

TRADE UNION INFORMATION BULLETIN

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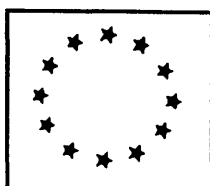
Social Charter Action Programme Under Way

The European Commission has already made significant progress in translating the ideas contained within the Social Charter Action Programme into firm proposals. During July the Commission adopted proposals for the organisation of working time and special types of work contracts, thus launching a process of consultation and discussion within the Community institutions which will eventually lead to European legislation on these two important issues.

The Community Charter Of Fundamental Social Rights was adopted by eleven Member States during the Strasbourg European Council Meeting in December 1989. At the same time the European Commission published a major programme which set out the necessary actions required at a Community level in order to implement the provisions of the Charter. The Action Programme is wide ranging and includes some fifty new initiatives in the field of employment and social rights. A full checklist of all the initiatives contained in the Commission Action Programme was published in the last issue of the Bulletin, and this will be regularly updated in future issues.

Two of the most important initiatives included within the Action Programme - proposals on working time and atypical contracts - were included within the 1990 work programme of the Commission, and it is initial proposals on these issues which have now been published. They are summarised on the following two pages.

Continued on page 2



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ATYPICAL WORK CONTRACTS

The Social Charter stated that the completion of the internal market must lead to an improvement in the living and working conditions of workers in the Community. It went on to state that there should be an approximation of conditions with regard to forms of employment other than open-ended contracts, such as fixed-term contracts, part-time working, temporary work and seasonal work. In its Action Programme the Commission suggested that there should be a Community framework, "ensuring a minimum of consistency between these various forms of contract in order to avoid the danger of distortions of competition and increase the transparency of the labour market at Community level".

The approach of the Commission towards the creation of such a framework is indicated by a recently published Information Memo on atypical work contracts. The memo examines the scope of the problem, the approach of the Commission and the content of the proposed directives on atypical work.

The Scope Of The Problem

The memo notes that in recent years employment relationships in the Community have changed substantially and diversified considerably. Changes in technology, the organisation of production and the aspirations and needs of workers have led to an appreciable increase in temporary and part-time working arrangement. Whilst full-time employment in the Community increased by 2.4% between 1983 and 1988, part-time employment increased by over 25% in the same time period.

The Commission Approach

The starting point of the Commission approach is that such atypical work contracts are essential and meet a genuine need, and consequently in no way should their existence be brought into question. What is required, according to the information memo, is to define a number of basic rules. Such rules should take into account the need for flexibility by employers and at the same time the legitimate aspirations of workers. Such rules should:

- prevent any spread in the increasing prevalence of insecurity and segmentation within the labour market and promote an improvement in workers' living and

working conditions.

- eliminate the distortions of competition which could be caused by differences in social costs resulting, in particular, from differences in national rules governing atypical work relationships, notably in relation to social security schemes and the costs connected with seniority and dismissals.

- improve the minimum levels of protection of health and safety at work by ensuring, in particular, that the employees covered by atypical contracts enjoy the same protection in this regard as other workers.

The Proposed Directives

Three directives are proposed by the Commission.

1. A Council Directive, based on Article 100 of the Treaty, which will provide:

- that part-time and temporary workers should enjoy access to vocational training conditions and social services provided by the firm under conditions comparable to those enjoyed by workers employed full time for an indefinite duration.

- such workers should also be taken into account, on the same footing as other employees and in proportion to the duration of their work, for calculating the threshold within the undertaking at which workers' representative bodies must be set up. An employer will also be required to inform part-time and temporary workers when he intends to recruit full-time workers, so that their application can be given due consideration.

- that an employer must specify in the contract of a temporary employee the grounds for recourse to this type of employment. Member States will also be required to take appropriate measures to ensure that clauses prohibiting or preventing the conclusion of a contract of employment between the user undertaking and employee of a temporary employment business are null and void or capable of being declared so.

2. A Council Directive, based on Article 100A of the Treaty, will contain two important types of provision:

(i) Provisions leading to unfair competition between enterprises regarding the social protection of workers with atypical contracts should be eliminated. Such provisions would include those relating to paid leave, dismissal allowances and seniority allowances.

(ii) National legislation should provide for a limit on the renewal of temporary employment relationships of a duration of 12 months or less, so that the total period of employment does not exceed 36 months.

3. A Council Directive, under Article 118A of the Treaty, to encourage improvements in the health and safety at work of temporary workers. It will provide for:

- the assignment contract linking the user organisation to the temporary employment business should specify the nature of the task, the occupational qualifications required, the place of work, the working hours and the particular features of the job to be filled. In particular it must state whether the job falls within

the category of major risks as defined in national legislation. The temporary worker concerned must be informed of these facts, of any risks they may face and, if necessary, receive appropriate training.

- temporary workers should not be used for work requiring special medical supervision over a long period, except in special cases. In such cases the Member States must take the appropriate measures to ensure that these workers are covered by medical supervision beyond the expiry of their temporary employment contract.

The first two proposals will apply to seasonal workers, where the particular features of this form of employment allows.

