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1991



EUROPEAN FOUNDATION

FOR THE IMPROVEMENT OF

LIVING AND WORKING CONDITIONS

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ANNUAL REPORT

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Vice-Chairman
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It is the aim of the Foundation to contribute to the planning and development of the improvement of living and working conditions in the future, through action designed to increase and disseminate knowledge likely to assist these ideas. With this aim in view the task of the Foundation is to develop and pursue ideas on the medium and long term improvement of living and working conditions in the light of practical experience and to identify factors leading to change (Council Regulation (EEC) No. 1365 + 75 of 26 May, 1975, Article 2).

The provisions of Article 13.1 of this Regulation require the Administrative Board to adopt a general report each year on the activities, financial situation and future guidelines of the European Foundation. The present report, covering 1991, was presented and adopted by the Administrative Board of the Foundation at its 44th meeting on 26th March, 1992.

In conformity with Article 13.2 of the Regulation, this report will be distributed to the EC institutions and to the Economic and Social Committee.

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FOR THE IMPROVEMENT OF

LIVING AND WORKING CONDITIONS

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PART I

REVIEW OF THE YEAR



The European Foundation for the Improvement of Living and Working Conditions was established by the Council of Ministers in 1975. Its Regulation (No. 1365/75) set out the aims and activities of the Foundation. It also identified certain themes for particular attention: man at work; organization of work and job design; problems peculiar to certain categories of workers; long-term aspects of improvement of the environment; distribution of human activities in space and in time.

The Regulation requires the Foundation to “take the relevant Community policies into account when carrying out its tasks.” The development of such policies over the last 15 years has naturally led to an evolution in the Foundation’s work programmes where concern for people at work is balanced by an equal concern for environmental issues and for people’s lives in the home and in society generally. At the same time, work patterns and the structure of the labour market have changed so that people are no longer solely identified in terms of their working roles. Ecological consciousness has been raised to an unforeseen level in recent years. People are demanding more involvement in the decisions which affect their lives. Demographic, technological and economic developments are all changing the context in which people live and work.

It follows that the Foundation, in consultation with the Community institutions, has constantly had to re-assess and re-define its priorities to take account of these new trends and needs. Thus, the Foundation’s fourth four-year programme (1989—1992), in which the 1991 work programme is situated, takes account of these changes in Europe and elsewhere. It has also been influenced by political changes at European Community level. The Single European Act, especially its social and environmental provisions, offered a policy basis for much of the Foundation’s programme and the push towards a completed internal market determined its direction.

Since 1988, when that four-year programme was agreed, a Community Charter of Basic Social Rights for Workers has been approved by eleven Member States, and the European Commission has adopted an Action Programme to implement its provisions. The end of the Cold War, changes in Eastern Europe and the Soviet Union, the unification of the two Germanies, the Gulf War, all of these developments have influenced and continue to influence the priorities and activities of the Foundation.

1991 then was a year in which the Foundation implemented a work programme which was not only significantly different in emphasis from its first annual work programme of 1977, but was also influenced by events unforeseen in the 1989—1992 four-year programme which formed its framework. It was also a year in which preparations for the fifth four-year programme (1993—1996) began, a programme which will be implemented in a Community still facing considerable change.

The issues which now concern the Foundation, and the context (political, social and economic) in which it must confront them, are much more complex than they were fifteen years ago. The Foundation is responding to this increasing complexity on two levels: **politically**, by ensuring that the full range of influences on living and working conditions are taken into account and by developing goals and guiding principles which are sufficiently soundly based to remain valid in the face of change; **organizationally**, by putting in place effective mechanisms for broad consultation and for speedy and efficient information delivery. These are conveyed in the following outline of the 1991 activities which took place within the framework of the 1989-1992 four-year programme “1992 and Beyond: New Opportunities to Improve Living and Working Conditions in Europe”.

RESEARCH, DEVELOPMENT AND DISSEMINATION

The Foundation's four-year work programme is divided into six interlinking areas, each of which comprises elements of exploratory research, theme development and information dissemination. Key points of the 1991 work programme are summarized below; details of each project are set out in Part II.

DEVELOPING INDUSTRIAL RELATIONS AND PARTICIPATION

Objectives: *to assist the process of social dialogue in Europe and promote the involvement of those concerned in the process of change, by: the creation of methodological guides and other instruments for use by the social actors at different levels; the monitoring of innovations and developments in industrial relations; the transfer of good practices and experience.*

During 1991 the Foundation saw the completion of several activities in this area and the launching of others. While one thrust of this programme was the organizing of a series of round tables on participation designed to communicate effectively the results of previous actions, another was to commence exploratory work on new trends in industrial relations in the areas of information and consultation in multinationals, industrial relations and the environment at company level, and the extent of direct involvement in southern Europe.

To show the extent, and to provide an evaluation, of the environment of employee representation at company level in the Member States, an attitudinal survey was carried out between 1988 and 1990 in all the 12 Community countries; the results were further debated during the year through continuation of a series of round tables in Member States.

In order to extend and disseminate this accumulation of knowledge of participatory practices in Europe the Foundation established a network of experts. Through the network the first two issues of a new periodical "P+" were published and two workshops were organized in 1991.

In order to provide the social partners, administrators, executives and other experts with a practical instrument to facilitate understanding of the various industrial relations and labour law systems in the European Community, an international group of experts is developing for the Foundation a series of glossaries, each covering the industrial relations terminology of one Member State. In 1991 three

volumes, covering Italy, Spain and the United Kingdom, were published and preparations for further volumes are well underway. In addition the Foundation's first public access database EMIRE (Employment and Industrial Relations in Europe) was developed during the latter part of 1991.

RESTRUCTURING WORKING LIFE

Objectives: *to facilitate the balanced evolution of social and economic developments; to ensure that the changing role of work in society combines a better quality of life with economic success; to identify ways and means of safeguarding and strengthening the basic responsibilities and rights of people in employment and of those who are out of work.*

The Foundation's work is aimed at providing scientific data which indicates the degree to which the world of work and the organization of time is changing, and at initiating debate on these issues, so that workers' interests and companies' requirements can be met simultaneously. In support of this a survey of experiences of "new" or "atypical" forms of work at company level was carried out in eight Member States.

To monitor developments in working-time legislation and in negotiations between the social partners, and in order to draw inferences for future Community developments and the likely consequences such developments might have, an EC-wide survey of legal and contractual limitations of working was completed and a network of experts established. At a meeting of the network in September 1991 it was shown that ongoing changes in working-time patterns in the different Member States were significant.

BEST, the Foundation's network-based Bulletin of European Shiftwork Topics which aims to update and disseminate the Foundation's data collection in the fields of working time and work organization, was published twice in 1991.

The "European Foundation Archive of Time Budget Data" has been completed. It presents information from 22 countries, relevant to the formulation of employment, social and family policies.

PROMOTING HEALTH AND SAFETY

Objectives: *to provide European policy makers with a set of common references; to develop methods for ensuring that health and safety standards are taken into account from the outset of new projects, to the benefit of both companies and employees; to promote the health and safety of all workers, giving priority to groups particularly at risk.*

Health and safety is a recurring theme of Foundation work programmes. Areas that have already been addressed include: physical and psychological stress; occupational accidents and diseases; ergonomics; VDUs; biotechnology; hazardous wastes; commuting; and aspects of design in hospital buildings, construction sites, the workplace and so on. In anticipation of increased interest at international level, with 1992 being chosen as the European Year of Safety, Hygiene and Health Protection at the Workplace, the Foundation has been encouraged to make a contribution in the following areas: improving accessibility for European policy makers to all available information; developing and disseminating practical tools to facilitate the inclusion of health and safety standards at the design stage of investment projects, examining the situation of groups which are particularly at risk, and developing comparative information systems which would show where progress has been made, where problems exist and where priorities should be allocated.

One of the Foundation's major initiatives was to carry out a study of the systems for monitoring working conditions related to health and safety in the European Community. The results illustrate the various systems available, where they differ and what strengths each can offer to the collection and supply of comparative factual data relating to safety and health monitoring.

Because information on working conditions related to health and safety is often scarce, with little comparability between countries and sectors, the Foundation carried out a European questionnaire-based survey on working conditions. Returns from some 12,800 Community employees have been analysed.

Benefits to both the economic efficiency of businesses and to the working environment can be brought about by improved design, planning and organization. How this can be achieved is spelt out in a Foundation study of the construction industry. More generally, the approach to be adopted to take account of socio-economic factors is developed in a report on the management of technical projects.

The promotion of health at the workplace was the major aim of the Foundation's project on innovative workplace action for health which surveyed activities and used case study techniques in various Community states to discover and promote good practice.

The ageing of the workforce presents many economic and social problems for European employers, governments and workers. The Foundation completed a study in 1991 in which it proposes possible actions to be implemented in order to anticipate and respond to such problems.

PROTECTING THE ENVIRONMENT, THE WORKER AND THE PUBLIC

Objectives: *to strengthen the Foundation's contribution to the Community's Environment Programmes, by: broadening its work on the urban environment and taking it into other areas; combining social, economic, occupational and public safety aspects of the environment; and examining the involvement of the relevant actors — industry, social partners, local communities, environmental associations — in the promotion and improvement of the environment.*

While in 1990 the major thrust of this programme was to address issues related to hazardous wastes, the emphasis in 1991 tended more generally towards the improvement and protection of the urban environment. The aim is to pull together and synthesise information on existing and planned research and actions and to analyse this information in a wider environmental and socio-economic policy context. The approach taken includes the organization of a number of specialised workshops, of which the second was held in 1991 in Berlin under the title "Improvement of the Built Environment and Social Integration in Cities". Delegates there discussed such issues as urban transport and social integration; preventing and fighting crime/deviancy, social housing and the quality of the urban environment; social integration and creation of new urban activities and the co-existence of urban functions as a means of ensuring environmental protection and social integration. The first workshop in The Hague was concerned with "Cities and the Global Environment"; a third workshop to be held in Lisbon in 1992, will consider "Land Use Management and Environmental Improvement in Cities".

A new study, the firm in its local environment, which began late in 1991, will look at how firms can become

involved in environmental protection at local and regional level and will seek to develop the role of the social partners in this process.

To point to the measures required to prevent deterioration of the environment and the quality of life with which it is associated was the aim of a study on environmental perspectives and the quality of life. The study, covering the areas of energy, transport, human settlements, industry, waste management, tourism and agriculture, looks to establishing a comprehensive picture of the environmental issues with which the Community may be faced over the next 10–15 years and to identifying possible solutions to problems at an early stage.

RAISING THE STANDARD AND QUALITY OF LIFE FOR ALL

***Objectives:** to provide advice and guidelines on ways and means to: reduce inequalities generated by social and economic imbalances; increase involvement of all those concerned in the process of change, including the social partners and local communities; and improve co-ordination between Community, national and local level responses to change, and between the various policy sectors (employment, social welfare, health, housing, environment, etc.).*

The Foundation's work in this area addresses the issues of how to reduce inequalities generated by social and economic change resulting in exclusion and poverty; increase involvement of all those concerned in the process of change, and improve co-ordination between different levels of responsibility and between the various policy areas in the living conditions field.

To develop a better understanding of factors influencing the contribution of local action in dealing with social, economic and environmental problems in disadvantaged urban areas, the Foundation continued its study "Coping with Social and Economic Change at Neighbourhood Level".

In the area of long-term unemployment, the Foundation's action research programme, Eurocounsel, commenced in May 1991. Its aim is to improve information, advice, guidance and counselling services for those who are long-term unemployed or at risk of becoming so. Through this programme it is planned to provide policy makers and practitioners with the mechanisms to test and investigate elements of good practice. Improved counselling can lead to greater

efficiency in the labour market as a whole.

Family care of the older elderly is also an important element in the Foundation's programme of work. A study, aimed at documenting the nature and extent of family care of older people in Member States and developing a better knowledge of factors affecting trends in caring, clearly identifies the family as the main providers of care, but factors such as demography, divorce, residential mobility and changing attitudes as well as the needs of and for women in employment mean increasing tensions and difficulties.

The goal of making public services more responsive to the needs and preferences of users was a stimulus to the Foundation's research on consumer-oriented action in the public services which was further developed in 1991.

ASSESSING TECHNOLOGIES OF THE FUTURE

***Objectives:** to identify early the "margin for manoeuvre" in technological innovation; to encourage assessment of the options inherent in the process of change; to emphasize preventive action and the transfer of innovation; and to enhance the involvement of the relevant actors from the design stage onward.*

Biotechnology, telecommunications and new materials are technologies with particular implications for living and working conditions in the future. Accordingly the Foundation has undertaken a number of initiatives in these areas.

The first of these, on "The Public and Biotechnology", aimed to: assess public knowledge of, and attitudes to, developments in biotechnology; identify systems for the participation of the social partners and public interest groups in decision-making about biotechnology; and examine ways of increasing awareness of its social, environmental and economic aspects.

The social impact of **non-interactive** telecommunications such as television on family life, social interaction patterns, etc. has already been experienced and it is anticipated that **interactive** telecommunication applications will have an even more profound impact. The Foundation's study on the electronic home has been designed to address problems that may be relative to such impact and to explore the opportunities for improving living and working conditions inherent in such technological developments.

A study on how new materials will affect both the working and the living environment considers not only the development and risk assessment of new materials, but also looks at how information on environmentally-friendly new materials are channelled to designers, architects etc.

INFORMATION PROJECTS

Objectives: *To communicate more effectively the results of Foundation research programmes, especially to like organizations and specialised groups, and in so doing to benefit from the sharing of experiences, by the creation and management of networks within the Member States, the organization of specialised Summer Schools and the negotiation of information exchange and data collection processes.*

Besides its permanent information activities — library and documentation services, the publications' programme, conferences and workshops — the Foundation is developing a number of general information projects.

Networks linking the Foundation with relevant groups, organizations and individual experts at Community and Member State levels are being established. Two such networks were serviced in 1991: the ACTEUR Group, which comprises national institutes for improving working conditions, representatives of the Commission (DG V) and of the Foundation; and a network of trade union research institutes for working conditions.

In addition, two summer schools were organized by the Foundation. One, on human-centred technology, took place in Bologna and a second on human resource management and new technology was held in Berlin. At Bologna, field trips to illustrate the benefits for both employees and employers of human-centred technology approaches was a major feature, whereas the Berlin summer school was particularly aimed at illustrating to the emerging market economies of central and eastern Europe the benefits of the application of socio-technical design concepts to work organization.

ORGANS OF THE FOUNDATION

The Administrative Board of the Foundation is a permanent forum for social dialogue at European level, being composed of representatives of the governments, employers and trade unions of each Member State and representatives of the services of the Commission. Meetings of the Board are also attended by observers from the Employers' Liaison Committee and the European Trade Union Confederation. The chairperson and three vice-chairpersons comprise the leaders of the four groups, the chairpersons being elected annually. In 1991 the office of chairperson was held by Mr. Jean-Claude Vandermeeren of the Trade Union Group. The vice-chairpersons were Mr. Fritz-Jurgen Kador of the Employers' Group, Mr. Niels Ole Andersen of the Governments' Group and Mr. Jean Degimbe of the Commission. Mr. Peter Brannen was elected to succeed Mr. Andersen in November 1991 on the latter's retirement from the Board of the Foundation.

