

# Trade Union Information BULLETIN

Issue No 1 of 1992

## Eleven to Forge Ahead With The Social Charter

Trade unionists from throughout the Community all agreed that it was essential that some positive movement had to be achieved by the December Maastricht summit to promote the Social Charter proposals from potential blocks within the Council of Ministers. Movement was achieved, but at a price. The United Kingdom government was unable to support the Treaty amendments relating to social policy and therefore they were adopted by the remaining eleven Member States.

It was the only option remaining to the leaders of the Member States other than abandoning plans for the reform of the voting system used to introduce Social Charter measures - an option the eleven leaders, and the entire European trade union movement, were unwilling to accept. At least it means that once the new Treaty comes into effect in January 1993, the Social Charter

proposals will be able to make real and substantial progress once again, although - for the time being - the protection they offer will not apply to British workers. As the European Trade Union Confederation stated shortly after the summit: "it is better to have an agreement between eleven than to seek a compromise between twelve which would have watered down and made impossible the social policy that Europe needs".

The main points arising from the Maastricht summit of importance to trade unionists are considered on the following pages of the Bulletin. The social policy Protocol provides a powerful new means by which the rights of European workers can be protected. All that remains now is to ensure that it is eventually extended to all Member States.



Published by the Trade Union Division  
COMMISSION OF THE EUROPEAN  
COMMUNITIES (DGX)

Social Charter News	p. 6
Collective redundancies	p. 8
Vocational Training Memorandum	p. 11
Regional Economic Profiles	p. 14

# Maastricht Review

## Economic and Monetary Union

The decision to quickly proceed to Stages 2 and 3 of Economic and Monetary Union will have an important influence on the future of economic policy within Member States during the remainder of the decade. Stage 2 will commence on the 1st January 1994 and it will see a strengthening of the co-ordination of the economic and monetary policies of the Member States. The timing of the movement to Stage 3 will be determined by the degree of convergence achieved by Member States. The criteria for judging convergence will include price stability, government budgetary policy, membership of the Exchange Rate Mechanism and the level of interest rates.

If a majority of Member States have achieved satisfactory levels of convergence, a move towards Stage 3 could take place as early as December 1996, otherwise it will automatically commence on the 1 January 1999.

### Institutional Reform

The new Treaty will make a number of changes in the way the institutions of the Community operate and in Community decision-making procedures. The European Parliament achieves the right to set up Committees of Enquiry and appoint an Ombudsman, and the right to be consulted with respect to the appointment of Commissioners. It also achieves new powers in the decision-making field with the introduction of the "co-decision procedure".

The European Commission will be reduced from 17 members to 12, and as from January 1995, the term of office of Commissioners will be five years. A new consultative Committee is to be established - the Committee of the Regions. It will have 189 members, representative of the regions of the Community, and it will function along similar lines to the Economic and Social Committee. It will produce Opinions in response to requests from the Council or the Commission and have the right to produce "Own-Initiative Opinions" on any issue where it feels that regional issues are involved.

## Citizenship

The concept of Union citizenship is established, and citizens of the European union are guaranteed certain common rights. These include the right to free movement, the right to vote and stand as a candidate in local and European elections, and the right to diplomatic protection from the diplomatic representatives of any of the Member States.

### THE MAASTRICHT AGREEMENT:

#### Decision - Making

Following the coming into force of the amended Treaty in January 1993, there will be three decision-making procedures in use, each one of which will provide the Council and the European Parliament with different powers. Briefly, the three systems are as follows:-

**Article 189a:** The current "consultation procedure" which requires unanimous approval by the Council of Ministers following consultation with the European Parliament and the Economic and Social Committee.

**Article 189b:** The new "co-decision procedure" within which the Council can reach decisions by a qualified majority (following the Opinions of Parliament and the Economic and Social Committee). Parliament can then either accept, reject or amend the resulting "common position" of the Council. If it is amended and the Council does not implement the amendments a Conciliation Committee of representatives of the Council and Parliament is established. In the final event, Parliament has the right to reject a text by an absolute majority.

**Article 189c:** The existing "co-operation procedure", whereby the Council can adopt a text by a qualified majority and the "common position" is subject to a second reading in the European Parliament. The Council can, if it wishes, over-rule Parliament's amendments if it acts unanimously.

## Expansion of Competencies

The new Treaty will bring about a significant expansion in the competencies of the Community. A number of policy areas are detailed as areas of legitimate Community action for the first time, whilst the use of qualified majority voting is extended to a number of other areas.

Qualified majority voting is to be extended to certain aspects of transport policy; education and training policy; the achievement of economic and social cohesion; research and technological development programmes; the environment; policy relating to trans-European networks; and consumer protection policy.

For the first time the list of formal activities of the Community includes such issues as health protection, consumer protection and the creation of trans-European networks.

## The Future

The new Treaty will come into effect, following formal ratification by each Member State, on the 1st January 1993. The summit meeting decided that a further review of the Treaty will be required, and another, Intergovernmental Conference, during 1996. The precise relationship between the new social policy Protocol arrangements and the existing Treaty provisions is not yet known; the situation will no doubt be clarified in the remaining months of this year before the provisions take effect.