ORGANISATION OF WORKING HOURS

The Social Charter stipulated that the completion of the internal market must lead to an improvement in the living and working conditions of workers and that this process must result from an approximation of conditions as regards in particular the duration and organisation of working time. The Charter stated that every worker in the European Community should have the right to a weekly rest period and to annual paid leave, the duration of which must be progressively harmonised in accordance with national practices. Point 19 of the Charter stated that every worker must enjoy satisfactory health and safety conditions in his working environment and that appropriate measures should be taken in order to achieve further harmonisation of conditions in this area, whilst maintaining the improvements made.

Within the Commission Social Charter Action Programme emphasis was again placed on the importance of the organisation of working time and the need to ensure that forms of labour flexibility do not have an adverse effect on the health and well-being of workers. Accordingly, minimum requirements at a Community level were necessary with regard to the maximum duration of work, rest periods, holidays, night working, weekend working and systematic overtime.

Accordingly the Commission have now announced a proposal for a groundwork of basic provisions on certain aspects of the organisation of working time connected with workers' health and safety at work. The proposals are in the form of a draft Directive which will be based on Article 118A of the Treaty of

Rome. This states that "Member States shall pay particular attention to encouraging improvements, especially in the working environment, as regards the health and safety of workers, and shall set as their objective the harmonisation of conditions in this area, while maintaining improvements made"

The key proposals are as follows:-

- * A minimum daily rest period of 11 hours in 24 hours.
- * There should be at least one rest day on average during every seven day period (with a reference period of 14 days).
- * Night workers should not work more than 8 hours per 24 hours.
- * No overtime should be worked by night workers.
- * In establishing breaks for rotating shift workers and for night workers account should be taken of the more demanding nature of such work patterns.
- * There should be special arrangements for the health assessment and transfer to day work for night workers.
- * A number of derogations will be possible (for example - oil rigs, transport, distribution and seasonal jobs).

It is suggested that the Member States should comply with the final directive by bringing into force the laws, regulations and administrative provisions necessary. However, it is suggested that Member States will also be allowed to do this by ensuring that the two sides of industry establish the necessary provisions through agreement.

NEWSBRIEF

THE SOCIAL DIALOGUE IN THE RETAIL SECTOR

A Working Group to promote the social dialogue in the retail sector was established by a meeting of the social partners in early July. The Brussels meeting, held within the context of the Val Duchesse social dialogue, brought together representatives of the trade unions within the retail sector (EURO-FIET), the employers (CECD) and the European Commission. Following an initiative by Commissioner Vasso Papandreou, the meeting agreed also to establish working groups to examine training within the sector and methods of making employment in the retail industry more attractive.

Some 20 million Community workers are employed in the retail sector and it accounts for 14% of Community GDP. A series of national round table discussions will be established within the Member States. These will bring together representatives of employers and trade unions within the retail industry. The European Commission also asked the employers and trade unions within the industry to produce an opinion on the proposals contained in the social charter action programme.

SURVEY OF WORK ABSENCES

A measure of the scale of absences from work due to illness or injury is provided by the results of a Community labour force survey. The survey was conducted during a typical working week in the spring of 1988. During that week over 21 million workers were absent from work for one reason or another. The breakdown by cause of absence was as follows:-

Reason for Absence	% of total people absent	% of total hours lost
Vacation or Holiday	43.3	43.7
Own illness or injury	14.0	24.3
Variable working time	13.0	4.4
Bad weather	4.0	3.5
Slack work	3.5	4.0

Maternity leave	1.9	3.6
Education/Training	1.4	1.9
Labour dispute	0.8	0.8
All other reasons	14.3	11.1

The survey suggests that, in terms of the Community as a whole, something like 2% of hours usually worked are lost through sickness and injury absence. Considerable variations exist between Member States.

Hours lost due to sickness and injury as a percentage of total hours usually worked during survey reference week - 1988.

BELGIUM	0.9
DENMARK	2.1
WEST GERMANY	1.6
GREECE	0.5
SPAIN	1.8
FRANCE	2.1
IRELAND	1.4
ITALY	1.2
LUXEMBOURG	1.1
NETHERLANDS	4.0
PORTUGAL	1.9
UNITED KINGDOM	2.6
EUR12	1.9

The survey found only comparatively small differences between the illness absence rate of men (1.8%) and women (2.0%). Surprisingly perhaps, little difference was also found between the illness absence rates in different sectors:-

Sector:	Hours lost due to illness as a percentage of hours usually worked.	
	Men	Women
Agriculture	1.4	0.9
Manufacturing	2.1	2.4
Building	2.3	1.8
Distribution	1.3	1.6
Transport /Comm	2.2	2.2
Banking & insurance	1.3	1.8
Public administration	1.9	2.4
Other services	1.5	2.4

NEWSBRIEF

Industrial Co-operation with Central and Eastern Europe

The European Commission has adopted a discussion paper on industrial co-operation with Central and Eastern European countries which will serve as a basis for the debate called for by the Community Council of Ministers of Industry. The Commission considers that, if practical support is to be given to the radical economic reforms announced in the various Central and Eastern European countries, measures should be taken to develop industrial activities in those countries. The Commission believe that it is not enough for those countries to acquire capital goods, engage in joint ventures with firms from Western Europe and to have access to new technologies. They also need help in creating an entirely new legal, administrative, banking and tax environment in order to participate in world trade, from which they have been almost entirely cut off.