The Administrative Board adopts the draft annual budget for the Foundation, discusses and prioritizes proposals for the Foundation's work programme, approves the work programme, and monitors its implementation. In that context the Board met twice during 1991, the Bureau of the Board (the Chairperson, Vice Chairpersons and observers) met six times, and the Government, Employer and Trade Union Groups each held a special meeting. The Committee of Experts, composed of specialists drawn from a variety of disciplines, appointed by the Council of Ministers and responsible for advising the Director and the Administrative Board on all fields within the Foundation's competence, met once during the year.

COMMUNITY INSTITUTIONS

A formal and permanent link between the European Commission and the Foundation is guaranteed by the Commission's representation on the Administrative Board. This represents only a fraction of the formal and informal co-operation and liaison between the two bodies at all levels. Close contact is maintained between the Foundation and the Directorates-General of the Commission in which social affairs, environmental issues and research and development are accommodated. The Chairperson of the Administrative

Board and the Directorate of the Foundation met Commissioner Vasso Papandreou in 1991, and reviewed the relationships between the Commission, its various services and the Foundation.

In addition, frequent meetings were held with Commission fonctionnaires, Members of the European Parliament, members of the Permanent Representations of the Member States, the Secretariat of the Council of Ministers and the Economic and Social Committee. These included: a meeting of the Chairperson of the Administrative Board and the Directorate with the Chairperson and Members of the European Parliament's Committee on Social Affairs, Employment and the Work Environment; a visit of Socialist MEPs to the Foundation to discuss various aspects of the findings of its research; a two-day visit from the rapporteur of the Parliament's Committee on Budgets and that on Budgetary Control, and a presentation to the Parliament's Committee on Women's Rights on the work of the Foundation in this area.

Apart from such formal meetings there were numerous Foundation events during the year at which Community representatives participated, for example: collaboration with the Directorate General for Employment, Industrial Relations and Social Affairs of the Commission on the European survey on working conditions related to health and safety; co-ordination and collaboration with the Directorate General for Environment, Nuclear Safety and Civil Protection of the Commission (DGXI), CEDEFOP and the Environmental Section of the European Trade Union Confederation on the Foundation's study 'The Firm in its Local Environment'; the development of an extended programme based on the pilot study 'Counselling for the Long-Term Unemployed' in collaboration with CEDEFOP and Commission services; close collaboration with the service of the Commission charged with responsibility for equal opportunities between men and women (Directorate General for Employment, Industrial Relations and Social Affairs) when examining the 'Implications for Women of the Foundation's Work between 1985 — 1989'; the planning of a survey 'The Public and Biotechnology' and related workshops with the services of DGXI and DGXII (Science, Research and Development) of the Commission and the organization of a summer school on 'Human-Centred Technology' in association with the Commission's FAST programme.

Such liaison, apart from joint meetings and events, has resulted in a growing demand for Foundation material as points of reference for official documents and in support of other Community programmes and has helped to ensure that Foundation programmes are relevant to Community programmes and actions.

INTERNATIONAL ORGANIZATIONS AND MEMBER STATES

During 1991 the Foundation organized 88 meetings in the implementation of its programme. This was an increase of some 40% on the previous year, reflecting the increased emphasis on communicating the results of Foundation work to appropriate audiences within the Member States. In addition the staff of the Foundation contributed to 53 international and national conferences; these involved every Member State and a number of countries outside the European Community.

Numerous links have been forged within Member States and with international organizations in the operation of the Foundation's programmes of work. Examples are:

- a **joint conference** in Copenhagen on information and consultation in multinationals, in April 1991, organized with the **Nordic Council of Ministers**;
- **substantial contributions** from **OECD** and **ILO** representatives to a Round Table in Brussels in March 1991 concerned with the results of the Foundation's survey on new forms of work and activity;
- a **workshop** on the protection and improvement of the environment in urban areas **organized jointly** with the **Senate of Berlin** in October 1991;
- a **matching study** financed by the **Nordic Council of Ministers** to provide compatible informatics to

the Catalogue of Systems for Monitoring Working Conditions Related to Health and Safety;

- **contributions** by **ILO** to the development of a thesaurus for the EMIRE database project, to the choice of software and to co-operative actions to be done in tandem;
- the **negotiation** of an agreement with the **European Space Agency's Information Retrieval System (ESA/IRS)** on the hosting of the Foundation's data base (Catalogue of Health and Safety in Europe) to be provided commercially on-line to users worldwide;
- the **strengthening of liaison** with the **ILO** following the visit of the Chairperson of the Administrative Board and the Directorate in October to discuss potential areas for co-operation with a number of **ILO** personnel from different departments;
- the **co-operation and financial support** of the **Nordic Council of Ministers** to the Foundation's study on working conditions in the management of technical projects;
- a **summer school** on human-centred technology **jointly organized** with the **FAST Programme**, the **Swedish Work Environment Foundation** and the **Commune de Bologna**;
- a **seminar co-organized** with **ANACT** on the ageing of the workforce in Paris in June 1991.

Other developments have involved the extension of contacts in Eastern Europe. The Minister for Labour of Hungary visited the Foundation during the year. A workshop was organized in Berlin on human resources management and new technology, specifically for Eastern European participants. Representatives of Eastern European countries have regularly attended Foundation conferences as observers and participants.

INFORMATION AND PUBLICATION

1991 saw a marked increase in requests for and dissemination of information. In addition it saw the development of the Foundation's first public access data base EMIRE (Employment and Industrial Relations in Europe) to be made accessible throughout Europe via the services of ECHO, the European Commission's Host Organization attached to the Directorate-General of Telecommunications, Information Industries and Innovation (DG XIII). EMIRE developed out of the Foundation's project to publish an international series of Industrial Relations Glossaries. By restructuring the word-processed data supplied to the Foundation by the 'Glossary' teams in every Member State it proved possible to produce a multilingual data base in addition to the glossaries themselves which are being co-published with well-known commercial publishing houses.

Some 200 language editions of 68 separate titles were published during 1991 and over 250,000 products were disseminated. Exhibitions of publications and demonstrations of EMIRE took place in Bari, Maastricht, Dublin, Copenhagen, Brussels, Luxembourg, Bonn, Madrid and Leipzig.

Sales of the Foundation's publications continue to increase. Apart from the anticipated sales in all Member States, via the official sales outlets of the Office for Official Publications and various other commercial bodies, there has also been a marked increase in the demand from non EC countries, with over 500 sales in Austria, Australia, Canada, Czechoslovakia, Cyprus, Finland, Israel, Japan, Malta, Norway, Poland, Sweden, Switzerland, Turkey and the U.S.A.

Enquiries on the Foundation's services are making a heavy demand on resources. This is partly due to the success of promotional actions. In addition to the 2,500 or so requests for information or publications, there were some 5,000 requests to be placed on the Foundation's mailing lists which now total over 15,000 addresses.

An evaluation of the Foundation's publications and services was undertaken during 1991 in six Member States (Denmark, France, Germany, Italy, Spain, and the United Kingdom). Results showed a general satisfaction with them on the part of those included in the survey and also indicated actions which could be undertaken to increase effectiveness and efficiency in their delivery.

RESOURCES

The Foundation's Budget for 1991 amounted to 8.95 MECU (details at Annex 1). A new Research Manager, an Information Systems Officer, an Information Officer (Data Base Systems), together with a German-language secretary joined the staff of the Foundation during the year.

The Foundation completed work on the first phase of its new office development which enabled staff to move from the old and prefabricated buildings into purpose-built office accommodation at the beginning of 1992.

LOOKING FORWARD

A priority for the Foundation in the immediate future will be the refining of its new four-year programme 1993—1996, already under discussion. This programme will build on current work, develop and take forward initiatives taken during 1989—1992, and open up new areas for investigation. The major issues it will confront will not differ enormously from those of its predecessor — questions of industrial relations, social integration, quality of the environment, safety and health continue to be of fundamental importance to the

improvement of living and working conditions. But, as noted earlier in this report, the background against which these issues are now set is not only different but is continuously moving. This is a major challenge for Europe as it moves towards the 21st century, to develop solutions and mechanisms which can reach economic and social moving targets. The Foundation, in its new programme, aims to contribute to meeting that challenge.



PART II

ACTIVITIES IN 1991



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AREA 1 – DEVELOPING INDUSTRIAL RELATIONS AND PARTICIPATION

In identifying industrial relations and participation as a priority area in its four-year programme 1989–1992, the Foundation committed itself to assisting “the process of social dialogue in Europe” and to promoting “the increased involvement of those concerned in the process of change”.

During 1991 the Foundation saw the completion of several activities in this area and the launching of others. The series of round tables on participation, in which the results of a survey on participation and technological change were taken to the social partners for discussion in each Member State, is an example of how the Foundation applies the social dialogue process to its own work. This series was completed in 1991. At the other end of the scale, exploratory work began

on new trends in industrial relations, concentrating particularly on: information and consultation in multinationals; industrial relations and the environment; and direct involvement. Other research undertaken within the context of the 1989–1992 programme, i.e. the changing functions of middle management, had already been completed in 1990.

Further issues of “P + ”, the Foundation’s bulletin on participation, were published. Work also advanced on the European Employment and Industrial Relations Glossary, with three volumes of the set of 12 glossaries published (Italy, Spain and the United Kingdom) and the development of an online version (EMIRE) of the same information.

THE ROLE OF THE PARTIES INVOLVED IN THE INTRODUCTION OF NEW TECHNOLOGY

Hubert Krieger

Community Policy References

Article 118B (social dialogue) of the EEC Treaty

Activity 1

Survey

Aims

To show the extent, and provide an evaluation, of the involvement of employee representatives at company level in the 12 Member States; to explain the reasons for different patterns of involvement at company, sectorial and national level; to estimate the future potential for participatory practices in the introduction of new technology for the Community as a whole and for each Member State.

Background

An attitudinal survey was carried out in all 12 Community countries. This was followed by data analysis of the results from five countries in 1989 and a report of the overall European results in 1990. The results have already been disseminated through a series of round tables in several Member States.

1991 Implementation

A group of international experts in co-operation with a research team produced a third level of analysis which covered the data from all Member States.

Results

The third report comprises an analysis of the extent and effectiveness of participation in relation to: training; health and safety; work organization; decisions on investment; product quality. It includes an assessment of the impact of new technology on employment opportunities.

Activity 2

National Round Tables

Hubert Krieger/Jaume Costa/Voula Mega

Aims

To facilitate social dialogue in Europe through the exploitation of Foundation research and other relevant research in the Member States; to inform, exchange experience with, and provide feed-back to the social partners concerning participation in technological change.

Background

The research programme of the Foundation in this area is based on case studies and on an extensive attitudinal survey in all 12 Member States. From 1988 to 1990, the Foundation organized round tables in Glasgow, Rome, Copenhagen, London, Düsseldorf, Brussels, Dublin, Lisbon and The Hague, with the participation of the social partners, national and international experts and the Commission. The aim of the round tables was to present the conclusions of the Foundation's work, to enhance discussion and dialogue around the main relevant issues and to collect opinions and suggestions from the participating groups for further initiatives in this area.

1991 Implementation

In 1991 the final round tables took place in Madrid and Athens. They were attended by representatives of the social partners, as well as Government ministers and representatives from cabinets in the European Commission.

Results

The round tables provided an excellent insight into the practice and political debate on participation and technological change in Southern Europe.

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New Information Technology and Participation in Europe — The Potential for Social Dialogue. Cat. No. SY-55-89-891-EN-C.

Participation in Change — New Technology and the Role of Employee Involvement (Booklet). ISBN 92-826-0237-0. Cat. No. SY-58-90-384-EN-C.

Working Papers: 'Influence of Employee Representatives in the Introduction of New Information Technology in Europe' EF/WP/90/18; 'Technological Change and Worker Participation in Europe' EF/WP/90/19; 'Experiences of Participation and Involvement in Technological Change in Danish Firms' EF/WP/90/20; 'Participation and New Technology: some trends in Europe' EF/WP/90/21; 'Workers' Involvement in Technological Changes in Britain, as revealed in the Workplace Industrial Relations Survey', EF/WP/90/22; 'Participation in Technological Change: a programme of European employers' EF/WP/90/23; 'New Technologies and Participation' EF/WP/90/24; 'Participation in the Management of Occupational Health and Safety Improvement — Workers' Investigation as Active Risk Analysis' EF/WP/90/25; 'Participation in Technological Change in Denmark' EF/WP/90/26; 'Current Trends and Prospects for Workers' Participation in the Introduction of New Technology — A Comparison between Germany and the rest of Europe' EF/WP/90/27; 'The Scandinavian Experience and its importance for the E.C.' EF/WP/90/28; 'Information and Consultation Rights in Transnational Companies — The Nordic Experience' EF/WP/90/29; 'Participation and New Technology — Theoretical Framework and Research Hypothesis in Attitudinal Survey — A discussion document' EF/WP/90/30; 'Technological Innovation and Participation — Part I' EF/WP/90/31; 'Technological Innovation and Participation — Part II' EF/WP/90/33; 'Participation in Technological Change: The Irish Experience' EF/WP/90/34, 'Consultation on Technology in Flanders' EF/WP/90/32; 'Legal Regulation and the Practice of Employee Participation in the European Community' EF/WP/90/41. Roads to Participation in Technological Change — Attitudes and Experiences (17-page brochure). Cat. No. SY-60-90-094-EN-C.

Participation in the European Community — Increasing prospects of employee representative involvement in technological change. Cat. No. SY-72-91-035-EN-C.

 MONITORING OF INNOVATIVE PARTICIPATORY PRACTICES IN EUROPE

Hubert Krieger/Pascal Paoli

Community Policy References

Article 118B (social dialogue) of the EEC Treaty

Activity

Research

Aims

To develop a network capable of providing reports, descriptions and analyses of developments in participatory practices in technical and organizational change; to consolidate, synthesise and disseminate available information in this field; to support social dialogue across Europe.

Background

The Foundation has accumulated extensive knowledge on participatory practices in Europe. In order to extend and disseminate this knowledge a network of experts was developed. Through the network two issues of a new periodical "P+" were published and a workshop on total quality management in Europe was organized in 1990.

1991 Implementation

Two workshops, "What can we learn from the Swedish experience" and "Participation in the banking sector in the EC", were held in 1991.

Results

Both workshops in 1991 widened the knowledge on innovative trends in Europe. The Swedish model of participation, which is regarded as one of the most developed models in Europe, is going through a major readjustment. The banking sector, as a key part of the service industry, is changing from administrative to customer-oriented approaches by opening up increased awareness of direct participation within changing work organizations.

Two bulletins and two working papers (which will be published as P+3 and P+4 later in 1992) emanated from the workshops.

References

P+ Issue No. 1 Introduction to European Participation Monitor ISSN 1017-6713. Cat. No. SY-AC-91-001-EN-C.