## THE MAASTRICHT AGREEMENT:

### The Social Policy Protocol

The Protocol on Social Policy was adopted by the Member States of the Community with the exception of the United Kingdom. Legislative acts adopted by means of the procedures set out in the Protocol will apply to all Member States other than the United Kingdom. The Protocol is merely the revised Articles 117-122 of the Treaty which were originally intended to form part of the overall amendment of the Treaty.

Basically, they extend qualified majority voting to the field of social policy, although there are a number of stated exceptions. Qualified majority voting is extended to improvements in the working environment, working conditions, the provision of information and worker consultation, equal opportunities and the integration of persons excluded from the labour market. Unanimity would still be required for decisions in the field of social security and the social protection of workers, the representation and collective defence of workers' interests and the conditions of employment for third-country nationals.

Article 118 provides a means by which social policy objectives can be implemented by agreements between management and labour at Community level (the social dialogue principle).

The existence of this new Protocol does not have the effect of removing social policy from the Treaty - the existing Treaty provisions on social policy will remain in place. Thus, health and safety legislation will continue to be adopted by a qualified majority vote and will continue to apply to all twelve Member States. Even legislation adopted using the new Protocol procedures will apply to British companies in respect of their activities within other Member States. Such arrangements might have some strange consequences. If, for example, the European Works Council Directive is adopted using the Protocol arrangements, British transnational companies will still need to establish a European Works Council for representatives from the other eleven Member States, but not for British worker representatives!

It is still unclear as to how the arrangements will work out in reality, and there still remains the possibility that the United Kingdom will eventually accept the principle of qualified majority voting on social policy issues. If that was the case, the revised Articles would replace the existing Articles 117-122 of the main Treaty.

# NEWS BRIEF

## EUROBAROMETER

The latest edition of Eurobarometer, the report of public opinion in the European Community, highlights the continuing high level of popular support for the social dimension of the single market. Almost two-thirds of those interviewed (65%) identified the social dimension as being a "good thing", with less than one in ten (8%) describing it as a "bad thing". There was a clear majority of support for the social dimension in each of the twelve Member States, including the United Kingdom where the government has opted-out of the social charter protocol. The highest levels of support for the social dimension were recorded in Italy (77%), Portugal (74%), the Netherlands (73%) and Ireland (72%).

Interviewed a few weeks before the Maastricht summit, 85% of citizens feel that European Community matters are important (or very important) for the future of their country and its people - the highest level recorded since surveying started in 1975.

## ETUC VIEWS MAASTRICHT AS "POSITIVE"

The Steering Committee of the European Trade Union Confederation has given a positive assessment to the outcome of the Maastricht summit meeting. On the issue of the social charter, the steering committee took the view that the eleven Member States had taken the only possible course of action in the face of the "British government's intransigence". "A Community social dynamic was now possible, provided the Eleven were sufficiently resolute in their political will", they commented. The ETUC feels that it is essential that the Council speed up the implementation of the social charter action programme. Commission President, Jacques Delors has agreed to attend the next ETUC Executive Committee meeting to answer questions on the Maastricht summit and other issues.

## EUROTRAIN

The 4th European Congress on Continuing Education and Training will be held between the 5th and the 9th October this year and it will concentrate on the training implications resulting from the economic and social changes taking place in Central and Eastern Europe. The Conference will adopt a unique format - it will be held in five different capitals (Berlin, Warsaw, Prague, Budapest and Vienna) on five consecutive days. Each event will be linked by a specially equipped train, "the Euro-Train for Training", to form a single European event.

Participants will be able to take part in workshops and discussions and acquaint themselves with training projects and requirements in the various participating countries. The two specially-equipped trains will provide accommodation and the opportunities for informal meetings. Further information about the event can be obtained from:-

BBJ Servis GmbH  
Alt Moabit 73  
1000 Berlin 21  
Tel: 030 / 390 80 50  
Fax: 030 / 390 80 540

## RETEX PROGRAMME

The European Commission has approved a new Community initiative to support the reconstruction and reconversion of textile regions within the Community. The RETEX programme will operate along similar lines to the existing programmes for steel producing regions (RESIDER), shipbuilding regions (RENAVAL) and coal producing regions (RECHAR). Measures under the RETEX programme will concern improving technological know-how, encouraging local co-operation between producers, vocational training, the transformation of redundant industrial sites, and aid for reducing pollution.

# NEWS BRIEF

## LOW PAY

A recent study undertaken by the French research group CERC on behalf of the European Commission shows that the incidence of low pay is greatest in the United Kingdom, Spain and Ireland. Both the UK and Ireland have only limited provision for minimum wages and in both cases the mechanism for protecting the low paid - the British Wage Councils and the Irish Joint Labour Committees - have seen their role progressively reduced over the past 15 years. The study defined low pay as full-time earnings which are less than two-thirds of the national median salary. Taking such a definition, the proportion of workers receiving low pay in each Member State was as follows:-

Belgium .....	5%
The Netherlands .....	11%
Portugal .....	12%
Germany .....	13%
France .....	14%
Italy .....	14.5%
Ireland .....	18%
Spain .....	19%
United Kingdom .....	20%

The German figure applies to Germany with the exception of the former East German territory. Insufficient data existed to produce meaningful statistics for Denmark, Greece and Luxembourg.