The document sets out the practical measures already taken under the PHARE programme. The aim of the current debate is not to modify this major programme, but to supplement it with specific measures - to be defined at a later date - to help all the countries of Central and Eastern Europe, including those, such as the USSR, which are not currently included in the PHARE programme.

SYSDEM Bulletin

The first issue of SYSDEM Bulletin - the quarterly publication of the European System of Documentation on Employment - has recently been issued. The content of the first issue includes a description of the SYSDEM programme, a review of documentation from international sources which examine the employment implications of the single European market and an examination of key employment issues from the various Member States.

Further information about SYSDEM and SYSDEM Bulletin can be obtained from:-
John Penny, Information Unit
ECOTEC Research and Consulting Ltd

25, Square de Meeus, B-1040 Brussels, Belgium.
Tel: (322) 511 20 58 Fax: (322) 511 25 22

Railways, Environment and Transport Quality

The International Transport Workers' Federation (ITF) have published a major collection of Expert papers on the theme of rail transport, the environment and transport quality. The papers have been written by a range of international transport experts and include examinations of the energy consumption of various transport systems, the environmental impact of transport and the comparative accident costs of transport modes. A series of three papers present three distinct views of transport and the environment - a transport planner's view from A Nilsson of the Swedish State Railways, a railway manager's view from J Higgins of the Republic of Ireland and a transport politician's view from the ex-Prime Minister of Australia, G Whitlam.

Copies of the publication can be obtained from:
International Transport Workers' Federation (ITF)
133-135 Great Suffolk Street,
London SE1 1PD, United Kingdom.
Tel: +44 71 403 2733 Fax: +44 71 357 7871

New Commission Initiatives

The European Commission have recently announced details of three new initiatives in the field of professional training and employment. The EUROFORM initiative aims at supporting vocational training by the creation of a mutual assistance network throughout the Community. It will help to define common European training policies and programmes. The NOW initiative is concerned with vocational training and equal opportunities for women. It aims to ensure that women will have an equal position with men in order to take full advantage of the positive effects expected from economic growth and technological development. The HORIZON initiative aims to facilitate the access of handicapped and other disadvantaged persons to the labour market. The overall budget for the three initiatives will be 600 million ECU.

EUROPEAN FOUNDATION

Attitudes Towards Increased Participation On Health And Safety Issues

The adoption of the 1989 Framework Directive on the safety and health of workers at work - 89/391/EEC - points the way towards a greater participation by workers' representatives on health and safety issues. But what are the attitudes of European managers and trade unionists to increased participation on these issues? In this article, Dr Hubert Krieger, the Research Manager for the social dialogue, participation and industrial relations at the European Foundation for the Improvement of Living and Working Conditions, examines the results of an opinion survey undertaken by the Foundation in 1987 and 1988.

The framework directive on safety and health of workers at work (1989) defines clear minimum standards for information and consultation of workers and their representatives in the European Community. It also allows balanced participation in accordance with national laws or practices. An attitudinal survey conducted in 1987 and 1988 by the European Foundation for the Improvement of Living and Working Conditions in Dublin highlights the actual intensity of participation in the 12 Member States. The survey is based on nearly 7,500 interviews with managers and workers' representatives.

20% of managers in this survey report no information for workers' representatives on health and safety at work. 25% report the provision of information to workers' representatives and a further 25% report forms of consultation. Balanced participation, based on either legal provision or collective agreement, is reported by 33% of managers. The reported intensity of participation by workers' representatives shows a similar pattern. Two conclusions can be drawn from these results:

(1) As the two sides of industry report the same incidence of participation, the results would seem to be a true reflection of the actual level of participation within the Community.

(2) The intensity of participation in more than 40% of companies within the Community does not conform with the minimum standards of consultation which have been defined in the 1989 framework directive.

Nevertheless, the survey results indicate that there is more openness for increased participation in the future. Nearly half of the European managers questioned want negotiations and joint decision making in the future, 30% want consultation, and the level of "no involvement" decreases significantly to 7%. However management in nearly one out of thirteen European companies are averse to any provision of information on health and safety. Variations can be noted between different Member States. Nearly 75% of manager in Germany and Denmark were in favour of full participation by workers and their representatives on health and safety issues. In the United Kingdom, the Netherlands and Spain some 50% of managers are in favour of negotiations or joint decision making on health and safety issues. The lowest level of support for increased participation was recorded in Portugal, where only 6% of managers were in favour of negotiations and joint decision making and 60% wanted to give no information at all.

Workers' representatives are far more in favour of increased participation on health and safety issues. Nearly two-thirds wanted full participation in the future, although, again, significant differences emerge between Member States. 90% of German and Danish workers' representatives wanted to have an equal say on this topic. 75% of Italian representatives, and 60% of Spanish, Dutch and Irish representatives wanted full participation. Workers' representatives in Portugal shared the lack of enthusiasm for participation demonstrated by managers: 50% of representatives reported that they did not want any information on health and safety topics.