P+ Issue No. 2 Total Quality Management and Worker Participation ISSN 1017-6713. Cat. No. SY-AC-91-002-EN-C.

P+ Issue No. 3 Participation Practices in Sweden ISSN 1017-6713. Cat. No. SY-AC-92-001-EN-C.

P+ Issue No. 4 New Participation Practices in European Banking Sector (provisional title). ISSN 1017-6713. Cat. No. SY-AC-92-002-EN-C.

 NEW TRENDS IN INDUSTRIAL RELATIONS IN EUROPE

Hubert Krieger/Jaume Costa

Community Policy References

Article 118B (social dialogue) of the EEC Treaty

Activity

Research/exploratory activities

Aims

To explore new developments in industrial relations in Europe; to test new ideas in workshops and conferences in close co-operation with the social partners and the European Commission

Background

Since 1984 the Foundation has been involved in research and in facilitating social dialogue on work organization and participation, particularly with regard to new information technology. The completion of the internal market and its social dimension, the importance of involvement in retaining Europe's competitive position on world markets, and the intensive discussions between the social partners underlines the importance of direct involvement of employees and of representative participation. New trends on extending the traditional agenda and new forms of involvement are being discussed in Europe.

1991 Implementation

An examination was made of the role of social partners in the company in relation to issues of the external and internal environment. The project also collected useful information on the involvement of workers in European transnational companies and on the extent of direct involvement in southern Europe.

Results

A working paper, "Practice on Information and Consultation in European Multinationals", was prepared for, and presented and discussed at, an international conference in Copenhagen in April 1991. The conference was organized jointly by the Nordic Council of Ministers and the Foundation. A European round table on industrial relations and the environment was organized in November 1991. A first overview on this topic, "Industrial Relations and Environment at Company Level" has been produced. On direct involvement, preliminary reports from four southern European countries have been received.

References

Working papers will be published later in 1992 in English and French under the titles: Industrial relations and the environment in the European Community. EF/WP/92/01/EN; EF/WP/92/02/FR.

EUROPEAN EMPLOYMENT AND INDUSTRIAL RELATIONS GLOSSARY

Hubert Krieger/Norman Wood/Peter Long

Community Policy References

Article 118B (social dialogue) of the EEC Treaty

Activity

Research/Dissemination

Aims

To provide the social partners, administrators, executives and other experts with a practical instrument to facilitate understanding of the various industrial relations and labour law systems in the European Community.

Background

While systems of industrial relations are experiencing dramatic changes, existing glossaries in the area are dated and are limited in scope and content. This at a time when an "extended" Community and the growing attention being paid to the potential of social dialogue in Europe make even more necessary the correct understanding of the different industrial relations systems and practices. To meet this need an international group of experts is developing for the Foundation a series of glossaries, each covering one Member State of the Community.

The core of the glossaries consists of about 500 key labour and industrial relations terms, with a contextual explanation of their significance and references to relevant statutes, recent court cases and problems of practical application, with guidance for further reading. The main areas covered include the general framework of industrial relations; collective bargaining; participation, consultation and information procedures; human resources management; industrial conflict and settlement procedures; the individual employment relations; the terms and conditions of employment; social security; etc.

1991 Implementation

In 1991 an agreement was concluded whereby Sweet and Maxwell became co-publishers with the Office for Official Publications of the EC for the 12-volume Glossary in the English language. Three volumes, covering Italy, Spain and the United Kingdom, have now been published and preparations for further volumes are well underway.

The data in the glossaries is also being published in electronic form. A model of the proposed database, EMIRE, has been developed and was presented to a number of audiences during 1991, including the Third European Regional Congress of the International Industrial Relations Association (Bari, Italy , September 1991) and the European Trade Union Conference (Maastricht, Netherlands, September 1991). EMIRE is expected to be accessible on-line from ECHO (the European Community Host Organization) from mid 1992.

References

European Employment & Industrial Relations Glossary: Italy ISBN 0-421-44820-2, Cat. No. SY-70-91-002-EN-C

European Employment & Industrial Relations Glossary: Spain ISBN 0-421-44840-7, Cat. No. SY-70-91-003-EN-C

European Employment & Industrial Relations Glossary: United Kingdom ISBN 0-421-44850-4, Cat. No. SY-70-91-001-EN-C

AREA 2 — RESTRUCTURING WORKING LIFE

Adaptability of firms, flexibility of the labour market and atypical forms of work are all issues which have been on the agenda of Community institutions for some time now. The priority they have been given is an indication of the degree to which the world of work and the organization of time is changing.

The Foundation's work is aimed at providing scientific data for discussion on these issues, so that workers' interests and companies' requirements can be achieved simultaneously. A survey of experiences of "new" or "atypical" forms of work at company level was carried out in eight Member States to provide such data. Involving interviews with some 3,520 representatives of managers and 1,621 workers in 3,520 companies, the survey covered part-time work, fixed-term

contracts, evening and Saturday work.

Results from the survey were discussed with representatives of European Community institutions, the social partners at European and Member State level as well as other international experts at two round tables during 1991 — one in Brussels and one in Bonn. In relation to this survey, a network of working-time experts reported on the changes in working-time patterns in the different Member States. In the field of shiftwork, the BEST (Bulletin of European Shiftwork Topics) network compiled information for two further issues of its bulletin. Further analyses of the data held in the European Foundation Archive of Time Budget Data were carried out.

NEW FORMS OF WORK AND ACTIVITY: SURVEY OF EXPERIENCES AT ENTERPRISE LEVEL

Eberhard Köbler/Jaume Costa

Community Policy References

Article 118B (social dialogue) of the EEC Treaty; Council resolution of 22 December 1986 on an action programme on employment growth (OJ C340, 31 December 1986)

Activity

Survey/Data analysis/Dissemination

Aims

To determine: the underlying reasons for the development of new forms of work and activity; the extent to which those employers and employees engaged in such forms of work perceive the benefits and/or disadvantages of the arrangements; the extent to which a greater choice of work patterns meets the economic and social needs and aspirations of employers and employees.

Background

Between 1989 and 1990 the Foundation carried out an extensive attitudinal survey of employees' and employers' experiences of new forms of work and activity at enterprise level. A total of more than 5,100 interviews in 3,520 companies were conducted in eight countries (Belgium, Denmark, Federal Republic of Germany, Ireland, Italy, Netherlands, Spain and the United Kingdom). The survey covered part-time work, fixed-term contracts, Saturday work and evening work.

1991 Implementation

Analysis of the data, begun in 1990, was continued. Results were presented at a round table in Brussels (March 1991). Representatives from the Commission, the European Parliament and the Economic and Social Committee, the OECD, and the ILO, along with other international experts contributed their reactions and ideas, giving a further dimension to the survey. A similar exchange of information took place at a regional round table in Bonn (November 1991) where data from the Federal Republic of Germany, Spain and the United Kingdom were presented in depth and discussed with delegates from the three countries.

Results

According to the survey, part-time work is widespread, above all in Federal Republic of Germany and the United Kingdom where 81% and 69% respectively of the labour force work in companies with part-time employment. In Spain, however, the figure is only 19%. According to management, the main advantage is that the companies become more competitive. Employee representatives in general take a positive view, providing that part-time work corresponds with their needs. Fixed-term labour contracts are common, particularly in Spain, where it might be associated with the high level of unemployment. In the United Kingdom fixed-term contracts are rarely offered. Saturday and evening work was widespread in all countries surveyed, although it seldom corresponded to the preferences of the employees.

References

New Forms of Work and Activity — Documentation from a Colloquium. Cat. No. SY-48-86-084-EN-C.
Françoise Piotet: The Changing Face of Work: Researching and Debating the Issues. ISBN 92-825-8595-6. Cat. No. SY-52-88-590-EN-C. (Also available in French as a Working Paper under the title "Recherches et débats sur les formes particulières d'emploi: description, prédiction et prescription" EF/WP/88/07/FR.
Roger Blanpain, Eberhard Köbler (eds). Legal and Contractual Limitations to Working Time in the European Community Member States. ISBN 92-825-6766-4. Cat. No. SY-50-87-283-EN-C. (Co-published by the Office for Official Publications of the European Communities and Kluwer Law and Taxation Publishers, Deventer).
Yota Kravaritou-Manitakis: New Forms of Work, Labour Law and Social Security Aspects in the European Community. ISBN 92-825-7914-X. Cat. No. SY-52-88-324-EN-C.
Part-time Work in the European Community — Laws and Regulations (Booklet). ISBN 92-826-2294-0. Cat. No. SY-60-91-870-EN-C.
Part-time Work: the Social and Economic Dimension. (Booklet in preparation).

NETWORK OF WORKING TIME EXPERTS

Eberhard Köbler

Community Policy References

Social policies. Commission Action Programme to implement the 'Community Charter' (Improvement of Living and Working Conditions).

Activity

Research

Aims

To monitor developments in working time legislation and in negotiations between the social partners; to draw inferences for future EC developments and the likely consequences such developments may have on working time/non-working time policies.

Background

An EC-wide survey of legal and contractual limitations of working time, undertaken in 1986/87, was published by the Foundation. The network was established in October 1990 and has begun debating the possibilities and restrictions of working-time developments.

1991 Implementation

The network met in September 1991 and reports from the experts showed that ongoing changes in working-time patterns in the different Member States were significant enough to indicate the need for an update of the original work. A number of different options for publication and dissemination of the updated material are being explored.

Results

Reports indicated a number of general trends common to most countries. There has been a clear growth in part-time work and other atypical work forms, reflected by changes in legislation and collective agreements in this area, and leading in turn to pressure for protective measures for part-time workers. Increasing and ongoing reductions

in working time have been noticeable in several countries, usually negotiated through collective agreements at various levels, varying from sector to sector and tending to go hand-in-hand with an increase in business hours or machine operating time.

Flexibility of working-time would seem to be increasing, and tends to be negotiated through collective agreements. In several countries it is evident that collective bargaining, rather than legislation, acts as a focus for change in the working-time area. There have been varying reactions to EC activities concerning working-time and atypical employment, particularly in relation to EC draft directives.

References

Roger Blanpain, Eberhard Köbler (eds), Legal and Contractual Limitations to Working Time in the European Community Member States. ISBN 92-825-6766-4. Cat. No. SY-50-87-283-EN-C. (Co-published by the Office for Official Publications of the European Communities and Kluwer Law and Taxation Publishers, Deventer).

Part-Time Work in the European Community: Laws and Regulations (Booklet) ISBN 92-826-2294-0. Cat. No. SY-60 91-870-EN-C.

Part-Time Work: the Social and Economic Dimension (Booklet in preparation).

BULLETIN OF EUROPEAN SHIFTWORK TOPICS (BEST)

Pascal Paoli

Community Policy References

Articles 100A and 118A of the EC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work; Council Directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

Activity

Compilation and editing of information

Aims

To update the Foundation's data in the field of working time and work organization, particularly with respect to shiftwork; to disseminate practical information to policy-makers and practitioners on questions of the moment (e.g. on negotiation and organizational changes linked to shorter working hours).

Background

Working time and work organization have featured in Foundation work programmes since 1977. Over 100 publications on shiftwork have been prepared, including two reviews and an information booklet. In 1987 a network of experts in the field of shiftwork and work organization was established to achieve the above aims. The network is designed to react quickly to new trends, changes or requests. Among the themes selected for future survey are: new trends affecting shiftwork in the EC, and compressed working weeks. The information collected through the network is disseminated twice a year in the bulletin BEST.

1991 Implementation

A further two issues of BEST were published in 1991, "Guidelines for Shiftworkers" and "Compensation for Shiftwork". Others are in preparation.

Results

The Foundation's earlier investment in shiftwork research is being increased in value through the work of the network. The compilation of the new information gathered by the network and the dissemination of BEST through the Foundation's mail lists ensure that policy makers and practitioners are being kept up to date on shiftwork and work organization matters in an easy and regular way.

References

Negotiating Shorter Working Hours in the European Community: BEST No. 1, September 1989. Cat. No. SY-AB-89-000-EN-C.
Women and Nightwork. BEST No. 2, 1990. Cat. No. SY-AB-90-000-EN-C.
Guidelines for Shiftworkers. BEST No. 3, 1991. Cat. No. SY-AB-91-001-EN-C.
Compensation for Shiftwork. BEST No. 4, 1991. Cat. No. SY-AB-91-002-EN-C.
Adapting Shiftwork Arrangements. Why? How? ISBN 92-825-7901-8. Cat. No. SY-52-88-114-EN-C.
European Foundation's research into shiftwork 1977—80. Cat. No. SF-99-82-007-En-C.
Shiftwork review: research of the European Foundation 1981—84. Cat. No. SY-46-86-783-EN-C.

THE CHANGING USE OF TIME: EUROPEAN FOUNDATION ARCHIVE OF TIME
 BUDGET DATA

Eberhard Köbler/Wendy O'Conghaile

Community Policy References

Working time, family and equal opportunities policies.

Activity

Research

Aims

To analyse the international data base on the use of time for policy makers concerned with the formulation of employment, social and family policies; to produce a number of possible products (book, information booklet, seminar, documentary video, etc.) arising from the data analysis, which would be adapted to different audiences.

Background

The establishment of the "European Foundation Archive of Time Budget Data" has been completed. The Archive contains some 36 data sets from different points in time and from 22 different countries, containing more than 160,000 diary days.

1991 Implementation

In 1990/91 minor methodological work was undertaken and additional data sets were incorporated into the Archive. A comprehensive analysis of relevant policy areas is being carried out, such as in gender-related differences regarding: paid work time; unpaid work time; out-of-home leisure; home leisure; and personal care.

This particular analysis relies on time budget data from 17 countries and spans 30 years of change in time use. It has the great advantage that both unpaid work and leisure activities are captured and considered in weighing the positive and negative sides of socio-economic developments. This allows the capturing of all the contributions to individual "welfare". In particular, it allows women's contributions to be noted.

References

Time Use in Seven Countries, Working Paper, 1987. EF/WP/87/147/EN.
Towards a General Policy on Time, 1989. ISBN 92-825-9525-0. Cat. No. SY-55-89-423-EN-C.
The Changing Use of Time. Publication based on international workshop 17—18 April 1989. ISBN 92-826-2477-3. Cat. No. SY-70-91-184-EN-C.
The Time Economy or the Economy of Time: The Interdependence of Living and Working Conditions. Co-publication with Oxford University Press agreed.
Part-Time Work : The Social and Economic Dimension. (Booklet in preparation).

Health and safety has always been an important theme in Foundation work programmes. Reports have been published on a wide range of health and safety concerns, including: physical and psychological stress; occupational accidents and diseases; ergonomics; VDUs; biotechnology; hazardous wastes; commuting; hospital buildings; construction industry, and so on. The addition of Articles 100A and 118A to the EEC treaty gave work on this subject a further imperative.

To strengthen its contribution to Community policy on health and safety, the Foundation has concentrated on: improving accessibility for European policy makers to all available information; developing and disseminating practical tools to facilitate the inclusion of health and safety standards at the design stage of investment projects, and examining the situation of groups which are particularly at risk.