## EUROPEAN EMPLOYMENT AND INDUSTRIAL RELATIONS GLOSSARIES

The European Foundation for the Improvement of Living and Working Conditions have just announced the publication of a comprehensive, twelve volume glossary of employment law and industrial relations systems in the Community Member States.

Each volume of the glossary is devoted to a Member State. The specialist terms and concepts found within national industrial relations systems are clearly explained and placed within an overall context. Entries are cross-referenced throughout and texts include statistical tables and bibliographies.

An associated development is the creation of an on-line database containing all the information to be found within the glossaries. The database will shortly be available via the European Commission Host Organisation (ECHO) telecommunications network. Further details of both the glossaries and the database can be obtained from the European Foundation (See page 15 for contact address).

## HEALTH AND THE ENVIRONMENT

The Environment Council has adopted a resolution on health and the environment which calls for a detailed examination by the Commission of the inter-relationship between public health and environmental factors. The resolution calls on the Commission to examine how to gather and exchange knowledge and information on the relationship between health and the environment and how available knowledge can be improved and made more accessible and usable in all Community Member States.

## INDUSTRIAL PRODUCTION

According to the latest EUROSTAT statistics, industrial production in the European Community remained stagnant during the year ending October 1991. In October 1991 the index of industrial production stood at 121.4 (1980=100) compared with 122.0 in October 1990. The figures indicate a sharp reduction in production within the European automobile industry during the period in question.



## European Works Councils

Following the Opinions of both the European Parliament and the Economic and Social Committee, the European Commission have issued an amended proposal for a European Works Council Directive. The most important amendments are as follows:-

### Employee Participation in Profits and Enterprise Results

The Social Charter Action Programme included a commitment to introduce a "Community instrument" on equity sharing and financial participation schemes. Accordingly, the Commission have recently published a proposal for a Council Recommendation concerning the promotion of employee participation in profits and enterprise results. (COM(91) 259 final).

The purpose of the Recommendation is to merely underline the importance which the Commission attaches to employee participation in profits and enterprise results and to set out the guidelines for action at Community level. Such action will include:-

- encouraging the use of financial participation schemes and the exchange between users of experience with these schemes;
- the supply of relevant information about financial participation schemes;
- encouraging the creation of some types of financial participation schemes to be used community-wide under comparable conditions;
- monitoring further developments in this field.

**Article 2:** The "threshold" calculation used in determining the application of the directive changes and is now based on the number of employees within a Member state rather than within an "establishment". A new paragraph also defines the thresholds in terms of the number of employees during the previous two years.

**Article 3:** A new paragraph within Article 3 clarifies the position with regards to investment companies and financial controlling companies. There was never any intention that European Works Councils should be set up in such bodies which do not involve themselves - directly or indirectly - in the management of an undertaking in which they have holdings; and the new paragraph makes this clear.

**Article 4:** Changes to the first paragraph of Article 4 make it clear that the powers and competencies of a European Works Council shall cover all establishments and group undertakings located in the Community, irrespective of their workforce, provided that they belong to a Community-scale undertaking or group of undertakings.

**Article 5:** Following the Opinions of the EP and the ESC, a number of amendments are being proposed to Article 5 which deals with the European Works Council Agreement. In particular one change will mean that the special negotiating body - which will represent workers in negotiating the establishment of an EWC - will need to be elected by employee representatives and not just appointed by them.

**Article 8:** An amendment has been incorporated into Article 8 intended to discourage any management abuse of the directive's secrecy clause.

The amended proposal will now be resubmitted to the European Parliament, the Economic and Social Committee and the Council of Ministers.

# SOCIAL CHARTER NEWS

## First Report on Application of Social Charter

The European Commission have just published their first report on the application of the Community Charter of Fundamental Social Rights (\*). Under the terms of points 29 and 30 of the Social Charter the European Commission is committed to produce an annual report on the application of the Charter by the Member States. This first report is in two parts: Part 1 examines the application by the European Community of the Social Charter whilst Part 2 looks in detail at the situation in each Member State.

Part 1 is basically a review of the progress of the Commission Action Programme on the Social Charter. Annex II contains a checklist - very similar to the ones used in the Bulletin during the last two years - which charts the progress of each of the Action Programme proposals.

The majority of the 300 page report is taken up with Part 2 - the reports from the Member States. These reports have been compiled from information supplied by national governments in response to a Commission questionnaire. The

questionnaire covers the major themes contained within the Charter -

- Freedom of movement
- Employment and remuneration
- Improvement in living and working conditions
- Social protection
- Freedom of association and collective bargaining
- Vocational training
- Equal treatment for men and women
- Information, consultation and participation
- Health protection at the workplace
- Protection of children and adolescents
- The elderly
- Disabled persons

In addition to providing a guide to what has been done to implement the Charter, the report provides a very useful source of information on the development of social policy in each of the Member States.