Another interesting feature revealed by the survey is the difference between future expectations of workers' representatives and managers in individual Member States. In Italy, where 77% of representatives wanted full participation in the future, only 28% of managers were prepared to concede this demand. A 25% difference between the views of representatives and managers was also recorded in Greece, Ireland and

Luxembourg. In these countries the issue of increased participation on health and safety issues may create conflict between the two sides of industry.

One may conclude that the Community has still a long way to go to implement the minimum standards which have been set out in the 1989 framework directive on workplace health and safety.

ANNUAL REPORT - 1989

The recently published 1989 Annual Report of the European Foundation for the Improvement of Living and Working Conditions provides not only a detailed report of the various facets of the work of the Foundation, but also a brief summary of activities undertaken during the year in order to achieve the six objectives of the Foundation established during its 1989-92 programme. Some of the key points from this summary are listed below:-

Objective: Developing Social Dialogue and Industrial Relations

- Publication of survey results on social dialogue and new technology;
- Presentation of conclusions of a study of the changing functions of management;
- Continuing work on 12 volume European Labour and Industrial Relations Glossary.

Objective: Restructuring Working Life

- Field research undertaken on atypical work contracts;
- First issue of the Bulletin of European Shiftwork Topics published;
- Preparation of Handbook for people involved in the management and negotiation of working time.

Objective: Promoting Health and Safety

- Guide to Health and Safety in the construction industry published;
- Work started on the identification and comparison of instruments, methods and data systems in Member States on health and Safety.

Objective: Protecting the Environment, the Worker and the Public

- Two reports published as part of the hazardous waste programme;
- Proposals for Foundation research on the urban environment prepared;
- Launch of new project, "Environmental Perspectives and the Quality of Life 1992-2000.

Objective: Raising the Standard and Quality of Life for All

- First results of research on local action to improve the quality of life received;
- Study to investigate the improved co-ordination of advice and counselling services for the long-term unemployed initiated;
- New work initiated on community care, aging and the elderly.

Objective: Assessing Technologies of the Future

- European Workshop on Consumers and Biotechnology organised;
- Discussion paper on consumers and biotechnology published.

Further details of the above actions - and the overall work of the Foundation - are available from:
The European Foundation for the Improvement of Living and Working Conditions.
Loughlinstown House, Shankill, Co. Dublin, Ireland.

EMPLOYMENT IN EUROPE 1990

The European Commission's Second Annual Report on Employment

The summer of 1990 saw the publication, by the European Commission, of the Second Annual Report on Employment in Europe. The Report provides a broad overview of employment within the Community and attempts to place the major Community employment trends within a wider context of changes taking place both throughout Europe and the rest of the world.

The three parts of the Report are concerned with Employment Prospects, Employment Issues and Employment Policies.

Employment Prospects

Part 1 of the Report provides a comprehensive analysis of the current state of employment within the Community and the short-term prospects in the period leading up to the completion of the internal market in December 1992. By tracing both the developments in employment and unemployment which took place during the 1980s and the recent pattern of sectoral change, an analytical basis can be created from which short-term trends can be reliably predicted. Major trends are well-documented and illustrated by a large number of graphs and statistical tables. For example, one important factor in the increase in employment over recent years has been the increase in part-time working. Part-time working accounted for 36% of net employment growth in the Community between 1985 and 1988 (See Figure 1).

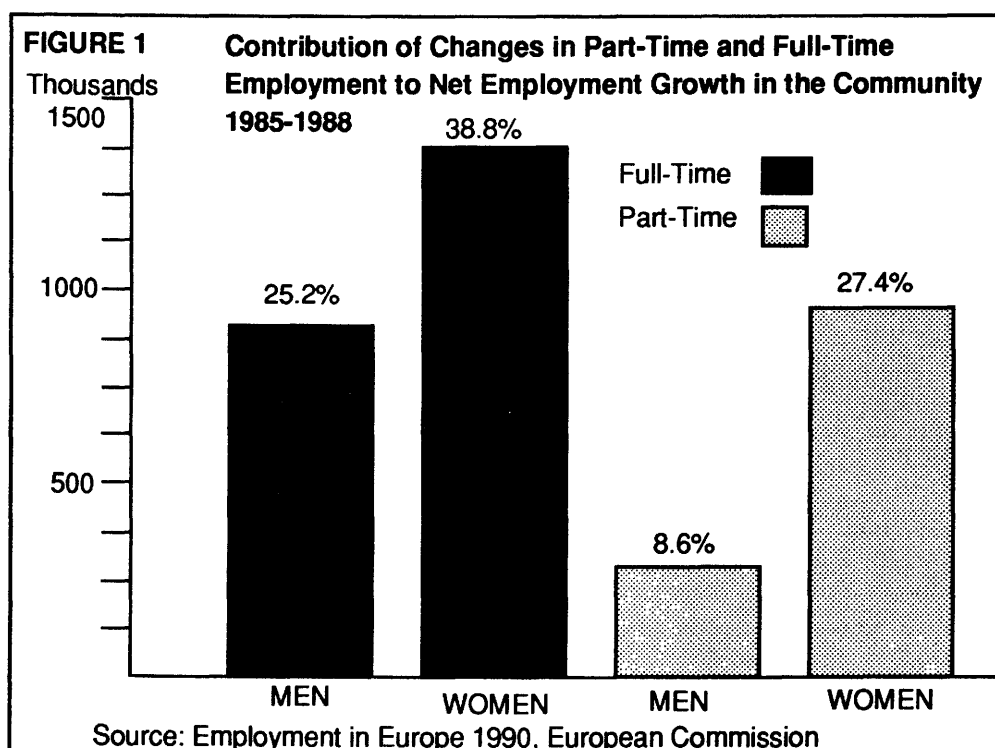
It is not possible to base predictions for the future of employment growth on past trends alone, obviously new factors are having an effect during the 1990s, factors which would have been difficult to predict even at the time of the first Employment Report last year. Thus a very useful chapter looks at employment in Central and Eastern Europe and attempts to identify the key trends taking place.

