension of the European internal market formed the central theme of a conference organised earlier this year by the World Federation of Trade Unions of Transport Workers (FIOST). Members of FIOST, which is a constituent body of the World Confederation of Labour (WCL), spent the first two days of their conference examining the current status of the social dimension and the implications of the internal market for the transport sector.

The main speaker on the social dimension was Robert D'Hondt, Secretary-General of the Belgian trade union ACV and Vice President of the ETUC. He reiterated the trade union movement's support for the internal market programme, but he stressed that the programme must be about more than just the creation of a free trade zone. He told the conference that the programme only made sense if the living and working conditions of all classes of the population were improved. It was therefore essential that social measures should be taken simultaneously with measures in the field of trade and agriculture.

Robert D'Hondt stressed that the task before the European trade union movement was to bring about the creation of Community legal instruments which would take into account the necessary flexibility, consultation and decentralisation to fight the risk of unfair competition. In terms of the harmonisation of working conditions it was necessary to ensure that there is no levelling down - social progress in countries with a better social situation must not be brought to a standstill, but new modalities should be created for the division of wealth within the Community, he said.

The conference was also addressed by Mr Dewaele, Director of the European Conference of Ministers of Transport, who spoke of the rapid development of road transport in Europe and some of the consequent problems, and the need for further development of transport infrastructures.

## EURO-FIET

European trade unions in the commerce sector are adding to the pressure for a real social dimension as part of the European internal market programme. "1992, the European Commerce Sector and the Social Dialogue" was the title of one of the key seminars at a Conference held in the UK in September and organised by the trade union confederations FIET and EURO-FIET.

The seminar was addressed by speakers from retail and wholesale sectors, the European Commission and the European trade union movement. The conference emphasised the demand for information and consultation to be granted in multinational companies operating in Europe. It welcomed the recent agreement between the EURO-FIET commerce trade unions and the retail employers to improve and harmonise vocational training in Europe. Delegates were told that representations had already been made to Commissioner Papandreou to follow up this initiative at EC level. The EURO-FIET agreement is the first of its type to be adopted by trade unions and employers at Community level.

The seminar concluded with demands for a realisation of a true "Social Europe".

## TUC

Speaking to the annual Congress of British trade unions, Commissioner Bruce Millan examined what he called the regional dimension of 1992. He stressed that it was absolutely essential that the current regional disparities that exist within the Community are not increased by the coming into being of the internal market. He told the Congress that the poorer regions must be put in a position to take advantage of increased economic integration and this meant strengthening the economic base in the regions.

Commissioner Millan described the role of the structural funds in this process and emphasised that Community-wide measures to tackle unemployment are intended to complement, not replace, national and regional measures.

# CEDEFOP

The inclusion of the need for mutually recognisable vocational qualifications within the programme for the completion of the European internal market and the inclusion of vocational training as a central theme in the social dimension to the internal market is having the effect of focusing attention on the work of the Community Centre for Vocational Training - CEDEFOP. We examine some of the current work programmes being carried out by CEDEFOP in this brief review.

## VOCATIONAL TRAINING IN THE YEAR 2000:

Vocational training faces a number of challenges towards the end of the twentieth century. These challenges include the rapid development of new technologies, the shift from manufacturing to service industries, the changing demographics of the workforce, and, not least of all, the effects of a single European market of 320 million citizens. The result of these changes is a widening of the skills gap - that is the gap between the skills that are needed in the workplace and the skills available in the labour force. This skills gap is one of the major problems facing vocational training as it moves towards the year 2000.

Such issues were the subject of a major meeting organised by CEDEFOP and involving the directors of research and development institutes from the twelve Member states of the Community. The meeting identified a number of differences of approach, but also a number of similarities. The need for highly trained workers in order to effectively make use of the new technologies and the demographic make-up of the workforce both tend to underline the need for continuous vocational training, and the growing importance of vocational training institutions and programmes. In terms of the completion of the internal market, the attention of delegates was drawn to the need for comparability and equivalence of training courses rather than the harmonisation of training systems.

The importance of the involvement of the social partners - trade unions, management and government - was stressed by speakers. In her keynote address to the meeting, Ms Theunissen, President of the Management Board of CEDEFOP, noted the importance of vocational training to the success of the internal market and its role in finding solutions to the social problems that arise from industrial needs. Recognising that in a global society, the European Community cannot operate in an isolated manner, an exchange of ideas and experiences with other countries is essential. To this end, for the first time at CEDEFOP a Soviet delegation participated in the meeting, as did a representative from Poland.