(\*) First Report on the Application of the Community Charter of the Fundamental Social Rights of Workers COM(91) 511 5/12/91

### CHILD CARE

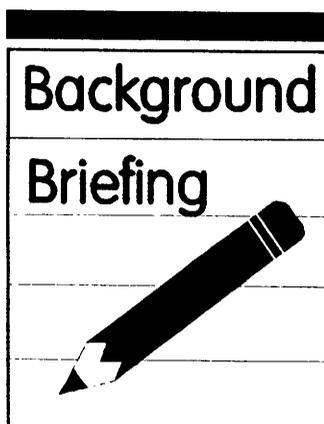
The European Parliament, adopting the Pollack Report on Child Care, have put forward a number of amendments to the proposed Commission Recommendation on child care, aimed at strengthening the proposals. Amongst other things, Parliament calls for improvements in parental leave, an increase in the availability of nursery school places, and increased efforts to satisfy the demand for quality childcare.

### PORTUGUESE PRIORITIES

The Portuguese President of the Social affairs Council, Mr Peneda, outlined the priorities of the Portuguese Presidency in respect of the Social Charter Action Programme to the January meeting

of the European Parliament Committee on Social Affairs. He told MEP's that he expected the April Social Affairs Council to consider proposals for worker participation in profits and enterprise results, collective dismissals and the proposed working time directive.

The June meeting of the Council would consider outstanding proposals on the protection of pregnant women at work, minimum health and safety standards for temporary and mobile work sites, and proposals relating to the free movement of workers. Commissioner Vasso Papandreou, speaking to the same meeting, said that any problems arising from the new social policy Protocol arrangements would have to be resolved "as they emerge".



# Commission Proposals to amend the 1975 EC Directive on **Collective Redun- dancies**

The European Commission has published proposals for amending the 1975 Community directive on collective redundancies. The 1975 directive requires companies to provide advanced notification of large-scale redundancies and inform and consult trade unions before redundancies are announced. However, since the directive was adopted, considerable difficulty has been encountered in applying its provisions to multi-national companies, where the decision to restructure - and thereby cause redundancies - is taken outside of the Member State where the redundancies will have an effect.

The need to amend the 1975 directive was highlighted by the Commission's Social Charter Action Programme which called for Community legislation to eliminate what it called the "legal loophole" with regards to transnational companies. It is clear that this loophole has become more and more important as the rate of mergers and acquisitions between EC based companies has increased (See Figure 1).

A number of individual cases have also emphasised the need for a fundamental revision of the 1975 directive. The case of the closure of their Belgian factory by the French Michelin company and the closure of the Belgian plant of the American Colgate company have both highlighted the weakness of the current directive. During its September 1991 plenary session, the European Parliament called for an urgent review of the existing directive after studying the case of the Dutch-owned SEDA factory in Barcelona.

The Commission's new proposals have been put forward following a lengthy period of consultation with both employer associations and trade unions. The proposal is being brought forward under Article 100 of the Treaty and therefore it will need unanimous support on the Council of Ministers. If approved, the provisions of the new directive will need to be incorporated into national law by Member States by the 31st December 1992.

The main elements of the new Commission proposals are set out on the following page.

Figure 1			
Mergers and Acquisitions by nationality of the firms involved			
Year	National	EC	International
1983-84	101(65%)	29(19%)	25(16%)
1984-85	146(70%)	44(21%)	18(9%)
1985-86	145(64%)	52(23%)	30(13%)
1986-87	211(70%)	75(25%)	17(6%)
1987-88	214(56%)	111(29%)	58(18%)
1988-89	233(47%)	197(40%)	62(13%)
Figures in brackets show % of total during the year			
Source: European Commission COM(91)292 final			

## BACKGROUND BRIEFING - Collective Redundancies

### **Extension of Application:**

The proposed amendments would extend the application of the 1975 Directive to cover all proposed collective redundancies affecting workers within the Member States of the European Community, even where the decision to introduce the redundancies had been taken outside the Member State where the redundancies were to take place. The amended directive would even apply to cases where the decision to introduce collective redundancies was taken by a controlling enterprise situated outside the territory of the Community itself.

### **Crews of Sea-Going Vessels:**

The Commission proposals would bring the crews of sea-going vessels within the scope of the 1975 directive.

### **Judicial Decision:**

The existing directive provides for an exemption from the notification and consultation requirements where an establishment's activities are terminated as a result of a judicial decision. The Commission now consider that this exemption is no longer appropriate and therefore they intend to remove it.

### **Information and Consultation Requirements:**

The new proposals introduce a number of relatively minor clarifications and refinements in respect of the timing and objectives of the consultations about proposed redundancies. These will bring the original directives' provisions into line with other EC directives and international conventions.

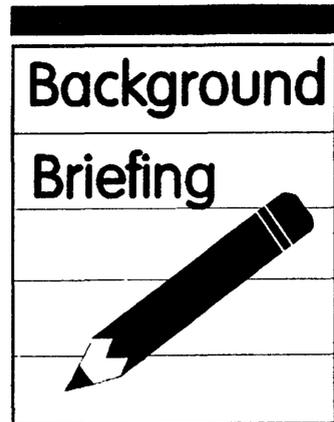
### **Designation of Workers' Representatives:**

The proposals change the conditions applicable to the consultation requirements within small undertakings. Within the original directive the definition of which "workers' representatives" had to be consulted was left to the individual Member States. The new proposals remove the requirement for consultations from all firms with less than 50 workers, although the requirement to notify collective redundancies remains.