Employment Issues

Part 2 of the Report focuses attention on a number of current employment issues. These are:-

- Wages and Labour Costs
- The Environment and Employment: A New Balance in Economic Development
- Employment for Women - Is Access to Jobs Easier or not?
- Managing Change in Larger Companies
- The Development of Vocational Training

The chapter dealing with the environment and employment attempts to assess the employment impact of the necessary measures to combat pollution, toxic waste, the depletion of natural resources and urban



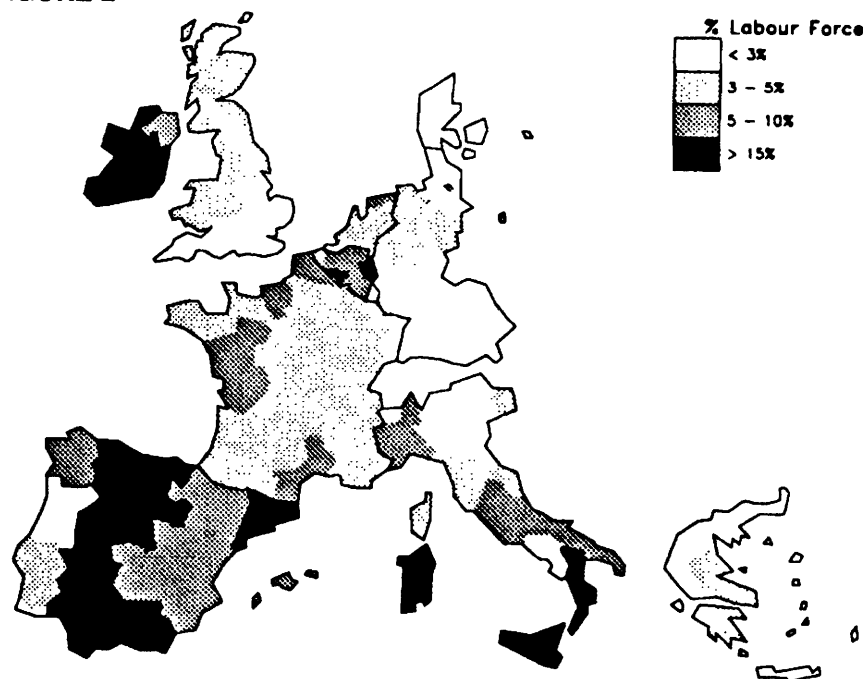
decay. The Report points out that the key issues relate not only to the action which is taken, but also to the distribution of the costs, how these costs are financed and what systems of compensation are put in place. The most directly affected companies will be in the environmental industries. Recent estimates suggest that around 1% of the Community labour force is employed directly in these industries. In order to combat the environmental problems that face us in the 1990s changes will need to take place in the pattern of economic development and the structure of employment. The Report suggests that such changes will be large, but they are unlikely to be any greater than those which have resulted from major changes in technology in the past.

The main difference is that the changes required now demand explicit action by Government - it is not possible to rely on market forces alone because pollution costs are not generally borne by the polluters. The Report concludes that, in the long run, the Community stands to lose markets unless its products are environmentally friendly and incorporate sophisticated pollution controls. At present, much of the technologically advanced equipment used in the environment industry is imported or produced under licence.

Community's Structural Funds and attempts to provide an initial assessment of the success of the funds since they were reformed two years ago. The final chapter looks at the specific problem of long-term unemployment. Although unemployment has fallen significantly in the Community over the past few years, the proportion of long-term unemployed - those out of work for a year or more - remains high and the duration of long-term unemployment has increased. Equally, long-term unemployment has become a particularly entrenched problem in many deprived areas of the Community, although it is by no means confined to such regions.

FIGURE 2

Long-Term Unemployment Rates 1988



Source: Employment in 1990, European Commission

Employment Policies

Part 3 of the Report examines current employment policies. The first chapter looks at current national labour market policies. Member States spend an average of 2.5% of GDP on labour market programmes, a figure which has declined in recent years as unemployment has fallen. Two thirds of this is spent on unemployment compensation, with active policies on training, employment subsidies and special youth and disability schemes together accounting for a third of total spending.