In 1990 and 1991 the Foundation focused its attention on how it could contribute to the European Year of Safety, Hygiene and Health Protection at the Workplace (1992). In particular it has looked at instruments for monitoring occupational safety and

health and at innovative action for safety and health at the workplace. Regarding monitoring instruments, the Foundation has seen the need for comparative information which would show where progress has been made, where problems exist and where priorities should be allocated. As a first step, a descriptive catalogue of national monitoring systems was compiled. The catalogue, which has been published in printed form, shows clearly that while similar systems exist in the Member States, because the systems have been set up differently the data they yield are not directly comparable. Preparation of an online electronic version of the catalogue was advanced in 1991. A brochure, "Working for Health at Work", sets out the main points of the initial research results of a Foundation programme to increase awareness of health-oriented action at the workplace and to analyse the mechanisms by which such actions are established.

A European-wide survey on workers' opinions of their occupational health and safety conditions was carried out, and a booklet setting out the main issues of socio-technical investment management was prepared.

SYSTEMS FOR MONITORING WORKING CONDITIONS RELATED TO HEALTH AND SAFETY IN THE EUROPEAN COMMUNITY

Pascal Paoli/Henrik Litske

Community Policy References

Article 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work; Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work; Commission Action Programme to implement the "Community Charter" (Health Protection and Safety at the Workplace)

Activity

Information compilation/Conference

Aims

To contribute to the establishment of more compatible instruments for monitoring working conditions related to health and safety; to develop a proposal for a structure for data gathering; to extend the Foundation's Catalogue on Monitoring Systems to include the Nordic Countries.

Background

The information on working conditions in the Community as far as health and safety is concerned is too limited for policy making at European level. The need for improved data and information systems is increasing in the process of creating the internal market. Before developing and improving the information systems, it was necessary to study and compare existing instruments. This study was carried out jointly with the Commission (DG V/E) in 1989 and 1990. The results of the survey, presented as a catalogue of monitoring systems, were discussed at a conference on 15–16 November 1990 in Dublin.

1991 Implementation

The Foundation set up a series of networks to establish contact between people working on the same issues and managing the same systems. One network, for example, links institutes managing questionnaire-based surveys; another links those keeping registers of products or exposures. Exploratory work was discussed in a working meeting on inequalities in life-expectancy in Europe and in another on stress. A catalogue "Systems for Monitoring Working Conditions related to Health and Safety in the European Community" was published.

References

How occupational accidents and diseases are reported in the European Community (Booklet). Cat. No. SY-49-87-931-EN-C. ISBN 92-825-7575-6.

Occupational accidents and diseases: review of data (Consolidated report). Cat. No. SF-47-86-026-EN-C.

National reports from the 12 Member States.

Numerous reports covering aspects of health and safety including: physical and psychological stress, occupational accidents and diseases, ergonomics, VDUs, biotechnology, hazardous wastes, commuting, hospital buildings, construction industry, small and medium sized enterprises, and so on (for full list, contact the Foundation).

Conference Papers from the November 1990 conference on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community". (EF/WP/91/14/EN).

Consolidated report on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community". EF/WP/91/15/EN.

Catalogue on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community". EF/WP/91/16/EN.

National reports on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community".

EUROPEAN INFORMATION BANK ON SYSTEMS FOR MONITORING WORKING CONDITIONS RELATED TO HEALTH AND SAFETY

Henrik Litske/Pascal Paoli

Community Policy References

Article 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work; Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work; Commission Action Programme to implement the "Community Charter" (Health Protection and Safety at the Workplace)

Activity

Information compilation

Aims

To study the possibilities for computerization of a catalogue developed in 1989-90 covering the more important systems in the Community for monitoring working conditions related to health and safety.

Background

One product of the project on "Systems for monitoring working conditions related to health and safety" in the 1989 and 1990 programmes of work was a catalogue with information on important instruments to monitor working conditions related to health and safety in the Community. To give researchers and decision makers at European and national level access to this information, it was agreed that computerization could be valuable, and would also make it easier to update the information.

1991 Implementation

In 1991 the Foundation began work on an experimental sample database. The sample database will be tested in 1992.

References

See first project in this section.

EUROPEAN SURVEY ON WORKING CONDITIONS RELATED TO HEALTH AND SAFETY

Pascal Paoli/Henrik Litske

Community Policy References

Article 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work; Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work; Commission Action Programme to implement the "Community Charter" (Health Protection and Safety at the Workplace)

Activity

Research

Aims

To carry out a questionnaire-based survey on working conditions related to health and safety in the 12 Member States in 1991; to create an input to discussion for the European Year of Safety, Hygiene and Health Protection at the Workplace (1992); to assess possibilities for the development of a more comprehensive European questionnaire-based survey.

Background

Information on working conditions related to health and safety in the Community is often scarce, with little comparability between countries and sectors. In the future more comprehensive and homogeneous data will be needed to facilitate the identification of priorities by policy makers and the assessment of policy effectiveness in the social field.

The Foundation started a Community-wide project in 1989 aimed at identifying, describing and comparing systems for monitoring working conditions related to health and safety in the Community. This work showed a clear tendency in Member States towards national questionnaire-based surveys.

A conference held in Dublin in November 1990 stressed the importance — for policy makers as well as for experts — of carrying out a questionnaire-based European survey on working conditions.

1991 Implementation

The Foundation developed a short questionnaire, using indicators from existing national questionnaires. The questionnaire was tested on 12,800 employees in the Community. Participants in the survey were asked to respond to some 30 questions. All the data have been collected and analyses have begun.

Results

Preliminary analyses showed that more than one in four workers in the EC believes their health is at risk because of their work. As a result 12% of workers have changed job within the last ten years to get a healthier job and 7% have tried to do so. Of particular concern were issues such as exposure to noise, poor weather conditions, repetitive work, inhaling dangerous substances, and so on.

References

Report to be published in 1992: European Survey on Working Conditions related to Health and Safety.

THE CONSIDERATION OF WORKING CONDITIONS IN THE MANAGEMENT
OF TECHNICAL PROJECTS

Fiscal Paoli Henrik Litske

Community Policy References

Articles 100A and 118A of the EEC Treaty; Council resolution on improving health and safety of 21 December 1987 on safety, hygiene and health at work; Council Directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work; Commission Action Programme to implement the "Community Charter" (Health Protection and Safety at the Workplace)

Activity

Research/Dissemination

Aims

To identify and compare project management methods used by companies, with a view to securing greater consideration and integration of health and safety and working conditions from the initial design stage when investments are being made (buildings, equipment, materials, workplaces, software, etc.); to illustrate the economic and working environmental benefits of improved design, planning and organization in the construction industry and how to reach it.

Background

The Foundation's experience clearly indicates that technical (and financial) decisions have a major impact on subsequent working conditions. This being so, it is important to achieve a better grasp of the social implications of the choices made, and to seek to integrate the question of working conditions into the decision-making process (work organization, job content, ergonomic aspects, qualifications and training) right from the initial stages of a project. It is more effective and less expensive, in both social and economic terms, to take action at the design stage rather than acting afterwards to correct problematic situations. This principle is clearly stated in the Council Resolution on Health, Hygiene and Safety at Work, and in the general directives on health and safety at the workplace.

1991 Implementation

The text of a booklet, 'The Factory of the Future', which sets out the main issues on socio-technical investment management, was prepared.

References

From Drawing Board to Building Site Cat. No. SY-53-88-027-EN-C.

'The Factory of the Future'. ISBN 92-826-3529-5. Cat. No. SY-72-91-980-EN-C.

INNOVATIVE WORKPLACE ACTION FOR HEALTH

Robert Anderson

Community Policy References

Articles 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work; Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989); European Year of Health and Safety at the Workplace. Commission Action Programme to implement the "Community Charter" (Health Protection and Safety at the Workplace).

Activity

Research/Dissemination

Aims

To increase awareness of actions and policies to improve health at the workplace; to analyse the mechanisms for establishing innovative workplace health actions; to investigate the perspectives of the social partners as an important factor in the development of initiatives to promote health at the workplace.

Background

Surveys were done in seven Member States to document and analyse workplace health initiatives. These are complemented by more in-depth case studies of multinational companies, looking at the operation of their health policies in different countries of the Community. Results have been presented in national workshops, designed to investigate the perspectives and preferences of the Social Partners.

1991 Implementation

On the basis of the studies and the workshops all national reports were completed. Contracts were made for writing of the consolidated report, a brochure, a specific report analysing the health policies in multinational companies, and the development of other materials for use during the European Year.

References

Workplace action for health: a selective review and framework for analysis (EF/WP/89/30/EN).

Innovative workplace actions for health: an overview of the situation in seven EC countries (EF/WP/90/35/EN)

AGEING OF THE WORKFORCE AND WORK ORGANIZATION

Pascal Paoli/Henrik Litske

Community Policy References

Articles 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work; Council Directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

Activity

Research/Dissemination

Aims

To explore the issues raised by the ageing of the workforce; to identify possible actions to be implemented in order to anticipate problems connected to this issue.

Background

Because of restructuring on the one hand and demographic trends on the other, many companies face an ageing of their work force. This phenomenon has considerable implications for the ergonomics of work places, the organization of work, skills and training, and adaptability of the enterprise to technological change. It is therefore necessary to anticipate this increasingly significant issue and identify ways of dealing with it both at company level and at macro level. An investigation was started in 1989 by the Foundation on this issue. In 1989/1990 a review of the issues related to the ageing of the work force was carried out.

1991 Implementation

The review "Ageing and Work" was finalized and formed the basic paper for a conference on the subject which took place in Paris in June 1991. The conference papers are being edited and will be published next year. A leaflet setting out the main issues and possible actions, aimed at policy makers and companies, is also in preparation.

Results

The study and the conference focused on four main issues:

- what problems does the ageing of the workforce present to companies?
- how is the situation analysed? What are the instruments used?

- what responses have been made to these problems and how are the responses designed to prevent the problems arising?
- how can this problem be tackled at the macro-economic policy level (employment, training, etc)?

References

Vieillesse de la population salariée et travail. (Available only in French) EF/WP/91/01/FR

Papers from the conference will be published in 1992 as reports. The English version will be published by the Foundation and the French version by ANACT.

The Foundation's main objective in this area is to respond to "the intention of the Commission to make maximum use of the contribution of the European Foundation for the Improvement of Living Conditions" (The Fourth Community Environment Action Programme 1987 — 1992).

The Foundation's environmental programme was drawn up and is being implemented in close collaboration with the Community institutions and, in particular, with the services of the Commission. In 1990 it completed a major programme on issues related to hazardous wastes. The programme included a joint study on contaminated land with the Commission and the German Federal Ministry for Research and Technology. The STOA group of the European Parliament showed particular interest in the programme.

Under its 1989—1992 rolling programme, the Foundation extended its environmental work to cover the protection and improvement of the urban environment. A series of three workshops is providing the context for a response to the Commission's green paper on the urban environment. The first of these was organized jointly with the municipality of The Hague and took place in that city in December 1990. The second, organized with the Senate of Berlin, took place in Berlin 9—11 October 1991. A third is planned for Lisbon in May 1992. Progress continued on developing an instrument for medium- and long-term environmental forecasting through a study on "environmental perspectives and the quality of life" and the results of a study on education of personnel concerned in environment issues related to training is near publication. A study on the firm in its local environment was launched late in the year.

THE FIRM IN ITS LOCAL ENVIRONMENT

Voula Mega/Jørn Pedersen

Community Policy References

The Community's Fourth Environmental Action Programme 1987—1992. Council Resolution of 19 October 1987 on the European Community Policy and Action Programme on the Environment.

Activity

Survey/Research

Aims

To identify the ways in which firms can most effectively become involved in environmental protection and improvements at the local/regional level and the conditions and mechanisms required; to highlight the main obstacles to such a development and how they can be overcome; to define the role of the various actors, notably the social partners, in this process; to contribute to a better implementation of environmental legislation, particularly Community directives and regulations, and increased environmental awareness at the local/regional level.

Background

The Round Table on the Role of the Social Partners in Improving the Environment (June 1988) resulted in a number of recommendations in this area, which were included in the four-year programme 1989—1992 under the heading "the firm in its local environment". A few of them were combined in the study on education and training of categories of personnel concerned with environmental issues relating to industry which was carried out 1989—1990. It provided an overview and an analysis of environmental education, training, information and advisory schemes and facilities available to industry, particularly SMEs, and regional and local regulatory agencies.

A co-operation with CEDEFOP was established in relation to its project on occupational and qualification structures in the field of environmental protection, which was carried out in 1990 and 1991 in branches of industry and the public sector.

1991 Implementation

The study which began in late 1991, is divided in 2 sections: one section for the northern EC countries and the second for the southern EC countries.

On the 15th October 1991 the first co-ordination meeting took place in Brussels with participants from DG XI of the Commission, the Environmental Section of ETUC and CEDEFOP.

Results

The findings of the studies will be available in 1992.

References

Report on Education and Training of Personnel concerned in the Environmental Issues relating to Industry (to be published in 1992).

The Firm in its Local Environment (First consolidated report to be available in 1992).

ENVIRONMENTAL PERSPECTIVES AND THE QUALITY OF LIFE 1994—2010

Jørn Pedersen

Community Policy References

The Community's Fourth Environmental Action Programme (1987—1992). Council Resolution of 19 October 1987 on the European Community Policy and Action Programme on the Environment.

Activity

Research

Aims

To contribute to the Community's medium- and long-term socio-economic-environmental forecasting and activities and their development; to identify the measures required to prevent deterioration of the environment and the quality of life with which it is associated; to provide data and analyses for the preparation and review of Community environmental and related policies; to identify areas for the Foundation's contribution to Community policies and actions.

Background

Following the adoption of the Single European Act, the completion of the internal market and a number of significant developments and trends in society, which are likely to have a considerable impact on the environment in the 1990s and the beginning of the next century, it is essential to establish a comprehensive picture of the environmental issues with which the Community may be faced over the next 10—15 years and their social and economic context, and to identify the possible solutions to foreseeable problems at an early stage.

Some Member States have initiated long-term environmental perspective planning and action plans, and other Member States are likely to take similar steps over the next few years. The Foundation must follow and encourage such a development as it will enhance the possibilities of establishing a much better and coherent framework and basis for environmental and social and economic planning in the Community and will provide valuable data for the Foundation's work in this area and in the wider context of quality of life.

Efforts aimed at highlighting environmental issues in a short- and medium-term perspective and to place them in a wider policy context have also been made by the Commission, e.g. "cellule de prospective", the Task Force Report on the Environment and the Internal Market and the PROGNOS report on an ERDF-Environment Programme. The Foundation ensured that its work is closely co-ordinated with and complementary to all Community initiatives. It defines its project in such a way that it would support the Commission's work regarding the development of an overall environmental strategy and could be used regularly as a source of information and a monitoring instrument.

Content

The focus of the studies is concentrated on the following sectors: energy; transport; human settlements; industry; waste management; tourism; agriculture.