### **Failure to Comply:**

The Commission is proposing a new Article which will introduce an explicit provision aimed at ensuring the enforceability of the Directive. This will ensure that judicial procedures are available to workers' representatives in the event of a failure to comply with the Directive, and that such procedures have the ability to render null and void those collective redundancies effected in contradiction with the directive.

**Reference:** Proposal for a Council Directive amending Directive 75/129/EEC on the approximation of the laws of the Member States relating to collective redundancies. COM(91) 292 final 13 November 1991.



## EC Legislation on Workers' Rights

During the 1970s the European Community adopted three major directives on workers' rights, the first of which was the 1975 directive on collective redundancies which is now being amended.

The other two directives were:-

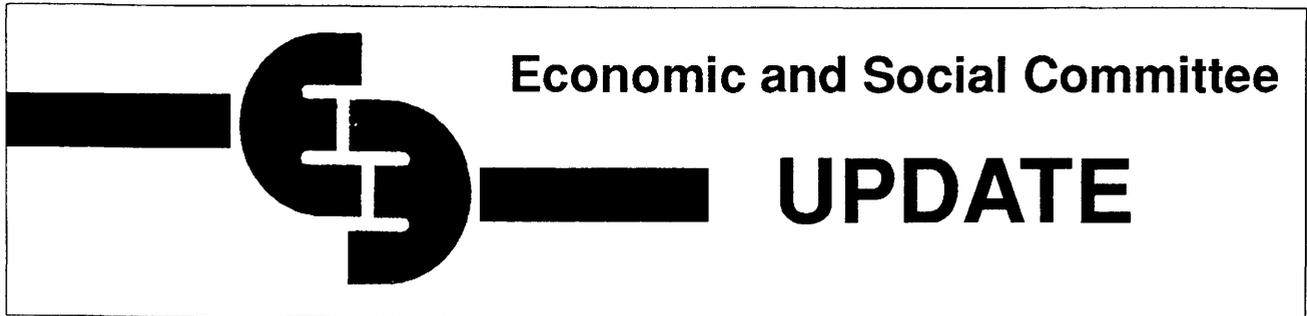
### **Transfer of Undertakings:**

A 1977 directive guarantees information and consultation rights in the event of a transfer of ownership of an undertaking. The directive also guaranteed the transfer of the existing contract of employment and collective bargaining arrangements to the new owner of the undertaking.

### **Rights in the Event of Bankruptcy:**

A directive, finally adopted in 1980, which provides workers with rights in the event of the bankruptcy of their employer. The directive guarantees the payment of wages and other outstanding claims from employees when a firm is declared insolvent or bankrupt.

This foundation of European law on workers' rights is currently being added to by proposals contained within the social charter action programme. Under discussion at the moment are proposals to guarantee the rights of groups of workers such as part-time and temporary workers and workers on fixed-term contracts.



## Lone Parent Families

At the end of last year the Economic and Social Committee adopted an Own-Initiative Opinion on lone parent families. Such families often represent a marginalised social group within the Community who do not benefit from existing equal opportunity policies.

The Opinion, which was adopted without any dissenting votes, draws attention to the fact that the overwhelming majority of lone parents are women, and that they encounter numerous problems which the social benefit schemes of Member States fail to resolve. Amongst the problems encountered by lone parent families - and particularly unmarried mothers - the Opinion lists poorly paid jobs, poor qualifications, childcare problems and poor housing.

To help lone parents to reintegrate into professional life, the Economic and Social Committee proposes measures such as access to childcare resources that cater for the needs of both parent and child; access to vocational education and training; state intervention to enforce the regular payment of child maintenance; and a benefit system that alleviates low wages. According to the Committee, the principle upon which the Community should formulate policy is that all families should have equal access to social participation.

The Opinion was presented by a British member of the Committee, Sue Slipman, who is the Director of the UK National Council for One Parent Families. Further details of the Opinion can be obtained from the Economic and Social Committee.

## Sexual Harassment at Work

Whilst complementing the Commission on having the courage to publicise the problem of sexual harassment at work and to recognise that the extent of sexual harassment and its psychological consequences have previously been underestimated, the Economic and Social Committee have expressed disappointment that the proposed Code of Conduct is only a Commission recommendation. They believe that a more binding legal instrument would be appropriate, and to combat discrimination at the workplace, the Committee proposes that the onus of proof be modified.

The Committees' Opinion on the Draft Commission Recommendation on the Protection of the Dignity of Women and Men at Work was adopted with just one vote against. The Opinion points out that studies have been carried out which show that sexual harassment is an unpleasant but evidently unavoidable aspect of the working life of millions of women. The essential difference between sexual harassment and physical and verbal behaviour which would perhaps be welcome in another context is its unwanted nature. The basis of the Commission proposal - which the Committee fully supports - is that "it is for each individual to determine what behaviour is acceptable to them and what they regard as offensive"

The Committee suggests that the Code of Conduct should include practical examples to more clearly define what might constitute sexual harassment in the workplace.