The second chapter reviews the operation of the

The scale of the Second Employment Report, like that of the first, is impressive. Over 125 graphs, charts and maps are used to illustrate the various trends discussed. It provides a definitive statement of the problems and challenges facing the Community and the possible solutions available.

Employment in Europe 1990

Second Annual Report of the European Commission

Available in all Community languages from the Office for Official Publications of the European Communities, L-2985 Luxembourg.

Price ECU 11.25



NEWS FROM THE ETUC European Trade Union Confederation

Collective Bargaining Guidelines

The April Executive Committee meeting of the European Trade Union Confederation adopted a series of collective bargaining guidelines covering four distinct topics - the reduction and reorganisation of working time, part-time work, wage policy and the public sector. In a statement released after the meeting the ETUC reiterated its belief that national and Community legislation must guarantee workers' fundamental social rights, but nevertheless called for the intensive development, and diversification, of collective bargaining.

In order to allow convergence of the collective bargaining aims within the various economic sectors and countries of Europe, the ETUC has proposed guidelines on the above four topics. The full text of the guidelines are reproduced below:-

The Reduction and Reorganisation of Working Time:

- (1) The reduction of working time without loss of wages remains a fundamental demand in a period of unemployment when work sharing is imperative and the improvement of working and living conditions remains an objective.
- (2) The 35-hour week is the central issue in many struggles and negotiations in Europe.
- (3) The reduction of working time can take many different forms.
- (4) The negotiation of this reduction and of any reorganisation of working time which may be entailed is a *sine qua non* for its effect on employment and for the better organisation of work.
- (5) The trade unions must obtain the restriction and monitoring of overtime, which must be compensated primarily by time off in lieu. Campaigns must be launched in undertakings concerning the number of jobs which could be created for the same volume of overtime (by dividing the volume of overtime worked

by the average time worked in the undertaking).

(6) Every worker must in principle benefit from the weekend except in sectors where constraints are due to social, cultural or technical factors; in such sectors agreements must be negotiated on these weekly holidays.

(7) The use of fixed-term and temporary contracts must also be restricted and monitored to prevent employers from using them as a means of flexibility entailing job insecurity. Equal treatment must be ensured particularly as regards wages, social protection, vocational training, working conditions

(8) The right to further training during working hours must be guaranteed.

(9) The ETUC demands that the two Community directives - one on atypical forms of employment and the other on working time - be adopted without delay to guarantee workers' rights.

Part-Time Work:

- (1) There has been a considerable development of part-time employment in the past few years, but it has concerned mainly low-skilled jobs and women's jobs.
- (2) Part-time working has become an employer's labour management tool, whereas it ought to provide a means of meeting the need of working people to organise their working life and their private life more satisfactorily.
- (3) This reversal of logic must thus be righted, on the basis of four demands:
 - the free choice of part-time employment;
 - reversibility of that choice in favour of a full-time job;
 - equal rights (social protection, wages, qualifications, career, training....)
 - improvement of part-time job qualifications accompanied by an appropriate vocational training policy.
- (4) Community legislation should be adopted to meet these three criteria.

Wage Policy:

(1) Every worker must have the right to a guaranteed minimum wage which is underpinned either by legislation or by collective agreement.

(2) This principle must be the subject of Community legislation.

(3) Action to combat regional and sectoral disparities remains an important objective; ways and means of making up the ground that has been lost must be provided through negotiation.

(4) The battle for equality between men and women, primarily as regards pay, is more topical than ever, given the persistence of unacceptable situations - it is women who are more often the victim of unemployment and insecure employment, who have the most unskilled or low-skilled jobs, whose promotion is most often obstructed.

(5) In view of the policy pursued in many countries, sectors and undertakings often entailing the fragmentation and weakening of collective bargaining policy, action must be taken to strengthen collective negotiations.

(6) In a period of new growth, the workers who have played the major role in its achievement now quite rightly demand their share of the considerable profits made. Through control of how those profits are used and negotiation of the use of productivity earnings it must be ensured that those earnings are distributed fairly amongst capital return, wages and job-creating investments.

(7) Two objectives have been selected:-

- (i) a study on wage trends should be conducted on an annual basis, if possible quoting

comparative figures on purchasing power and the various elements relating to wages (social contributions, taxes, bonuses, etc);
(ii) a seminar should be held on the new wage policies.

The Situation in the Public Sector:

(1) In most of the countries of Western Europe, restrictive budget policies have led to the deterioration of public sector wages, which have developed at a slower pace than wages in the private sector.

(2) This policy of austerity, which is sometimes combined with an outmoded style of industrial relations or collective bargaining deadlock, has triggered sporadic category-related industrial action in many European countries, sometimes even involving entire trades or occupational groups; this action has been harsh and difficult to control in some instances.

(3) The European trade unions advocate improvement of the public services through a policy to bring those services closer to the users' needs and to ensure user equality. A better employment policy must be combined with modernisation in both the technical and the industrial relations field, the latter being based on a practice of information, consultation and negotiation.