The situation in each of these sectors will be described following a checklist, and information will be sought on the major environmental problems and their relation to a number of social, economic and other factors and trends in society. An analysis will be made of the causes of these problems and their impact on the quality of life in the various geographical areas (e.g. cities, countryside, coastal areas), as well as the threat they constitute, to various economic and social activities in these areas. The interaction between the social and economic factors and the environmental issues will be illustrated. In addition, an assessment will be made of how the existing major environmental problems are likely to develop in the 1990s and the beginning of the next century, and how they will affect the quality of life and various activities in society. New major environmental problems, which are likely to emerge over the next 10–15 years, their causes and their impact will also be dealt with.

1991 Implementation

During 1991 there were 3 co-ordination meetings. The reports on Denmark, Germany, Belgium and the United Kingdom were finalized while studies in France, Ireland and Greece were undertaken. Contracts for revision of the Italian and Portuguese studies were awarded and the revised version from those two countries will be available in 1992. The revision of the Spanish report will also be contracted in 1992.

Results

The first results will be available in late 1992 following an analysis and first assessment of the findings.

References

All national reports will be available in late 1992.

PROTECTION AND IMPROVEMENT OF THE ENVIRONMENT IN URBAN AREAS

Voula Mega/Jorn Pedersen/Wendy O'Conghaile

Community Policy References

The Community's Fourth Environmental Action Programme 1987–1992.

Council Resolution of 19 October 1987 on the European Community Policy and Action Programme on the Environment.

Activity

Research and Dissemination

Aims

To pull together and synthesise information on existing and planned research and actions and to analyse this information in a wider environmental and socio-economic policy context; to develop ideas on innovative policies and actions; to support the Commission's work on the urban environment.

Background

The Foundation's work in urban areas focused, until 1989, on the social and economic aspects, as the projects on environmental aspects in the four-year programme 1985–1988 had to be abandoned owing to lack of resources. When defining its four-year programme 1989–1992, the Foundation decided, however, to re-introduce urban environmental issues so as to enable it to adopt an integrated and co-ordinated approach, combining the environmental, social and economic problems which affect a number of urban areas in the Community. A working group was set up to discuss the priority areas, and recommended that the Foundation's work be centred around international workshops (one to be held each year) focusing on the following three key issues: the role of cities in relation to the global environment; social polarisation and the urban environment; land use pressure and environmental improvements.

Content

The workshops aim at: providing the Foundation with information on developments and trends regarding some of the major existing, persistent and foreseeable environmental issues in urban areas and their social and economic context; providing the Commission with information and ideas which are likely to be useful in connection with its work in this area, notably in the light of the Green Paper on the Urban Environment of 27 June 1990; enabling the Foundation to define better its future activities on urban issues.

The first workshop on Cities and the Global Environment was organized in co-operation with The Hague and was held on 6—7 December 1990 in that city.

It focused on the following key areas in relation to the global environment: urban transportation and infrastructure; urban production and consumption systems; urban resources and waste management; attitudes, behaviour and environmental change; urban planning for the 21st century.

The second workshop which took place 9—11 October 1991, was organized jointly with the Senate of Berlin under the title "Improvement of the Built Environment and Social Integration in Cities". The main areas discussed were: urban transport and social integration; preventing and fighting crime/deviancy and the urban environment; social housing and the quality of the urban environment; social integration and creation of new urban activities; the co-existence of urban functions as a means to ensuring environmental protection and social integration.

The 1992 workshop on Land-Use Management and Environmental Improvement in Cities will take place 6—8 May 1992 in Lisbon and is being organized in co-operation with the Portuguese Ministry of the Environment and Natural Resources and the municipality of Lisbon. It will address the land-use planning responses to urban growth and decline and the policies and programmes being used in a range of different contexts, and their impact on the quality of the environment and the consequent socio-economic impacts.

1991 Implementation

Preparation of one main paper, synthesizing recent research findings as well as policies and trends, and of a number of theme papers, and organization of a workshop with approximately 80 participants, (9—11 October 1991) in co-operation with the Senate of Berlin.

Results

Selected papers and the conclusions of the Berlin Workshop will be published later in 1992.

References

European Workshop on Cities and the Global Environment — Proceedings. EF/91/26/EN. Cat. No. SY-72-91-172-EN-C.

European Workshop on the Built Environment and Social Integration in Cities — Proceedings. Cat. No. SY-74-92-039-EN-C.

AREA 5 — RAISING THE STANDARD AND QUALITY OF LIFE FOR ALL

The action programme concerning the economic and social integration of the economically and socially less privileged groups in society, established by a Council Decision of 18 July 1989 (OJ No. L224 of 2 August 1989), confirmed the increasing disparities in living conditions between those who are benefiting from current social and economic developments in Europe and those who find themselves excluded or on the margins.

The Foundation's work in this area has as its objective the provision of advice and the development of guidelines on how to: reduce inequalities generated by social and economic change resulting in exclusion and poverty; increase the involvement of all those concerned in the process of change, including the social partners and local communities; and improve co-ordination between different levels of responsibility (European, national/regional and local) and between the various policy areas in the living conditions field.

The Foundation's approach, in meeting these aims, has developed along three main perspectives: **spatial** (disadvantaged urban localities); **social groups** (unemployed people, the elderly and their family carers, women, migrants and ethnic minorities), and

issues (mobility, consumer-oriented public services, ageing, housing, health, transport).

In implementing this programme the Foundation is developing a better understanding of the processes which contribute to marginalization and exclusion, and highlighting good practice and the potential for transferring solutions. A high priority is to work in close co-operation with the Commission, complementing social action programmes on poverty, local economic development, unemployment, elderly, youth, women etc.

In 1991 the Foundation supported national workshops in Belgium, Ireland, Portugal and Spain to report and discuss the results of its research on coping with social and economic change at neighbourhood level. The action research programme on counselling and long-term unemployment, Eurocounsel, was launched. Reports from 11 Member States on family care of the older elderly were received and a framework was developed for investigating consumer-oriented action in public services. Work was commenced in this area in Germany, Greece, Portugal and the United Kingdom.

COPING WITH SOCIAL AND ECONOMIC CHANGE AT NEIGHBOURHOOD LEVEL

Robert Anderson/Wendy O'Congbaile

Community Policy References

Articles 130A and 130E (economic and social cohesion) of the EEC Treaty. Council decision of 18 July 1989 establishing a medium-term Community action programme concerning the economic and social integration of the less privileged groups in society; the LEDA and ERGO programmes of the Community.

Activity

Research

Aims

To develop a better understanding of factors influencing the contribution of local action in dealing with social and economic problems in disadvantaged urban areas; to provide an improved basis for development and implementation of appropriate policies and other interventions; to increase awareness of the links between local action and public policy.

Content

This research is closely related to other Foundation work on long-term unemployment, young people and the elderly, new forms of work and activity, consumers and urban environment. All countries have worked to a common research plan providing a basis for extensive analyses between and within the case study areas. The research focuses

upon the experience of problems and the contribution of local action in disadvantaged localities on the periphery of medium to large cities. Various surveys and interviews have been undertaken to investigate the experiences and perspectives of local people, groups and organisations, and policy makers.

1991 Implementation

Field research was finalized in Spain, Portugal and Greece. Results have been fed back to several national workshops and conferences. A consolidated report and other publications were initiated which will analyse and present the seven-country study for different audiences. Preparations began for a conference in September 1992 on "Citizen Action: involving people at local level".

References

- Coping with Social and Economic Change at Neighbourhood Level — United Kingdom. EF/WP/91/53/EN*
Coping with Social and Economic Change at Neighbourhood Level — Ireland. EF/WP/91/54/EN.
Social Change and Local Action. ISBN 92-826-0122-6. Cat. No. SY-57-89-338-EN-C.
Coping with Social and Economic Change at Neighbourhood Level: An Annotated Bibliography. ISBN 92-826-0086-6. Cat.No. SY-56-89-788-EN-C.

COUNSELLING AND LONG-TERM UNEMPLOYMENT (EUROCOUNSEL Programme)

Wendy O'Conghaile

Community Policy References

Council Resolution of 19.12.84 on long-term unemployment; Council Resolution of 22.12.86 on an action programme for employment growth; Council Conclusions of 1.12.87 on action to combat long-term unemployment; Council Resolution of 29.5.90 on action to assist the long-term unemployed; ERGO Programme.

Activity

Research/Dissemination

Aims

To extend and deepen the Foundation's work on means to improve the quality of life of the long-term unemployed and to facilitate their re-integration into social and economic life; to enhance the quality and effectiveness of counselling, information, advice and guidance services for the long-term unemployed; to encourage networking, joint initiative, exchange of good practice and ideas at local level between all the different agencies providing counselling services for the long-term unemployed; to elaborate methods which can be used to stimulate the development of more effective systems at local level which focus on meeting the needs of those experiencing or at risk of long-term unemployment.

Background

Counselling (including information, advice and guidance) is on the increase in Europe. In terms of tackling unemployment it is a central activity which forms part of an integrated sequence of measures to improve the situation for the long-term unemployed. It is also increasingly recognised as an important measure to prevent people entering long-term unemployment (Council Resolution of 29.5.90). A feasibility study undertaken in 1989/90 showed that, as well as being an important activity, counselling and the systems which provide it are not as effective as they need to be to meet the requirements of the long-term unemployed or of the labour market of the 1990s. This study also showed the benefits of involving those responsible for the provision and planning of counselling services in a programme of action research.

Long-term unemployment in the European Community is not decreasing in relation to improvements in the local and national economies of the Member States. This programme is proposed as an aid to policy makers and practitioners to focus more sharply on the specific needs of this heterogeneous group of people so that the counselling services provided give them the best quality assistance possible. It will also investigate the role of counselling as a means to prevent long-term unemployment.

Content

The overall aim of the programme is to create a largely, or entirely, self-supporting membership of an action research network amongst certain areas in the EC Member States, which would seek by a variety of means to improve the effectiveness of counselling services for those experiencing or at risk of long-term unemployment within local areas and between these areas in Member States. The programme will draw upon as wide a range as possible of agencies and organizations in each participating area, who are involved in counselling the long-term unemployed (e.g. local and central government, employment/training services) and those who could be involved in some way (e.g. employers, trade unions). It should encourage the participants to engage in a range of initiatives through voluntary membership and to commit resources to support such initiatives, facilitate communications, shared experiences, joint training and other initiatives through the production of published materials (guides, case studies of good practice), staff exchanges, seminars and study visits. It will monitor the policy implications of these activities, involve policy makers in the initiatives and ensure that findings are speedily passed to EC policy makers, national governments and the social partners' organisations.

1991 Implementation

During 1991 contracts were concluded in Ireland, Denmark, United Kingdom, Germany, Spain, Italy. There were three meetings in total, two with the local consultants in Brussels and Dublin and two with the advisory committee in Dublin. A series of Working Papers based on the results of the feasibility study was published. The series is divided into two main documents: Issues for Practitioners and Issues for Policymakers.

The English, German, Italian, Spanish and Danish versions were published by CEI Consultants Ltd., the contractors co-ordinating the programme, while the Dutch, Portuguese, French and Greek versions were published by the Foundation. A prospectus for the Eurocounsel programme was also produced in collaboration with CEI Consultants Ltd.

References

Counselling for the Long-term Unemployed: Issues for Policymakers WP/91/60/EN (Also available in the other eight Community languages)

Counselling for the Long-term Unemployed: Issues for Practitioners WP/91/61/EN (Also available in the other eight Community languages)

FAMILY CARE OF THE OLDER ELDERLY

Robert Anderson

Community Policy References

Social and family policies; Equal Opportunities Programme, Communication on the Family November 1989; Commission Action Programme on the "Community Charter" (The Elderly); Communication on the Elderly 1990; European Year for Older People and Solidarity between the Generations 1993.

Activity

Research, publication and dissemination

Aims

To document the nature and extent of family care of older people in Member States; to develop a better knowledge of factors affecting trends in caring, (especially by women), taking particular account of welfare and labour market policies; to review services and policies to support the family carers of older people.

Background

The numbers of elderly, particularly those aged 75+, will increase and people in this age group have higher levels of need for care and support. While social policies increasingly emphasize care in and by the family, other trends — in the labour market, household structures, changing social values — are making conflicting demands upon family resources.

Preliminary studies in Spain and Portugal, complementing previous Foundation research, underlined the issue of change in patterns and prospects for social care of the elderly. Studies of the situation of family carers, including interviews and analysis of service provision began in Autumn 1990.

Content

The studies have been organized in eleven Member States according to a common protocol made up of literature reviews, interviews and case studies of policy and practice. These document both the problems facing family carers and the contribution of public/private services and voluntary provision. The results have implications for policies in housing and employment, as well as social security and welfare sectors. Case studies of good practice in different Member States aim to identify the characteristics of support in these different sectors as they may improve quality of life for carers.

1991 Implementation

During 1991 national reports were submitted from the eleven countries. Preparation of a consolidated report and a case book began, as did a specific review of company policies and practices to support workers who are also family carers.

Results

Papers were contributed to several international conferences as the subject of family care has moved increasingly onto the public policy agenda of Member States. Preparations have begun for workshops in three countries to discuss policy alternatives to strengthen support for family carers.

CONSUMER-ORIENTED ACTION IN THE PUBLIC SERVICES

Robert Anderson/Wendy O'Conghaile/Hubert Krieger

Community Policy References

Social dimension of the internal market; Consumer Policy; EC Poverty 3 Programme and other programmes for groups who are major users of public services

Activity

Research

Aims

To document new initiatives in the public services designed to improve service to consumers; to consider the implications for workers and consumers of changes in work culture and organization; to examine the potential for transfer and development of 'good practice' in consumer-oriented public services.

Background

Over the past decade there has been a wave of growing interest in consumer-oriented philosophy and practice in relation to the provision of public services. The goal of making public services more responsive to the needs and preferences of users has considerable implications for both workers and consumers. A first review of research and developments was published in 1990 and formed the basis for a workshop in November 1990 which considered how research could contribute to the spread of consumer-oriented changes in the public services. Key questions for research and a classification of initiatives have been developed.

1991 Implementation

A working group was established to define research methods suitable to address the questions outlined in the November 1990 seminar. A common research rationale and framework was developed which formed the basis for initial studies to begin in four Member States (Greece, Portugal, Germany and the United Kingdom). Two co-ordination meetings were held during the course of the year in Athens and Brussels respectively.

References

Providing information about urban services (Information Booklet Series No.3). Cat. No. SY-48-87-371-EN-C. ISBN 92-825-7069-X.

Public Services: working for the consumer (Information Booklet Series No. 15). Cat. No. SY-58-90-950-EN-C. ISBN 92-826-0329-6.

AREA 6 — ASSESSING TECHNOLOGIES OF THE FUTURE

Biotechnology, telecommunications and new materials are considered to be among the most important technologies with implications for living and working conditions in the future.

Biotechnology has been the subject of extensive work carried out by the Foundation under its third rolling-programme and has continued under the current (fourth) rolling-programme. Reports on the impact of biotechnology on living and working conditions, on agriculture and on the environment, as well as a research agenda "Scenarios for Biotechnology in Europe", have been published.