---

Further details of these, and other, Economic and Social Committee Opinions can be obtained from:  
Economic and Social Committee of the European Community, Rue Ravenstein 2, B-1000 Brussels, Belgium.  
Tel: 519 90 11 Fax: 513 48 93

# VOCATIONAL TRAINING

## *New Commission Memorandum*

---

The European Commission has recently been reviewing its policy objectives in the field of education and training and it has published three memoranda. The first two dealt with Open and Distance learning and Higher Education. The third, published in December 1991, deals with Vocational Training.

The aim of the vocational training memorandum is to provide a basis for a debate on the key questions facing vocational training in the Community at this time. The Commission identifies a number of vital issues relating to vocational training:-

- the major **socio-economic changes** of the 1990s, in particular the consequences of the accelerating globalisation of economic activities and technologies;
- the shape and increasing pace of **technological change** in coming years and the need to develop new forms of work organisation with new requirements for qualifications and human resource development;
- the balance to be achieved between **investment** in research and development to accelerate innovation, and investment in training to create a skilled workforce able to use and diffuse innovations;
- **regional problems** arising from skill shortages in various parts of the Community;
- the **mutual knowledge** of training systems between the various Member States and the establishment of transeuropean networks for information and exchanges;
- the evolving patterns of **mobility** within and into the Community with their consequences for the structure and operation of the European labour market.

Each of these issues is examined in detail in an attempt to define new guidelines for Community policy on vocational training and to help the Community reinforce and assist action taken by individual Member States.

In establishing appropriate guidelines for the 1990s, the memorandum states that Community policy on vocational training has reached a new stage in its development. There is a clear need for a growth in the quality and quantity of investment in training at all levels. Human resources should be developed from two points of view: economic competitiveness on the one hand, and economic and social cohesion on the other. The central objectives for Community training policy are grouped under three headings:-

### **Investment:**

There needs to be increased investment in training: both Member States and the Community itself should make greater efforts to ensure that they are able to cope with the economic, technological and social changes of the nineties and reduce regional disparities. Thus access to and participation in appropriate vocational training should be made easier and this means supplying all young people with a broadly based and acknowledged professional qualification in order to facilitate their transition to working life and their entry into the labour market, and developing opportunities for access to training throughout the working life.

### **Improvement:**

The quality, and hence the practical results, of training and education systems will have to be improved to meet the explosion in training needs, notably by exchange of information and experiences in this area.

### **Transparency:**

Equal access to vocational training must be established by removing all discrimination on grounds of nationality and there should be genuine transparency of the European training market by ensuring the mutual recognition and acknowledgement of training courses and vocational qualifications.

Commission Memorandum on Vocational Training in the European Community in the 1990s COM(91) 397 final 12 December 1991.



# Regional Economic Profiles

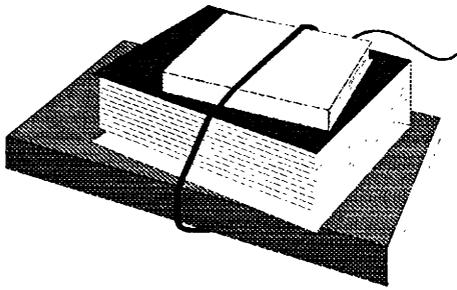


As the principle of economic and social cohesion becomes even more central within the European Community, attention will be increasingly focused on the practical measures of cohesion - regional disparity statistics. The following figures are taken from two recent Eurostat reports, and they bring together regional statistics on GDP and unemployment. Per capita GDP is given in absolute terms (in ECU) for 1989; and in comparative terms (purchasing power standards which take price levels into account) for 1980 and 1989. The percentage unemployment rate is provided for both 1990 and 1991. The resulting picture is still one of wide disparities - where considerable progress remains to be made before economic and social cohesion becomes a reality.

Country / Region	Population ('000s)	Per capita GDP (ECU) 1989	Per capita GDP (PPS) 1980		Per capita GDP (PPS) 1989		% Unemployment	
			EUR 12 = 100		EUR 12 = 100		1990	1991
<b>BELGIUM</b>	9,938	13,978	101	104	7.1	7.6		
Vlaams Gewest	5,731	14,179	103	103	5.2	5.5		
Region Wallonne	3,239	11,284	88	82	10.2	10.8		
Brussels	967	21,900	163	159	9.1	9.8		
<b>DENMARK</b>	5,132	18,531	108	107	8.4	8.8		
<b>GERMANY</b>	61,990	17,421	114	112	5.2	4.5		
Baden-Wurttemberg	9,461	18,446	119	118	3.0	2.7		
Bayern	11,087	17,663	109	113	3.4	2.8		
Berlin (West)	2,065	17,479	124	112	6.9	7.0		
Breman	666	21,992	143	141	10.4	8.4		
Hamburg	1,611	27,023	179	173	8.0	6.6		
Hessen	5,594	19,963	125	128	4.1	3.6		
Niedersachsen	7,235	15,128	99	97	6.8	5.8		
Nordrhein-Westfalen	16,950	16,709	113	107	6.9	6.0		
Rheinland-Pfalz	3,675	15,391	102	99	4.5	3.8		
Saarland	1,063	15,767	103	101	7.2	6.4		
<b>GREECE</b>	9,992	4,924	58	54	7.0	8.1		
Voreia Ellada	3,242	4,842	54	53	6.9			
Kentriki Ellada	2,292	4,885	57	54	6.0			
Attiki	3,511	5,124	66	57	8.8			
Nisia	946	4,556	47	50	3.4			
<b>SPAIN</b>	38,688	8,923	74	77	16.4	15.8		
Noroeste	4,459	7,469	70	65	13.8	13.4		
Noreste	4,113	10,469	89	91	14.8	14.4		
Madrid	4,827	10,847	85	94	12.6	11.5		
Centro	5,452	7,466	65	65	16.9	15.9		
Este	10,412	10,280	82	89	13.0	12.8		
Sur	7,965	6,986	60	61	24.7	23.2		
Canarias	1,461	8,964	61	78	23.2	24.0		