(4) Wage policy, combined with a satisfactory classification and promotion policy, must primarily ensure that purchasing power is maintained and progresses and that the acquiring of further qualifications is taken into account. In this line of thought, the public sector must benefit from overall economic growth.

ETUC Resolution on European Political Union

The following are the main points from a resolution on European Political Union adopted by the Executive Committee of the ETUC in April:-

* The democratisation of the Community institutions as the first step towards European political union in the form of a federation of the EC Member States.

* A federal constitution would seem to be the most appropriate form for guaranteeing the decentralisation of powers to the national, regional and local level whilst maintaining Community competence in fields where concerted policies are necessary and can only be efficiently implemented at the Community level.

* The fundamental aims and the rights of citizens must be set out clearly in the constitution of the European Union. These include in particular economic and social cohesion while maintaining improvements made.

* The tradition of political democracy must also be complemented by social and industrial democracy founded primarily on social dialogue, collective bargaining and worker participation.

* The European Council must give the European Parliament a mandate for the constitution of the European Political Union so that a process of democratisation of the European institutions and a constituent phase, in which the national parliaments would be closely involved, can be launched simultaneously.

NEW PUBLICATIONS

THE NEW STRUCTURAL POLICIES OF THE EUROPEAN COMMUNITY

The latest pamphlet in the European File series looks at the operation of the various structural policies of the European Community and their effects on employment and economic development. It was envisaged that the structural funds of the Community - the European Regional Development Fund (ERDF), the European Social Fund (ESF) and the Guidance Section of the European Agriculture Guidance and Guarantee Fund (EAGGF) - would play a major part in ensuring that the completion of the internal market not only benefitted European industry, but also led to an increase in social cohesion. With this in mind the workings of the funds were substantially reformed during 1987 and the resources available were increased. In February 1988 the European Council agreed to double the financial resources of the funds, in real terms, by 1993.

In particular, the funds are intended to benefit the weaker regions of the Community, regions that are all too often characterised by inadequate or dilapidated infrastructures, outdated industrial structures, urban decay, rural depopulation and high levels of unemployment. More than a fifth of the Community's population lives in regions where all these problems are present, resulting in income per head lower than 75% of the Community average. Particular help for these regions is provided by Objective 1 of the new structural fund guidelines, whilst help for other regions and groups within the Community is provided by the other four objectives of the funds. The European File pamphlet clearly and concisely examines the working of the funds and their impact on the weaker regions of the Community.

EUROPEAN FILE 7-8/1990. June/July 1990
The New Structural Policies of the European Community.

Commission of the European Communities.
Available, free of charge, from the national information offices (see back page of Bulletin for addresses)

INFORMISEP REPORT

InforMISEP is the quarterly newsletter of the Mutual Information System on Employment Policies (MISEP). MISEP was created to meet the needs for an exchange of information on employment policies within the European Community. InforMISEP provides news of those measures, policies and actions adopted by the Member States which are aimed at promoting and improving employment within the European Community. It is compiled on the basis of information provided by national correspondents and is published in English, French and German.

The latest edition of InforMISEP provides the usual range of reports on national measures related to employment issues. Thus, a useful centrefold feature provides a comparative table of measures undertaken within the Member States in favour of the long-term unemployed. The latest developments in Spain relating to vocational training and the regulation of shift-working in Belgium are also featured.

A number of news items concentrate on measures introduced by Member States designed to aid special categories of workers - the long-term unemployed in Belgium, resettled workers in the Federal Republic of Germany, and ethnic minorities in the Netherlands.

In more and more cases European trade unions are becoming active partners in employment regeneration and consequently the type of information which is regularly contained in InforMISEP is of considerable value.

InforMISEP - The Quarterly Newsletter on Employment Policies

Produced for the Commission of the European Communities (DGIV) by the Institute for Policy Research.

Further details can be obtained from MISEP Secretariat, Institute for Policy Research, PO Box 985, 2300 AZ Leiden, Netherlands.

NEW PUBLICATIONS

JANUS - INFORMATION ON HEALTH AND SAFETY AT WORK

One of the most useful contributions to be made by the European Community in the field of social and employment rights is the stimulation of the exchange of information on practices within Member States. Within the field of employment policy such a service has been provided for many years by MISEP and InforMISEP (see previous review). With the creation of a single European market by the end of 1992, the attention of European trade unionists is been focused more and more on measures to safeguard the health and safety at work of their members. Health and safety protection is provided for by both Community legislation - the various directives under the 1989 Framework Directive - and national legislation. In order that the best protection is available to all European workers it is essential that information on the best practices of the Member States is widely available to all.

This was the reason for the establishment in 1989 of the JANUS network and the quarterly JANUS publication. It provides short information items on the latest developments in the field of health and safety at work from the various Member States.

The latest issue of JANUS looks at such issues as the health and safety of workers in public computer centres in Greece, the new Nordic convention on the working environment and new noise regulations in the United Kingdom. Recent research on safety and hygiene in commercial establishments in Portugal and noise reduction systems in East Germany are also covered. Recent developments in Denmark, Spain, Belgium, France and Ireland are also referred to.

JANUS - The Community Information System for Health and Safety at Work. Issue No. 2, March 1990.