In 1990, the Foundation undertook jointly with the

Commission a study on public awareness of, and attitudes to, biotechnology. The results of this study were presented to a workshop, held in 1991, on the attitudes to, and applications of, biotechnology from the perspective of interest groups and of the general public.

A project on the electronic home produced a state-of-the-art picture of electronic applications from a Community perspective. A document, entitled "New Materials for Environmental Design", brings together the results of three studies on new materials. It will be presented to a conference on "Designing the Future" in Copenhagen in 1992.

THE PUBLIC AND BIOTECHNOLOGY

Robert Anderson

Community Policy References

Community policies and programmes in research (e.g. BRIDGE), consumer affairs and environment

Activity

Research, review and dissemination

Aims

To assess public knowledge of, and attitudes to, developments in biotechnology, particularly on the relationship between biotechnology and environment; to identify systems for the participation of the social partners and public interest groups in decision-making about biotechnology; to provide information that will assist in developing initiatives to increase awareness of the social, environmental and economic aspects of biotechnology.

Content

During 1990 workshops were organized in three Member States; the results of these were used as background for an international seminar, designed to draw out policy implications for public information and dialogue between interest groups. A second strand of work aimed to strengthen awareness of factors influencing environmental applications of biotechnology. A workshop was organized to consider the review on 'environment, biotechnology and the public' begun in 1990.

1991 Implementation

Two reports were finalized and evaluated during 1991: the Public and Biotechnology and the Environmental Applications of Biotechnology. They will be published in 1992.

References

- Scenarios for Biotechnology in Europe: A Research Agenda. Cat. No. SY-59-90-645-EN-C. ISBN 92-826-0373-3.*
Biotechnology in Future Society — Scenarios and Options for Europe. ISBN 92-825-8597-2. Cat. No. SY-52-88-598-EN-C.
The Public and Biotechnology. A discussion document. EF/89/21/EN.
The Impact of Biotechnology on Living and Working Conditions. Consolidated report. Cat. No. SY-49-87-406-EN-C. Bibliography, Cat. No. SY-49-87-404-EN-C.
The Social Impact of Biotechnology. Cat. No. SY-49-87-430-EN-C.

THE ELECTRONIC HOME:
INTERACTIVE TELECOMMUNICATIONS OF THE FUTURE

Eberhard Köhler/Voula Mega/Jaume Costa

Community Policy References

Telecommunication policies in the internal market; restructuring of labour markets; RACE programme

Activity

Research

Aims

To identify opportunities and potential problems of the expected increase in human interaction conducted through telecommunications networks.

Background

Technological developments in hardware and the growing provision of networks for the interchange of electronic data and services provide the basis for the assumption that existing applications will expand and that additional applications such as tele-medicine and tele-interaction with public services will become possible. The social impact of non-interactive telecommunications, such as television, on family life, social interaction patterns, etc. has already been experienced. On this basis, it can be assumed that interactive telecommunication applications may have an even more profound impact on living and working conditions.

1991 Implementation

A state of the art picture of some of the applications from a cross-national European Community perspective through an initial review of existing literature and other published opinion was presented. Particular attention has been paid to the

- obstacles (language, cost, etc.) of international telematics;
- inclusion or exclusion of certain groups of people from the potential benefits of this development (“computer literateness”, cost of equipment, etc.);
- inclusion or exclusion of certain viewpoints in the information and services available;
- safety and health aspects of the “electronic home”;
- scenarios of possible developments with reference to particular groups of persons (old people, children, double-income families, women, single persons, electronic home workers etc.)
telemedicine applications from a “general health” point of view

Results

First results of this preliminary stock-taking exercise will become available in early 1992.

NEW MATERIALS AFFECTING BOTH THE WORKING ENVIRONMENT AND
THE EXTERNAL ENVIRONMENT (CLEANER TECHNOLOGIES)

(Henrik Litske/Pascal Paoli)

Community Policy References

Council Resolution of 19 October 1987 on the European Community Policy and Action Programme on the Environment

Activity

Research

Aims

To develop a concise review of some of the most important new and advanced materials likely to affect working conditions; to explore the links between the impact of such materials on the working environment and on the external environment through their whole lifecycle; to show the potential preventive effectiveness and cost-benefit of the use of these new environment-friendly materials; to discuss the needs and possibilities for the development of information systems and networks on environmentally-friendly materials.

Content

A pilot study collected information on:

- regulations on new materials in the Member States;
- existing studies and networks on the issue
- the characteristics of new and advanced materials and the work processes surrounding them; in particular organisational work processes.
- the possible uses described on the basis of case-examples (in qualitative rather than quantitative terms);
- the potential for improved working conditions and environmental protection;
- the potential risk aspects for employees and for the environment outside the workplace;
- the main social and regional consequences of the new materials studied;
- the quality of the documentation and risk assesment of materials;
- the need for further risk assessment on the identified materials.

A review of the project will include ideas for a structure on how the issue of new materials can be co-ordinated at European level. This structure relates not only to the development of new materials and the risk assessment of these, but also to the question of how information on environmentally friendly new materials are channelled to designers, architects etc. The project is being limited to new materials expected to come into widespread industrial use before the year 2000.

1991 Implementation

A co-ordination group was established in 1991 to discuss the orientation and the implementation of the exploratory study. They initially discussed the complexity of the issue of "new materials". Three closely interlinked studies were developed.

Study 1: General background information

Study 2: Environmental impact assessment of new materials

Study 3: An illustrative product analysis.

Evaluation which took place in January 1992, and publication of the merged result of the three above studies will be effected later in 1992.

Results

A document on the merged result of the three above studies will be presented as "New Materials for Environmental Design" to a conference in Copenhagen in June 1992. The conference, "Designing the Future" is being organized jointly by the Danish Association of Architects and the Foundation.

References

New Materials for Environmental Design will be published in the second half of 1992.

Council Regulation EEC/No. 1356/75 creating the Foundation directed it to “foster the exchange of information and experience”, to “set up a system of information and documentation” and to “co-operate as closely as possible with specialized institutes, foundations and bodies in the Member States or at international level”.

Besides its permanent information activities — library and documentation services, its publications’ programme, conferences and workshops — the Foundation is developing a number of general information projects.

Networks are being established designed to play a role in informing the Foundation’s work and relaying the results of that work to selected groups and constituencies. Two such networks relating to working

conditions were serviced during 1991: the ACTEUR Group, which comprises national institutes for improving working conditions, representatives of the Commission (DG V) and of the Foundation; and a network of trade union research institutes for working conditions.

In addition, two summer schools were organized by the Foundation in 1991. The first, on human-centred technology, took place in Bologna in July. It was co-sponsored by the City of Bologna, ACOSTUD (Bologna), the services of the European Commission and the Swedish Environment Fund.

A second School, on human resource management and new technology, was held in Berlin (26—30 August). It was designed for policy makers and practitioners in Czechoslovakia, Hungary and Poland.

NETWORK OF NATIONAL INSTITUTES FOR IMPROVEMENT OF WORKING CONDITIONS

(The ACTEUR Group)*

Directorate/Brid Nolan

Community Policy References

Information

Activity

Network developments

Aims

To establish better relays with bodies in the Member States with missions similar to those of the Foundation; to link organizations which have programmes and lead action for improving the quality of working life; to enable those organizations to : identify common issues; exchange information; rationalise efforts.

Background

In September 1989 directors from institutes in Belgium, Denmark, France, Germany, Ireland, the Netherlands, Spain and the United Kingdom met in Dublin with representatives from the Commission and the Foundation. A proposal put forward by the Foundation to link the institutes, the relevant services of the Commission and the Foundation in an informal network was adopted. A meeting of the Group was held in Dortmund in October 1990, where the Group members reported on developments within their organizations and discussed the impact of European Integration.

1991 Implementation

A meeting of the Group took place in Barcelona in November 1991. It was hosted by the Barcelona centre of the Instituto Nacional de Seguridad e Higiene en el Trabajo. Following reports from the members of the Group and some invited guests, presentations were made on the subject of ‘risk prevention as a strategy for improving working conditions’. The members also discussed the implications for working conditions of Articles 100A and 118A of the EEC Treaty.

* from the French: **Amélioration des Conditions de Travail en EUROpe**

Future Activities

This activity will have to be evaluated regularly but the network could become a permanent structure helping the Foundation in performing its mission.

NETWORK OF TRADE UNION RESEARCH INSTITUTES FOR WORKING
CONDITIONS

Eric Verborgh

Community Policy References

Social dialogue/Information

Activity

Dissemination/Network developments

Aims

To help in disseminating properly the work of the Foundation in trade unions.

Background

Several national trade union confederations have created in recent years research institutes particularly oriented towards working conditions and quality of life. In 1989 a first meeting of representatives of relevant institutes was organized.

1991 Implementation

A second meeting of representatives of relevant institutes, together with international experts (e.g. from ILO, DGV, ETUI, TUTB) took place at the Foundation in Dublin on 29 — 30 April. The participants informed each other about developments in their respective institutes and commented on a survey prepared for the Foundation on Trade Union Research Institutes in the Member States. They also discussed several Foundation projects (survey of new forms of work, glossaries of national systems of industrial relations, monitoring systems of working conditions).

WORKING CONDITIONS ACTION PROGRAMMES IN THE EUROPEAN
COMMUNITY

Pascal Paoli/Henrik Litske

Community References

Activity

Information project

Aims

This project aims at identifying, filing and keeping up to date information on national and branch programmes and actions intended to improve working conditions.

Background

There is a number of specific action programmes in each Member State with a sectorial profile. High interest is often shown in the Member States for a knowledge of what is happening elsewhere. No data bank of this nature exists at present at Community level.

Contents

The data collecting should cross-link the various sectors, countries and areas of the work environment. The data collected will enable to identify who is doing what in each country and to contact the relevant organizations. The methodology should enable to take on board at a later stage experiences at company level and in particular identify data banks of innovative experiences.

1991 Implementation

Data gathering has commenced on this project and a report will be published in 1993.

EUROPEAN SUMMER SCHOOL ON HUMAN-CENTERED TECHNOLOGY

Hubert Krieger

Community Policy References

Social policy, quality of working life, social orientated technology improving health and safety

Activity

Information/Dissemination

Aims

To introduce the concept of human-centered technology; to show the potential of this approach to combine several beneficial achievements for employees and employers; to show different applications in the Member States; to organize an exchange of positive experience within the countries of the Community; to evaluate the first and second summer school.

Background

Over the last three years, the Foundation has organized seminars in Ireland, Portugal and Greece to promote the transfer of experience on human centered production technology. A first summer school was successfully organized in July 1990 by the Technical University of Aachen. Good contacts were established with the Commission, particularly with the FAST programme in order to organize the summer school jointly.

1991 Implementation

A second Summer School on Human Centred Technology was organized by the Foundation with co-sponsorship from the City of Bologna, ACOSTUD (Bologna), the FAST programme of the European Commission (DG XII), the Directorate General of Employment, Industrial Relations and Social Affairs (DG V) and the Swedish Environment Fund. It was held on 13—20 July in the City of Bologna (Italy) and brought together business managers, trade unionists, engineers, scientists and academics to see for themselves how a human-centred implementation of new technology in firms can improve profitability, working conditions and qualifications. Participants came from Australia, Japan, the United States and the EC, particularly from Greece, Italy and Spain. The week combined lectures, discussions and field trips. In the field trips to Lamborghini, MecTrac and Arcotronics the "students" saw in practice ideas and systems which they had previously discussed together, and availed of the opportunity to hear the opinions and experiences of the managers and workers' representatives in those firms.

**EUROPEAN SUMMER SCHOOL ON HUMAN RESOURCE MANAGEMENT AND
NEW TECHNOLOGY**

Eberhard Köhler/Jaume Costa/Pascal Paoli

Community Policy References

Social policy, quality of working time, technological development

Activity

Information/Dissemination

Aims

To introduce the socio-technical design concept; to relate the joint-design approach to situations of social, economic, technical change situations; to present European Community experiences of good practice to actors in the newly emerging market economies of central and eastern Europe.

Background

The Foundation has made a significant contribution to the development of the socio-technical or joint-design approach to work organization. This has helped to make this approach the accepted standard of how the planning process should be conducted. Through case studies and quantitative survey data, the Foundation has built up a broad portfolio of "good practice" which are worthy of being shared with those who have not yet had the opportunity to consider this option.

Content

The most significant results of Foundation-sponsored research was presented in such a way that lessons can be drawn in respect of adapting them to situations of change: social, economic, technological. In this respect, participants from all over Europe, including central and Eastern Europe, (CSFR, Hungary, Poland) benefitted from this transfer of knowledge.

1991 Implementation

The Summer School took place in Berlin in August 1991. It was designed specifically to meet the needs of senior policy makers and practitioners from Czechoslovakia, Hungary and Poland. Participation was limited to eight delegates from each of these countries to facilitate discussion and exchange of information. Fifteen experts from the EC Member States also attended. Discussion revolved around five main topics: general principles of the socio-technical approach, ergonomics of planning, forward looking human resource management and development, organizational options and working time patterns, and analysis of working conditions.

The Foundation has conducted a follow-up evaluation with the participants in order to find out to what extent the knowledge gained by participation in the Summer School helped them in their work and in dealing with the problem-solving process. The responses are being examined and results will be incorporated into the 1992 summer school for Eastern and Central European participants.