Country / Region	Population ('000s)	Per capita GDP (ECU) 1989	Per capita GDP (PPS) 1980	Per capita GDP (PPS) 1989	% Unemployment 1990	% Unemployment 1991
			EUR 12 = 100			
FRANCE	56,161	15,497	112	109	8.8	9.3
Ile de France	10,422	23,183	158	162	7.3	8.0
Bassin Parisien	10,255	14,258	106	100	9.2	9.6
Nord-Pas-De-Calais	3,956	12,457	97	87	11.8	11.6
Est	5,065	14,265	108	100	6.7	6.8
Ouest	7,480	12,979	94	91	9.2	9.4
Sud-Ouest	5,882	13,474	94	94	9.2	9.4
Centre-Est	6,589	14,770	107	103	7.8	8.6
Mediterranee	6,512	13,403	97	94	11.4	12.3
IRELAND	3,515	8,762	64	67	15.3	16.9
ITALY	57,540	13,669	102	104	9.8	9.9
Nord Ovest	6,240	15,855	119	120	6.4	6.4
Lombardia	8,906	18,319	135	139	3.3	3.4
Nord Est	6,479	15,564	113	118	3.9	4.1
Emilia-Romagna	3,929	17,160	134	130	4.1	4.2
Centro	5,823	14,407	111	109	7.1	7.3
Lazio	5,155	15,469	107	117	10.6	10.0
Campania	5,761	8,779	67	67	19.2	20.2
Abruzzi-Molise	1,598	11,446	85	87	10.2	10.5
Sud	6,833	8,856	73	73	17.1	17.2
Sicilia	5,161	9,051	69	69	21.0	21.2
Sardegna	1,656	9,927	74	75	18.3	18.0
LUXEMBOURG	377	16,976	118	129	1.5	1.7
NETHERLANDS	14,846	13,687	111	102	8.0	
Noord-Nederland	1,602	13,699	137	102	10.9	
Oost-Nederland	3,018	11,648	95	87	8.2	
West-Nederland	6,945	14,960	118	112	7.4	
PORTUGAL	9,793	4,197	55	55	4.1	4.2
Norte	3,630	3,573	46	47	2.6	2.7
Centro	1,791	3,467	44	45	2.0	2.1
Lisboa e Vale do Tejo	3,459	5,332	71	70	5.8	6.1
Alentejo	571	3,788	51	50	9.7	10.3
Algarve	343	3,840	50	50	3.8	4.0
UNITED KINGDOM	57,236	13,282	101	107	6.9	9.0
North	3,073	11,320	92	91	10.1	11.4
Yorkshire/Humberside	4,940	11,531	93	93	8.0	9.7
East Midlands	3,999	12,359	97	99	5.9	7.9
East Anglia	2,044	13,171	97	106	4.2	6.3
South East	17,384	16,305	119	131	4.7	7.8
South West	4,652	12,820	94	103	4.9	7.8
West Midlands	5,216	12,004	93	97	6.9	9.2
North West	6,380	12,072	97	97	9.1	10.4
Wales	2,873	10,834	84	87	7.6	9.5
Scotland	5,091	12,302	96	99	10.1	10.3
Northern Ireland	1,583	9,871	77	79	17.1	16.8

Source: GDP figures : Eurostat Rapid Reports No.2 1991  
Unemployment Figures : Eurostat Rapid Reports No 3 1991



# New Publications

## European Foundation WORKING TIME

News From The European Foundation:  
Issue No. 28 - 3rd Issue of 1991

The latest edition of the regular newsletter produced by the European Foundation for the Improvement of Living and Working Conditions highlights the subject of changes in working time within the European Community. Over the years the Foundation has undertaken research and published a number of reports dealing with working time, and it continually monitors changes within Member States through its European Community Network of Working-Time Experts. Some of the main findings from the individual Member States are summarised and the main trends are analysed in this issue of "News".

The newsletter also reports on the recently launched European Charter of Rights of the Unemployed and a recent conference on health promotion at the workplace. Copies of "News from the Foundation" can be obtained free of charge from the European Foundation in Dublin.

## European File EUROPE IN FIGURES

A Community of Twelve : Key Figures  
European File 6-7/1991 (European Commission)

As the European Community grows in size and becomes more complex in its operations it is often difficult to get an overall impression of the Community as a whole - rather than as the sum of twelve individual Member States. Statistics can help to provide such an impression and the latest edition of this European File pamphlet provides a useful set of basic economic and social statistics.