## COUNCIL RESOLUTION ON VOCATIONAL TRAINING:

On the 5 June 1989 the Council of Ministers for Employment and Social Affairs passed a resolution on continuing vocational training. The resolution emphasises in particular the potential role of vocational training in regional, national and Community-wide economic development. Arising from this resolution the Commission of the European Communities is to adopt an Action Programme on vocational training during the latter part of 1989. One of the central aspects of this programme will be the support of regional labour market policy through continuing training and the exchange of information and experience between regions in different stages of development. CEDEFOP is devoting increased attention to these problems within four major project areas:-

- \* Vocational training and regional development.
- \* Continuing training for small and medium sized enterprises.
- \* The cost and financing of continuing vocational training.
- \* Continuing training for the long-term unemployed.

# EUROPEAN PARLIAMENT

## June 1989 elections

The third direct elections to the European Parliament took place throughout the Community in June. For the first time all twelve Member States participated in the elections during the same week.

The following tables provide a brief guide to the results of the elections. Table 1 looks at the evolution of support for the various political groupings since the first direct elections in 1979. Table 2 provides an analysis of seats gained by representatives of the main political groups in each Member State.

TABLE 1:  
EVOLUTION OF SUPPORT FOR MAIN POLITICAL GROUPINGS 1979 - 1989 - SEATS GAINED:

Group	1979	1981*	1984	1987**	1989
Socialists (S)	112	124	130	166	182
European People's Party (PPE)	108	117	110	113	106
European Democrats (ED)	64	63	50	66	48
Communists and allies (COM)	44	48	41	48	42
Liberal Democrats and Reformists (LDR)	40	38	31	46	44
European Democratic Alliance (RDE)	22	22	29	29	19
Rainbow (ARC)	11	12	20	20	23
European Right (DR)	-	-	16	16	16
Non-attached (NA)	10	10	7	14	8
Others*** (OTH)	-	-	-	-	30

NOTES: \* Greece joins Community - addition of Greek MEP's.

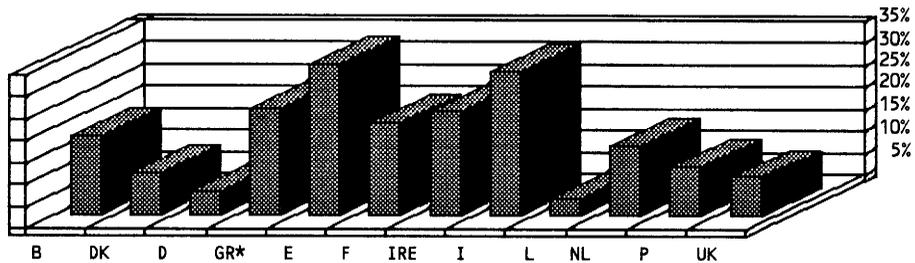
\*\* Spain and Portugal join Community - addition of Spanish & Portuguese MEP's

\*\*\* MEP's who have yet to associate themselves with a political group.

TABLE 2:  
SEATS GAINED BY POLITICAL GROUPS - ANALYSIS BY MEMBER STATE:

	B	DK	D	GR	ESP	F	IRL	I	L	NL	P	UK	EUR12
S	8	4	31	9	27	22	2	14	2	8	8	46	181
PPE	7	2	32	10	2	7	4	27	3	10	3	-	107
ED	-	2	-	-	15	-	-	-	-	-	-	32	49
COM	-	1	-	4	4	7	-	22	-	-	3	-	41
LDR	4	3	4	-	1	13	2	4	1	3	9	-	44
RDE	-	-	-	-	-	13	5	-	-	-	-	1	19
ARC	4	4	8	-	2	-	-	4	-	2	1	-	25
DR	-	-	-	-	-	10	-	4	-	-	-	1	15
NA	-	-	-	-	6	-	-	-	-	1	-	1	8
OTH	1	-	6	1	3	9	2	6	-	1	-	-	29

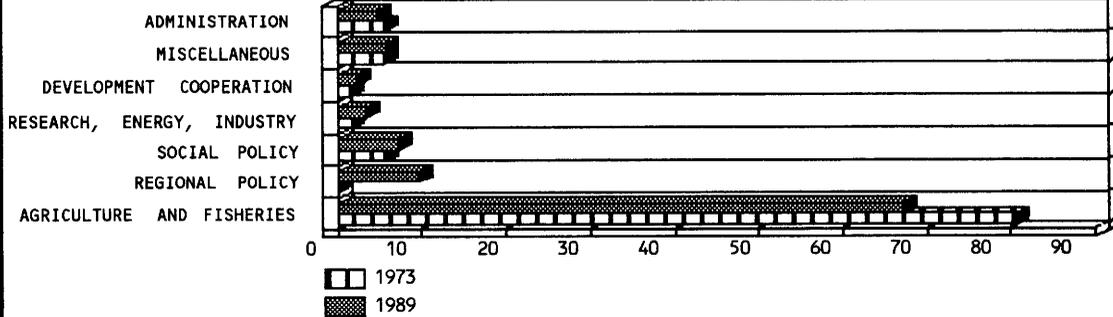
**YOUTH UNEMPLOYMENT: July 1989**  
**% Unemployment - men and women under 25 years of age**