Details of how to obtain JANUS are available from:

Instituto Nacional de Seguridad e Higiene en el Trabajo, Centro Nacional de Condiciones de Trabajo. C/Dulcet, s/n. 08034 Barcelona - Spain.

SOCIAL EUROPE

Social Europe is published by the Directorate-General for Employment, Industrial Relations and Social Affairs. Since 1983 it has been regularly supplying information on social developments in Europe and on the work undertaken by the European Commission in the field of social policy. With the first issue of 1990 a new style has been adopted by the publication, a style designed to combine an in-depth examination of a particular topic along with a comprehensive listing of key documents and texts published by the various Community bodies.

The topic chosen for an in-depth analysis within Part 1 of Social Europe 1/90 is the Social Charter. Chapter 1 looks at the place of the Charter within the context of the single European market and contains an introductory article by European Commissioner Vasso Papandreou. There follows a series of articles by individual contributors designed to examine the Charter from a number of different standpoints. Thus, for example, Jean-Pierre Soisson, the French Minister for Labour, Employment and Vocational Training provides a perspective from the point of view of the French Government, whilst contributions are also included from the Secretary-General of the employers' association UNICE and the Secretary of the ETUC.

Further chapters of Part 1 examine the Charter itself and the Commission Action Programme. Part 1 is completed by a series of texts of important documents relating to the Social Charter.

Part 2 of Issue 1/90 contains a wide variety of texts which include the Council Resolution on continuing vocational training and the Conclusions of the Council on the employment of disabled people in the Community.

Social Europe is available from the Office For Official Publications of the European Community, L-2985, Luxembourg. Single issues cost 13.5 ECU whilst an annual subscription is available for 36 ECU (Annual Subscription for Social Europe plus all Supplements - 87.5 ECU).

EUROBAROMETER SURVEY

The results of the Spring 1990 Eurobarometer survey have recently been published and they confirm the continuation of strong public support for the European Community in general and the social dimension particular. The survey, which was based on almost 12,000 interviews throughout all Member States, attempted to obtain the opinions of European citizens on a wide range of subjects. Of particular interest to trade unionists will be the current level of support for both the Social Charter and the need for European legislation within different field of social policy.

A majority of citizens within all Member States continue to see the Social Charter as a "good thing". The detailed results are as follows:-

Attitudes to the Social Charter - Spring 1990

- (1) A good thing. (2) Neither good nor bad.
(3) A bad thing. (4) No reply.

Country	(1)	(2)	(3)	(4)
Belgium	55%	25%	4%	15%
Denmark	54%	17%	19%	9%
FR Germany	60%	21%	5%	14%
Greece	80%	9%	2%	9%
Spain	61%	21%	2%	16%
France	56%	29%	5%	11%
Ireland	66%	17%	3%	14%
Italy	71%	15%	2%	13%
Luxembourg	50%	28%	4%	18%
Netherlands	75%	15%	3%	8%
Portugal	63%	23%	1%	12%
United Kingdom	67%	15%	8%	10%
EC12	64%	20%	4%	12%

The latest Eurobarometer survey asked respondents whether they would be in favour or against the introduction of European Community regulations within a series of social policy fields. The results demonstrated a very definite support for such regulations - the type of regulations which are currently part of the Social Charter Action Programme. The Community-wide response was as follows:-

For or Against EC Regulations in Social Policy Fields - Spring 1990

Policy Field	For	Against
Health & Safety at Work	92%	4%
Social Rights for the elderly	92%	4%
Protection of young workers	91%	4%
Protection of the disabled	91%	4%
Protection of women at work	90%	4%
Job-related training	85%	7%
Worker participation	81%	8%
Hours of work & rest	81%	11%
Minimum income	80%	11%
Part-time work	79%	11%
Freedom to reside	77%	15%
Rights for non-EC citizens	62%	21%

Further details of the Eurobarometer Survey are contained in "Eurobarometer No. 33" June 1990, published by the Commission of the European Communities.

READERSHIP SURVEY

The European Trade Union Information Bulletin is now in its sixth year and it is a matter of urgency that the readership details and addresses are brought up-to-date. In addition, consideration is being given to running a pilot phase of a rapid information service which will take advantage of new technology to provide quick access to the latest information on developments within the European Community. For these reasons we are asking all Bulletin readers to complete the form set out on the next page and return it to the address shown. In order to ensure that you continue to receive copies of the Bulletin you should return the completed form as soon as possible. Thank you for participating in this survey.

EUROPEAN TRADE UNION INFORMATION BULLETIN

Readership Survey - October 1990

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Preferred Content:

Would you like to see more, or less, coverage of the following topics within the Bulletin?

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LABOUR MARKET NEWS

EUROPEAN PARLIAMENT

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STRUCTURAL FUNDS

VOCATIONAL TRAINING

EUROPEAN FOUNDATION - DUBLIN

+	-

HEALTH & SAFETY

1992 - INTERNAL MARKET

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What other topics would you like to see covered in the Bulletin?

Please return to: Trade Union Division (BQ), Commission of the European Communities (DGX), 200 rue de la Loi, B-1049 Brussels, Belgium.

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