PART III

ANNEXES



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Summary table of expenditure for financial year 1991 in ECU

	Total	Chapter 1 (Staff expenditure)	Chapter 2 (Administration expenditure)	Chapter 3 (Operating expenditure/ Living conditions)	Chapter 4 (Operating expenditure/ Working conditions)
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Appropriations Available

Final appropriations for the financial year

1991	8.950.000	3.800.000	1.486.000	1.466.000	2.198.000
Increase compared with 1990	+ 28,8%	+ 12,4%	+ 127,9%	+ 25,6%	+ 25,5%

Utilisation of Appropriations

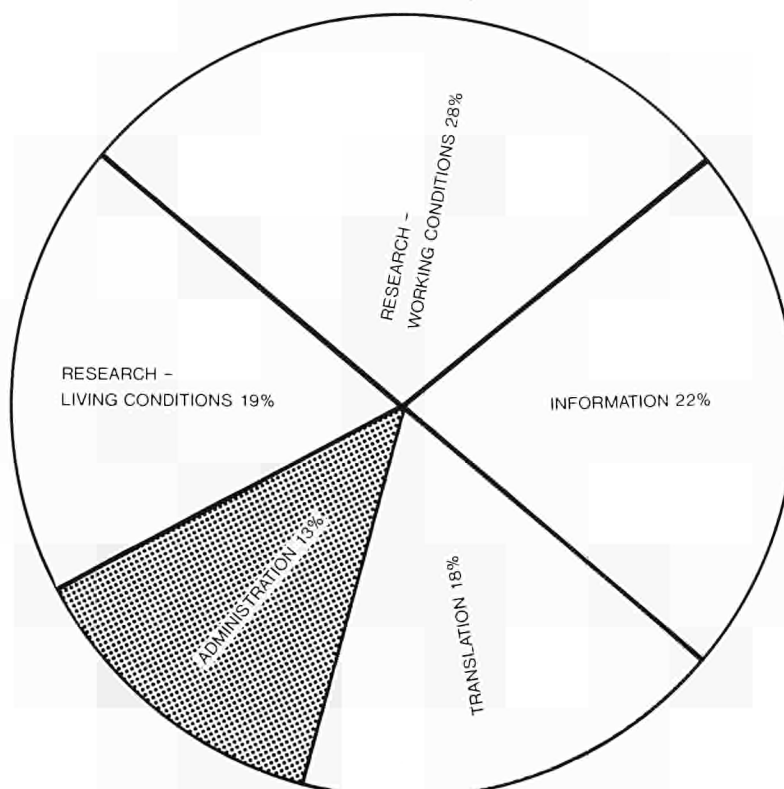
Commitments amount to	8.903.053	3.785.472	1.476.180	1.456.965	2.184.436
Leaving to be cancelled an amount of	46.947	14.528	9.820	9.035	13.564
Percentage utilised	99,5%	99,6%	99,3%	99,4%	99,4%
Percentage cancelled	0,5%	0,4%	0,7%	0,6%	0,6%

Utilisation of Appropriations**Carried Over from 1990**

Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to

Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to	1.253.676
Payments from carry-overs amount to	1.201.920
Leaving to be cancelled an amount of	51.755
Percentage utilised	95,9%
Percentage cancelled	4,1%

This chart presents the broad divisions of costs amongst the Foundation's activities



(as at 31 December 1991)

MEMBERS OF THE BUREAU OF THE ADMINISTRATIVE BOARD***Chairman of the Board***

Jean-Claude Vandermeeren
(Unions Group)

Vice-Chairpersons of the Board

Fritz-Jürgen Kador
(Employers Group)

Peter Brannen
(Governments Group)

Jean Dejimbe
(Commission)

Co-ordinators

Bernard Arnold
Directeur
Délégué aux Affaires Sociales
Union des Confédérations de
l'Industrie et des Employeurs
d'Europe (UNICE)

Bernard Le Marchand
Conseiller de la Fédération
Internationale des Grandes et
Moyennes Entreprises (FIGED)

Willy Buschak
Secrétaire
Confédération Européenne des
Syndicats (CES)

REPRESENTATIVES OF THE COMMISSION OF THE EUROPEAN COMMUNITIES***Members***

J. Degimbe
Director-General for Employment,
Industrial Relations and Social
Affairs

R. Hull
Adviser in the Directorate-General
for Environment, Nuclear Safety
and Civil Protection

R. Petrella
Head of Unit
Forecasting and Assessment in
the Field of Science and Technology
(FAST)
Directorate-General for Science,
Research and Development

Alternates

F. Devonic
Head of Unit "Co-ordination
and Information Policy"
Directorate-General for
Employment, Industrial
Relations and Social Affairs

R. Lambert
Head of Unit DG.XI
Directorate-General for
Environment, Nuclear Safety
and Civil Protection

H. Ott
Head of Unit
Environment and Waste Recycling
Directorate-General for Science,
Research and Development

1991

COUNTRY	Representatives of National Governments		Representatives of Employers' Organizations		Representatives of Trade Unions	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
Belgium	M. de Gols Ministère de l'Emploi et du Travail	M. Pierre Administrateur Général de l'Institut pour l'Amélioration des Conditions de Travail	M. Thyssen Direkteur Studiedienst van het National Christelijk Middenstandsverbond	J. Van Holm Direkteur Verbond van Belgische Ondernemingen Ravensteinstraat 4 Brussel	J.-C. Vandermeeren Secrétaire National de la Fédération Général du Travail Belgique	P.-P. Maeter Responsable du Service Entreprise Fédération Générale du Travail de Belgique
Denmark	H. Grove Kontorchef Arbejds miljø Koordination af ministerområdets EF-sager	K. Overgaard-Hansen International konsulent Direktoratet for Arbejdstilsynet	K. Holm Kontorchef Dansk Arbejdsgiverforening	L. E. Nielsen Afdelingschef Landbrugsraadet	N.-J. Hilstrøm L.O. Sekretær Landsorganisationen i Danmark	C. Detlif Landsorganisationen i Danmark
Germany	A. Schulte Ministerialrat Bundesministerium für Arbeit und Sozialordnung	A. Wittrock Regierungsdirektor Bundesministerium für Arbeit und Sozialordnung	F.-J. Kador Geschäftsführer Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Thüsing Direktor Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Schneider Deutscher Gewerkschaftsbund	R. Dombre Deutscher Gewerkschaftsbund
France	M. Boisnel Conseiller Affaires sociales Rep. Perm. de la France auprès des Communautés européennes	C. Cossa Chargé de Mission au Secrétariat d'État Chargé de l'Environnement et de la Qualité de la Vie	R. Chabod Délégué Général aux Ressources Humaines Aérospatiale	C. Amis Président de la Section Sociale de la FNSEA	F. Grandazzi Secrétaire Général Fédération des Industries Chimiques, Confédération Générale du Travail Force Ouvrière	P. Etienne Secrétaire Confédéral Confédération Française du Travail
Greece	M. Sarivalassis Ministère du Travail	D. Tangas Ministère du Travail	X. Constantinidis Société Aluminium de Grèce	F. Provatas Délégué Général de la Section Hellénique de la CEEP	P. Michalakakos Confédération Générale du Travail de Grèce	G. Dassis Représentant de la Confédération Générale du Travail de Grèce en Europe
Ireland	M. Monaghan Principal Officer Department of Labour	M. Moylan Principal Officer Department of the Environment	A. Gibbons Irish Farmers' Association	F. Bracken Personnel Director Cadbury Ireland Ltd.	D. Nevin Irish Congress of Trade Unions	G. Fleming General Secretary Irish Painters' and Decorators' Trade Union
Italy	G. Cacopardi Direzione Generale Rapporti di Lavoro Ministero del Lavoro	G. Rocca Ercoli Direzione Generale Rapporti di Lavoro Ministero del Lavoro	R. Delvecchio Direzione Relazione Industriali Olivetti S.p.A.	G. Togliani Amministratore Delegato TRENDS S.r.l.	C. Brighi Confederazione Italiana Sindacati Lavoratori (CISL)	G. Malaspina Confederazione Generale Italiana del Lavoro (CGIL)
Luxembourg	J. Zahlen Conseiller de Gouvernement Ministère du Travail	N. Rume Médecin-Chef de Service de la Médecine du Travail Direction de la Santé	G. Schmit Chef de Service Contrôle Interne Société Nationale des Chemins de Fer	L. Jung Directeur de la Fédération des Industriels Luxembourgeois	N. Hoffmann Lëtzebuurger Chrëschtliche Gewerkschafts-Bond (LCGB)	R. Pizzaferrri Secrétaire social Onafhängege Gewerkschaftsbond Lëtzebueg (OGBL)
Netherlands	C. J. Vos Ministerie van Sociale Zaken Directoraat-generaal van de Arbeid	W. J. Kakebeeke Ministerie van Volkshuisvesting, Ruimtelijke Ordening en Milieubeheer	J. H.J. Crijns Tweede Voorzitter Werkgeversvereniging voor het Bankbedrijf	T.H.H. Van Vuren Nederlandse Christelijke Boeren- en Tuindersbond (NCBTB)	H. P.W. Schmitz Federatie Nederlandse Vakbeweging (FNV)	G. Cremers Christelijk Nationaal Vakverbond (CNV)
Portugal	H. Nascimento Rodrigues Ministério do Emprego e da Segurança Social	A. Ascenso Pires Director-Geral da Qualidade do Ambiente Secretaria de Estado do Ambiente Recursos Naturais	J. Da Sousa Machado Confederação do Comércio Português	L. Garcia Ferrero Morales Associação Industrial Portuguesa Praça das Indústrias	E. Ramos Damião Secretária Executiva da União Geral dos Trabalhadores (UGT)	J. Pires Amoroso União Geral dos Trabalhadores (UGT)
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United Kingdom	P. Brannen Head of International Relations Branch Department of Employment	C. L. Robson Chief Scientist Group Department of Environment	B. Bowden Advisor to Confederation of British Industry	D. France Head of International Social Affairs Dept. Confederation of British Industry	P. Jacques Social Insurance and Industrial Welfare Department Trades Union Congress	S. Brooks Organization and Industrial Relations Department Trades Union Congress

(as at 31 December 1991)

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UNITED KINGDOM

Mr. Bill Daniel
Director
Policy Studies Institute

This list is as at 31 December 1991. At that time there was 1 vacant post.

DIRECTORATE:

Director: Clive Purkiss
 Secretary: Annick Menzies
 Deputy Director: Eric Verborgh
 Secretary: Anne O'Toole

RESEARCH PROMOTION:

Robert Anderson
 Jaume Costa
 Camilla Galli da Bino
 Christine Gollin
 Hanne Hansen
 Eberhard Köhler
 Hubert Krieger
 Henrik Litske
 Voula Mega
 Wendy O'Conghaile
 Pascal Paoli
 Jørn Pedersen

**INFORMATION, DOCUMENTATION
AND DISSEMINATION:**

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 Roseanna Creamer
 María Cuesta Perez
 Martin Flynn
 Sean Griffin
 Ewan Hogan
 Philip Ireland
 Patricia Kingston
 Ann McDonald
 Fiona Murray
 Bríd Nolan
 Marie O'Meara
 Dimitrios Politis
 Susan Ryan-Sheridan
 Barbara Schmidt

TRANSLATION:

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 Catherine Cerf
 Maria Correia-Barbosa
 Cristina Frawley
 Teresa Gonzalez Tanago
 Doris Hirschfeld
 Mouring Lindenburg
 Leontine Mastenbroek
 Francesca Olivieri
 Jacques Prieu
 Evangelhos Psaroudakis
 Thomas Sängner

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TECHNICAL SERVICE:**

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 Gerald Galvin
 Elisabeth Gouilleux-Cahill
 Jim Halpenny
 Kevin Ledwidge
 Dolores McCarthy
 Mary McNeice
 Brian Moore
 Louise Shanley
 Terry Sheehan
 Sally Anne Sloan

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
AREA 1 - Developing Industrial Relations and Participation				
Role of the Parties Involved in the Introduction of New Technology Ref. 91 010101/86	H. Krieger J. Costa	Research/ Dissemination	1	3,500
Round Tables: Involvement of Employee Representatives in Technological Change Ref. 91 020101/88	H. Krieger J. Costa V. Mega	Meetings/ Dissemination	9	11,600
Innovative Participatory Practices in Europe Ref. 91 030102/88	H. Krieger P. Paoli	Research/ Dissemination	2	32,250
New Trends in Industrial Relations in Europe: Exploratory Activities Ref. 91 040102/91	H. Krieger J. Costa	Research/ Conference	9	89,500
European Labour and Industrial Relations Glossary Ref. 91 050103/87	H. Krieger P. Long N. Wood	Research/ Dissemination	2	78,500
Area 2 - Restructuring Working Life				
New Forms of Work and Activity: Analysis Survey of Experience at Enterprise Level Ref. 91 060201/88	E. Köhler J. Costa	Analysis of Data Dissemination of Results	8	134,579
Network of Working Time Experts Ref. 91 070202/90	E. Köhler	Research/ Publication	2	19,938
Bulletin of European Shiftwork Topics (BEST) 1991 Ref. 91 080202/87	P. Paoli	Compilation and Editing of Information	—	—

ANNEX 5 *continued*

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
The Changing Use of Time:EF Archive of Time Budget Data Ref. 91 090202/83	E. Köhler	Research/ Publication	1	5,000
Area 3 - Promoting Health and Safety				
Systems for Monitoring Working Conditions Related to Health and Safety in the European Community Ref. 91 100301/89	P. Paoli H. Litske	Research	4	80,000
European Information Bank on Systems for Monitoring Working Conditions Related to Health and Safety Ref. 91 110303/89	P. Paoli	Research	—	—
European Survey on Working Conditions Related to Health and Safety Ref. 91 120302/91	P. Paoli H. Litske	Research	1	220,521
The Consideration of Working Conditions in the Management of Technical Projects Ref. 91 130302/88	Pascal Paoli	Research/ Dissemination	—	—
Innovative Workplace Action for Health Ref. 91 140303/89	R. Anderson	Research/ Publication/ Dissemination	2	30,900
Ageing of the Workforce and Work Organization Ref. 91 150303/88	P. Paoli H. Litske	Research/ Dissemination	—	—
Area 4 - Protecting the Environment, the Worker and the Public				
The Firm in its Local Environment Ref. 91 160401/91	V. Mega J. Pedersen	Research/ Survey	2	100,000

ANNEX 5 *continued*

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
Environmental Perspectives and the Quality of Life Ref. 91 170401/89	J. Pedersen	Research	3	99,600
Protection and Improvement of the Environment in Urban Areas Ref. 91 180402/89	V. Mega J. Pedersen	Workshops/ Dissemination	3	15,000
Area 5 - Raising the Standard and Quality of Life for All				
Coping with Social and Economic Change at Neighbourhood Level Ref. 91 190501/87	R. Anderson W. O'Conghaile	Research	5	48,212
Counselling and Long-term Unemployment Ref. 91 200502/89	W. O'Conghaile	Research	7	219,429
Family Care of the Older Elderly Ref. 91 210502/89	R. Anderson	Research/ Publication/ Dissemination	5	57,150
Consumer Oriented Action in the Public Services Ref. 91 220502/88	R. Anderson	Research	5	44,000
Area 6 - Assessing Technologies of the Future				
Public and Biotechnology Ref. 91 230601/89	R. Anderson	Research/ Review/ Dissemination	1	8,050
The Electronic Home — Interactive Telecommunications of the Future Ref. 91 240602/91	E. Köhler V. Mega J. Costa	Research	3	59,284
Review on New Materials Affecting Both Working Environment and the External Environment Ref. 91 250603/91	H. Litske P. Paoli	Research	3	57,200

ANNEX 5 *continued*

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
INFORMATION PROJECTS				
Working Conditions Action Programmes in EC Ref. 91 280004/91	H. Litske	Information	1	25,000
European Summer School on Human Centred Technology Ref. 91 290003/90	H. Krieger	Information/ Dissemination	3	9,300
European Summer School on Human Resource Management and New Technology Ref. 91 300005/91	E.Köhler J. Costa P. Paoli	Information/ Dissemination	2	29,888
Preparatory Work for a Conference on "Prevention Through Design" Ref. 91 310006/91	H. Krieger P. Paoli		1	10,000

CONTRACTS RELATING TO RESEARCH

BELGIUM

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Area: 1 Work Programme No:91 040102/91

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ANNEX 6 *continued*

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JANUARY

24-25; *Dublin; E. Punch.*
National Youth Council*

FEBRUARY

1; *Brussels; Director*
Bureau

18-19; *Barcelona; R. Anderson; W. O'Conghaile.*
Co-ordination meeting on coping with social and economic change at neighbourhood level

24-25; *Dublin; R. Anderson.*
Meeting of analysis group on workplace action for health

MARCH

4; *Brussels; J. Pedersen.*
Meeting on environmental perspectives and the quality of life 1994—2010

6-7; *Dublin; W. Litske; P. Paoli.*
First co-ordination meeting on project on new materials

7-8; *Brussels; H. Krieger.*
Second workshop on industrial relations and the environment

8-9; *Dublin; K. Chapman, London.*
Eurolink Age

13; *Brussels; W. O'Conghaile.*
Evaluation meeting on the review of the Foundation's work 1985—1992 and its implications for women

14-15; *Dublin; P. Paoli.*
First co-ordination meeting on monitoring working conditions related to health and safety/methods and instruments for work-place assessment

20-21; *Dublin; Director.*
42nd Board Meeting

21; *Brussels; E. Köbler.*
Analysis group on new forms of work and activity

* Other Organisations

22; *Brussels; E. Köbler.*

European round table on new forms of work and activity

24-25; *Athens; R. Anderson.*

Co-ordination meeting on family care of the older elderly

APRIL

11-12; *Munich; E. Köbler.*

Fourth co-ordination meeting of analysis group on new forms of work and activity

15-16; *Madrid; J. Costa; H. Krieger.*

Round table on participation in technological change

15-16; *Barcelona; R. Anderson.*

Co-ordination meeting on workplace action for health

24-25; *Copenhagen; H. Krieger.*

Conference on information and consultation in European multinationals

29-30; *Dublin; Deputy Director.*

Seminar of trade union research institutes

MAY

2; *Athens; J. Costa; V. Mega.*

First preparatory meeting for Greek round table on participation

6; *Brussels; Director.*

Bureau

8-9; *Cambridge; H. Krieger.*

Fourth co-ordination meeting on the attitudinal survey

17; *Amsterdam; H. Litske; P. Paoli.*

Second Co-ordination meeting on new materials in improved design

21; *Dublin; E. Köbler; V. Mega; J. Costa.*

Co-ordination meeting on "electronic home"

23; *Dublin; W. O'Conghaile; E. Köbler.*

Progress meeting "time budget archive"

23-24; *Berlin; R. Anderson.*

Co-ordination meeting on workplace action for health

ANNEX 7 *continued*

23-24; Dublin; H. Krieger; P. Paoli.