\* Figures for Greece are the latest figures available

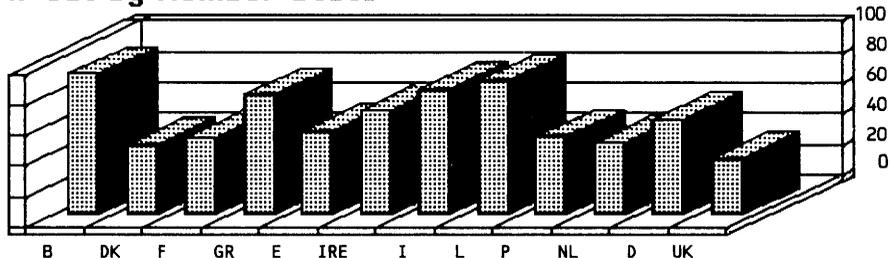
SOURCE: EUROSTAT

**EUROPEAN COMMUNITY BUDGET:**  
**Expenditure by Programme as a % of Total Expenditure**



SOURCE : European Commission

**EUROPEAN PARLIAMENT ELECTIONS June 1989:**  
**% Turn-out by Member State**



# TOWARDS 1992

## Progress towards the completion of the internal market

---

### WHITE PAPER IMPLEMENTATION

---

At its first meeting in September the European Commission adopted a Communication to the Council and the Member States on the progress made by Member States in the implementation of Directives already adopted under the single market programme. The Communication states that as far as the adoption of measures in line with the programme set out in the 1985 White Paper is concerned satisfactory progress is being made. However the Commission is not satisfied with the rate of transposition of European Directives into national laws; of the 68 Directives which should currently be in force in all Member States, only 7 are currently applied in all twelve countries.

In order to accelerate the transposition of Directives into national law the Commission has decided to:-

- \* Ask Member States to designate a person in each country to be in charge of following up the implementation and application of Community measures.
- \* Request Member States to increase efforts to educate national administrations on the Community dimension.
- \* Help Member States to develop exchanges of information and experience among the various national and regional administrations
- \* Hold regular, bilateral meetings with the various Member States for the purposes of evaluating progress in the implementation of the White Paper.
- \* Make proposals for the creation of an exchange programme for civil servants affected by key aspects of the internal market.

Commission Vice-President Bangemann said that the Commission and the Member States must unite and intensify their efforts to meet the 1992 deadline. The draft procedures contained in the Communication should make it possible to identify any gaps or deficiencies at the Member State level whilst there is still time to remedy them by joint actions, he said.

---

### ERASMUS PROGRAMME

---

The Erasmus Programme was designed to encourage student mobility within the European Community. Since 1987 it has enabled students and teachers to spend periods up to six months in a European Community country other than their own. The success of the programme so far, and the need to create the widest possible cross-border mobility of students, has led the European Commission to propose a doubling of the financial allocation for the second phase of the programme in 1990-93. Such a level of funding would allow 2% of all Community students to study in another Member State.

---

### SMOKING AND HEALTH

---

The Council of Health Ministers recently agreed a Community Regulation which will require cigarette packets in all Member States to carry prominent health warnings and specify tar and nicotine content. The new Regulation is part of the programme to create a single market for tobacco products and at the same time ensure that consumers are better informed about the potential dangers of cigarette smoking.