The pamphlet is divided into five main sections - population; standard of living; employment; the economy; Europe in the World; and the Community and its Citizens. It is obviously no replacement for other Eurostat publications as a source of detailed statistics, but it can provide a useful introduction to the Community for trade union members. Copies are available, free of charge, from Commission national offices.

## MISEP EMPLOYMENT IN EUROPE

Employment Observatory - Policies  
Mutual Information System on Employment  
Policies (MISEP) No. 36

For some time now one of the most useful sources of information on employment policies in the Community and its Member States have been the regular InforMISEP reports. They are now being published under a new heading, a new title and a new format, having been incorporated into the Employment Observatory programme. From now on MISEP publications will appear as "Employment Observatory - Policies", SYSDem publications as "Employment Observatory - Trends" and publications of the Network of Employment Coordinators (NEC) as "Employment Observatory - Research"

The first issue in the new series examines the latest developments in Member States' policies on training, job creation and aid to the unemployed as well as overall employment policies. It also looks at the election of workers' representatives in Spain and the reform of recruitment procedures in Italy. The new publication is available, free of charge, in English, French and German from the MISEP Secretariat in the Netherlands.

**JANUS  
HEALTH AND SAFETY**

JANUS  
Issue No.8 (European Commission)

As regular readers of the Bulletin will know, JANUS is the publication designed to promote the flow of information on health and safety issues between Member States of the Community. It covers developments relating to health and safety at work in the field of research, training and legislation. The latest issue looks at research into the risks of cancer from occupational exposure to cobalt taking place in Denmark, the incidence of back pain amongst hospital workers in Spain and new research into the hazards associated with VDU's. Within the field of training it examines the training of labour inspectors in safety and health in Portugal and within the field of legislation it looks at two important new Greek laws on health and safety. A special article looks at the problems of alcohol consumption amongst Dutch workers.

**European Documentation  
A CITIZEN'S EUROPE**

A Citizen's Europe by Pascal Fontaine  
European Documentation Series  
European Commission - 1991

This is a new and very useful addition to the European Documentation series. Basically it explains the changes which the creation of the European Community has made to the everyday lives of Community citizens. It starts with a look at the basic structure of the Community and examines the benefits of the single market. Other chapters look at Community rights, major policies such as research, consumer and environmental policies, and the movement towards a true concept of European citizenship.

Well written, very well illustrated, and succinct, it provides an excellent general introduction to the Community and its importance to us all.

**CONTACT  
ADDRESSES**

Publications can be obtained from the following addresses:-

European Foundation for the Improvement of Living and Working Conditions.

Loughinstown House, Shankill, Co. Dublin, Ireland.  
Tel: Dublin 282 6888 Fax: 282 6456

MISEP Secretariat

Institute for Policy Research, P.O. Box 985  
2300 AZ LEIDEN The Netherlands.  
Tel: (31) 71/ 25 37 37 Fax: (31) 71 / 25 37 02

JANUS

Instituto Nacional de Seguridad e Higiene en el Trabajo  
Centro Nacional de Condiciones de Trabajo  
C/. Dulcet, 2-10 E-08034 Barcelona, Spain  
Tel: (34) 3 280 0102 Fax: (34) 3 280 3642

CEDEFOP

European Centre for the Development of Vocational Training

Jean Monnet House, Bundesallee 22  
D-1000 Berlin 15, Germany  
Tel: (030) 88 41 20 Fax: (030) 88 41 22 22

European Commission Publications can be obtained from the Commission National Information Offices (for addresses see the back page of this Bulletin) or from:-

Office for Official Publications of the  
European Communities,  
L-2985 Luxembourg.

**NOTE TO READERS:** As a result of the Bulletin Survey in 1991 as well as economic and administrative considerations, changes may be made in the 1992 arrangements for the Bulletin. A review of the mailing list is being undertaken and will result in a new reduced mailing list being operational later this year. Readers who cease to receive the Bulletin but nevertheless wish to continue to do so should advise the Trade Union Division. Economic considerations may also necessitate a review and continuation of the Bulletin as a free of charge publication.

Published by the Trade Union Division of the Directorate-General for Information, Communication and Culture.  
**COMMISSION OF THE EUROPEAN COMMUNITIES (DGX) 200 rue de la Loi, B-1049 Brussels.**

**Editor: Alan Burnett. Sheffield UK.**

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

# EUROPEAN COMMUNITIES

Commission of the European Communities

# INFORMATION

200 Rue de la Loi - 1049 Brussels

## Commission Offices

### 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.: 53.00.90

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

288, Bld St Germain  
75007 Paris  
Tél.: 40.63.40.99

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.: 678.97.22

Corso Magenta 59  
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 — SWIP 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

9 Alva Street  
Edinburgh EH2 4PH  
Tel.: 225.20.58

### 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 Paça  
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  
Tel.: 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

Av. Orinoco  
Las Mercedes  
Caracas 1060 - Venezuela  
Apartado 67076  
Las Américas 1061 - A  
Caracas - Venezuela  
Tel.: 91.51.33 - Telefax: 91.11.14

Paseo de la Reforma  
1675 - Lomas de Chapultepec  
C.P. 11000  
Mexico D.F.

### 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