Over 500 billion cigarettes are sold in the European Community each year. From the 1 January 1993 all cigarette packets must display the general warning "Tobacco seriously damages health" along with a secondary warning to be selected from a list of messages such as "Smokers die younger" and "Smoking causes cancer"

---

### EUROPEAN TRADE UNION PASSPORT

---

The Luxembourg trade union OGB-L recently proposed the creation of a European trade union "passport" to accompany the 1992 internal market. Such a passport would enable trade union members from one Member State to be admitted into and supported by trade unions in another Member State where they were working

# EUROPEAN COMMUNITIES

# INFORMATION

Commission of the European Communities 200 Rue de la Loi - 1049 Bruxelles

Informationskontorer □ Presse- und Informationsbüros □ Γραφεία Τύπου και Πληροφοριών  
Information offices □ Bureaux de presse et d'information □ Uffici stampa e informazione  
Voorlichtingsbureaus

## BELGIQUE — BELGIË

*Bruxelles/Brussel*

Rue Archimède/Archimedesstraat, 73  
1040 Bruxelles/Brussel  
Tél.: 235 11 11  
Télex 26657 COMINF B

## DANMARK

*København*

Højbrohus  
Østergade 61  
Postbox 144  
1004 København K  
Tél.: 14 41 40  
Télex 16402 COMEUR DK

## BR DEUTSCHLAND

Zitelmannstraße 22  
5300 Bonn  
Tel.: 23 80 41  
Kurfürstendamm 102  
1000 Berlin 31  
Tel.: 8 92 40 28  
Erhardtstraße 27  
8000 München  
Tel.: 23 99 29 00  
Telex 5218135

## ΕΛΛΑΣ

Οδός Βασιλίσσης Σοφίας  
Και Ηρώδου Αττικού  
Αθήνα 134  
τηλ.: 724 3982/724 3983/724 3984

## FRANCE

61, rue des Belles Feuilles  
75782 Paris Cedex 16  
Tél.: 451.58.85  
C.M.C.I./Bureau 320  
2, rue Henri Barbusse  
F-13241 Marseille Cedex 01  
Tél. 91 91 46 00  
Télex 402538 EUR MA

## IRELAND

39 Molesworth Street  
Dublin 2  
Tel.: 71 22 44

## ITALIA

Via Poli, 29  
00187 Roma  
Tel.: 67897 22  
Corso Magenta 61  
20123 Milano  
Tel.: 80 15 05/6/7/8  
Telex 316002 EURMIL I

## GRAND-DUCHÉ DE LUXEMBOURG

Bâtiment Jean Monnet  
Rue Alcide de Gasperi  
2920 Luxembourg  
Tél.: 43011

## NEDERLAND

Korte Vijverberg 5  
2513 AB Den Haag  
Tel.: 46.93.26

## UNITED KINGDOM

Abby Building  
8, Storey's Gate  
Westminster  
LONDON — SW1P 3AT  
Tél.: 222 81 22  
Windsor House  
9/15 Bedford Street  
Belfast BT 2 7EG  
Tel.: 40708  
4 Cathedral Road  
Cardiff CF1 9SG  
Tel.: 37 16 31  
7 Alva Street  
Edinburgh EH2 4PH  
Tel.: 225 2058

## ESPAÑA

Calle de Serrano 41  
5A Planta-Madrid 1  
Tel.: 435 17 00

## PORTUGAL

Centro Europeu Jean Monnet  
Rua do Salitre, 56-10º  
1200 Lisboa - Tel. 54 11 44

## TÜRKIYE

15, Kuleli Sokak  
Gazi Osman Paşa  
Ankara  
Tel.: 27 61 45/27 61 46

## SCHWEIZ - SUISSE - SVIZZERA

Case postale 195  
37-39, rue de Vermont  
1211 Genève 20  
Tél.: 34 97 50

## AUSTRALIA

Capitol Centre  
Franklin Street  
P.O. Box 609  
Manuka ACT 2603  
Canberra ACT  
Tél.: 95 50 50

## UNITED STATES

2100 M Street, NW  
Suite 707  
Washington, DC 20037  
Tel.: 862 95 00

3 Dag Hammarskjöld Plaza  
245 East 47th Street  
New York, NY 10017  
Tel.: 371 38 04

## CANADA

Inn of the Provinces  
Office Tower  
Suite 1110  
Sparks Street 350  
Ottawa, Ont. K1R 7S8  
Tel.: 238 64 64

## AMERICA LATINA

Avda Américo Vespucio, 1835  
Santiago de Chile 9  
Chile  
Adresse postale: Casilla 10093  
Tel.: 228 24 84

Quinta Bienvenida  
Valle Arriba  
Calle Colibri  
Carretera de Baruta  
Caracas  
Venezuela  
Tel.: 92 50 56

## NIPPON

Kowa 25 Building  
8-7 Sanbancho  
Chiyoda-Ku  
Tokyo 102  
Tel.: 239 04 41

## ASIA

Thai Military Bank Building  
34 Phya Thai Road  
Bangkok  
Thailand  
Tel.: 282 14 52

TAJ MAHAL HOTEL  
Suite No. 222/1  
Mansingh Road  
Chanakyapuri  
New Delhi 110011  
India  
Tel. 38 66 62