First workshop on participatory practices in Europe
“what can we learn from the Swedish experience?”

27-28; Dublin; E. Köhler.

Fifth coordination meeting of analysis group on new
forms of work and activity

27-28; EF Brussels; P. Paoli; H. Litske.

Coordination meeting on monitoring working
conditions/workplace assessment

28; Brussels; P. Paoli; H. Litske.

First meeting on national questionnaire-based surveys
on working conditions and health and safety

29; Brussels; P. Paoli; H. Litske.

Meeting of the advisory committee on the
questionnaire-based survey “Working conditions
related to health and safety in the EC”

29-31; Madrid; R. Anderson.

Meeting on attitudes to genetic engineering:
implications for action

JUNE

10; Brussels; J. Pedersen.

Research group meeting on environmental
perspectives and quality of life 1994–2010

12; Paris; P. Paoli.

European seminar on ageing at work: changing content
of work and human resources management

14; Dublin; B. Nolan.

Visit by Council of Europe committee on family affairs

17-18; Dublin; W. O’Conghaile.

Advisory committee on counselling and long-term
unemployment (Eurocounsel)

18; Heathrow; N. Wood.

Marketing group for industrial relations glossary

20-21; EF Brussels; R. Anderson.

Co-ordination meeting on family care of the older
elderly

JULY

1-2; Dublin; Deputy Director.

Employers Group

2-4; Dublin; R. Anderson; W. O’Conghaile.

Co-ordination meeting on coping with social and
economic change at neighbourhood level

4; London; H. Litske; P. Paoli.

Third coordination meeting on new materials

4-5; Dublin; Deputy Director.

Unions Group

6-7; Dublin; R. Anderson.

Meeting of researchers on innovative workplace action
for health

11; Athens; J. Costa; V. Mega.

Second preparatory meeting for Greek round table on
participation

11; Dublin; B. Nolan.

Visit by SYS-DAT Consulenz

14-20; Bologna; H. Krieger.

Second summer school on human-centered technology

17; Brussels; Director.

Bureau

18-19; EF Brussels; W. O’Conghaile.

First meeting of local consultants on Eurocounsel

23; Dublin; W. O’Conghaile.

Visit of Dail Joint Committee on Women’s Rights

25-26; Fontainebleau; E. Köhler.

Analysis group on new forms of work and activity

AUGUST

1; Dublin; L. Armour.

European studies debate by Boys’ Model School,
Belfast*

26-30; CEDEFOP, Berlin; E. Köhler; P. Paoli; J. Costa.

Summer school on human resource management and
new technology

29-30; Copenhagen; P. Paoli; H. Litske.

First meeting of the network on product and exposure
registers

29-31; Leuven; R. Anderson.

Health workers and 1992: staring at the snake

SEPTEMBER

2-4; Dublin; R. Anderson.

Meeting on application of biotechnology for
environmental pollution treatment

3; Brussels; H. Litske; P. Paoli.

Advisory meeting on questionnaire-based survey
“working conditions related to health and safety”

ANNEX 7 *continued*

5-6; *Dublin; Deputy Director.*

Governments Group

12-13; *Paris; E. Köbler.*

Network meeting on working time

27-28; *Athens; R. Anderson; W. O'Conghaile.*

Advisory meeting on consumer-oriented action in public services

OCTOBER

4-6; *Dublin; M. Flannery.*

European Justice and Peace Commission*

9-11; *Berlin; J. Pedersen; W. O'Conghaile; V. Mega.*

European workshop on improvement of the built environment and social integration in cities

11; *Stuttgart; E. Köbler.*

Second co-ordination meeting on the electronic home: interactive communications of the future

11; *Brussels; Director.*

Bureau

14-15; *Dublin; P. Paoli; H. Krieger.*

Third international workshop on employee involvement: innovative experiences in European banking

16; *Dublin; A. Dalton, Golden Pages.*

Europeage conference — international directories*

15-16; *EF Brussels; J. Pedersen.*

First co-ordination meeting on the firm and the local environment

24; *Dublin; T. Ronayne, Work Research Centre.*

Seminar on facilitating access to training and employment of the homeless*

25; *London; N. Wood.*

Meeting of technical committee on industrial relations glossaries

31; *London; N. Wood.*

Meeting of production committee on industrial relations glossaries

NOVEMBER

4; *EF Brussels; H. Krieger.*

Experts meeting on attitudinal survey

5; *Brussels; H. Krieger.*

Evaluation committee on industrial relations and environment

5; *Brussels; H. Krieger.*

Evaluation committee on information and consultation in European multinationals

7; *Brussels; J. Pedersen.*

Research group meeting on environmental perspectives and the quality of life 1994—2010

7-8; *Athens; V. Mega; J. Costa; H. Krieger.*

Round table on participation in technological change

7-8; *Dublin; H. Litske; P. Paoli.*

Second co-ordination meeting on monitoring working conditions related to health and safety

13-14; *Dublin; R. Anderson; W. O'Conghaile.*

Coping with social and economic change at neighbourhood level

14-15; *Dublin; Deputy Director.*

28th meeting of Committee of Experts

19; *Dublin; B. Nolan.*

Visit of students from Maynooth college

21; *London; H. Litske; P. Paoli.*

Third co-ordination meeting on new materials in improved design

21; *Bonn; E. Köbler.*

Regional round table conference on new forms of work and activity Germany, Spain, United Kingdom

21-22; *Dublin; P. Laurent, EC Luxembourg.*

DG-V meeting on safety and health in the construction industry*

21-22; *Brussels; H. Krieger.*

European round table on industrial relations and the environment

21-22; *EF Brussels; R. Anderson.*

Co-ordination meeting on workplace action for health

25; *Barcelona; B. Nolan.*

ACTEUR Group

26; *Dublin; W. O'Conghaile.*

Meeting of local consultants on Eurocounsel (counselling and long-term unemployment)

26-27; *Dublin; W. O'Conghaile.*

Advisory Committee, Eurocounsel

27; *EF Brussels; R. Anderson.*

Co-ordination meeting on consumer oriented action in the public service

27; *Dublin; W. O'Conghaile.*

Meeting of local consultants, Eurocounsel

27; Dublin; E. Köbler.

Tenth meeting of advisory committee on new forms of work and activity

28-29; Dublin; Director.

43rd Board Meeting

DECEMBER

3; Dublin; P. Paoli; H. Litske; J. Costa.

Workshop on monitoring working conditions related to health and safety in the Community — life expectancy inequalities in Europe

5; London; N. Wood.

Meeting of the Thesaurus Advisory Group (THAG) for the development of an industrial relations thesaurus relevant for use on the EMIRE database

5; Dublin; P. Paoli; H. Litske; J. Costa.

Workshop on monitoring working conditions related to health and safety in the Community — stress at the workplace

9; Brussels; R. Anderson.

Evaluation meeting biotechnology

9-10; Dublin; P. Paoli; H. Litske.

Evaluation committee on the questionnaire-based survey of working conditions related to health and safety

JANUARY

16; Study Group on Training, Safety and Protection of the Environment Section for Social, Family, Education and Cultural Affairs) of the Economic and Social Committee (Brussels). Jørn Pedersen presented the Foundation's work on Education and Training in the Environment.

21; Seminar in the industrial relations research unit at the University of Warwick (United Kingdom). H. Krieger spoke on "Participation in Europe".

22; Workshop "Investing in Skills" (Windsor). Organized by St. George's House, Windsor Castle. (C. Purkiss).

FEBRUARY

5; Workshop on the Irish response to the Commission's Green Paper on the Urban Environment, (Dublin) organized by the Institute of Public Administration. (J. Pedersen).

14; European Conference "Employee Relations — the Challenge of 1992" (Belfast), organized by Labour Relations Agency/Irish Productivity Centre. (E. Verborgh)

16-17; Seminar "New Technologies, Employment and Professional Training of Women" (Lisbon), organized by Comição Feminina, Conselho Consultivo — Secção Ong's. Voula Mega presented a paper "New Technologies and Working Conditions for Women".

28; Workshop "SYSDÉM" (Dublin), organized by the Irish Correspondent to "SYSDÉM" the European System of Documentation on Employment sponsored by DG V (via ECOTEC Research and Consulting, Ltd. UK). (W. O'Conghaile).

MARCH

11-12; International Workshop on "Working Time, Atypical Work, Proof of Employment Relationship" (Florence), organized by the European University Institute. Eberhard Köhler presented a paper based on Foundation work in this area.

APRIL

10-12; EUROPROSPECTIVE II, Visions and Actions, (Namur), organized by CEC, MONITOR/FAST Programme. E. Verborgh presented a paper. (V. Mega).

17-19; European Conference on Health Promotion at the Workplace, (Barcelona), organized by City of Barcelona, WHO, National Institute for Safety and Health at Work and the Foundation. R. Anderson was chairman of the session on "Innovative health promoting activities at the workplace".

22-23; International Symposium "Il Telelavoro Una Opportunita' Tecnologica ed Organizzativa per l'Occupazione e per la Qualita' della Vita", (Roma), organized by FORMEZ and the University of Roma "La Sapienza". E. Köhler presented a paper "The socio-economic dimension of telework in the European Community".

29; Mass Housing: the unexpected crisis, (Salzburg), organized by SCUPAD. (V. Mega)

MAY

1; Tourism and Environment, (London), organized by the Department of Environment, UK. (V. Mega).

13-15; International Symposium on Women, Health and Urban Policies, (Vienna), organized by WHO and the City of Vienna. (W. O'Conghaile).

13-17; VIIth Statutory Congress ETUC, (Luxembourg). (E. Verborgh)

15-17; OECD Group on Urban Affairs, 18th Session (Paris). (J. Pedersen).

16-17; Towards a Europe of Solidarity — Urban Social Development, Partnerships and the Fight Against Social Exclusion, (Lille), organized by the Commission of the European Community and the Interministerial Urban Delegation (Lille). C. Purkiss presented a paper "Promoting Urban Dynamics".

21-24; Structures, procedures and instruments for health at work: an international workshop, (Bucharest), organized by the Bundesverband der Betriebskrankenkassen. R. Anderson lectured on "Workplace action for health: recent developments in the European Community".

ANNEX 8 *continued*

22; Industrial Participation Forum, (Belfast). C. Purkiss and H. Krieger presented papers.

22; Migration and Mobility of Labour — Future trends in Europe, (Dublin), organized by the Irish Council of the European Movement. (W. O’Conghaile).

30; Europe Working for Irish Women, (Dublin), organized by the Council for the Status of Women. (W. O’Conghaile).

JUNE

9-15; Action for Public Health — 3rd International Conference on Health Promotion, (Sundsvall), organized by WHO, UNEP and the Nordic Council of Ministers. (W. O’Conghaile).

11-14; XIIIth International Congress of EURAG: The Older Generation in Europe, (Davos). R. Anderson chaired and acted as rapporteur for the working group on “The Elderly and Youth”.

13; Seminar on “Systems on Industrial Relations in the EC: Regulations and Practice” (Systeme industrieller Beziehungen in der EG: Regelungsform und Praxis”, (Germany). Organized by the University of Fulda. (H. Krieger).

17-28; Seminar on “New Priorities for Health Care”, (Salzburg), organized by the Salzburg Seminar of American Studies. (J. Costa).

23-27; World Congress on Health, Environment and Lifestyle, (Oslo), organized by IULA. (V. Mega).

30-2; 4th Conference on Women, Work and Computerisation (Helsinki), organized by IFIP. (V. Mega).

JULY

3-6; Housing the Community — 2000: A European Conference, (Dublin), organized by Dublin Institute of Technology. W. O’Conghaile chaired a working group on “Social Forces for Change”. V. Mega presented a paper “Community Social Initiatives for Housing”.

15-16; Seminar on Stress, (Lisbon), organized by the European Trade Union Confederation. (H. Litske).

SEPTEMBER

2-6; La nueva regulación del suelo, (Santander), organized by Universidad Menéndez Pelago. (V. Mega).

5-6; La Participation des Syndicats aux Travaux de Normalisation Européens, (Amsterdam), organized by BTS. (P. Paoli).

5-6; First European Health Promotion Training Course, (Valencia), organized by the European Consortium of Public Health Schools. J. Costa lectured on Health Workers and 1992.

11-15; EURONET Premier Symposium des Réseaux Nationaux des Villes-Santé, (Toulouse), organized by WHO and Toulouse City Council. (J. Costa).

17-18; European Citizen Week, (Brussels), organized by the European Citizen Advisory Service (ECAS). (J. Costa).

20; Forum on “Industrial Relations and the Environment” (United Kingdom). Organized by Ruskin College, Oxford. H. Krieger spoke on “New trends in industrial relations and the environment in Europe”.

23-25; European Conference on Informal Care, (York), organized by the University’s Social Policy Research Unit. R. Anderson presented a paper on “European patterns of informal care; who cares for whom”.

26-27; The European Works Council is on its way, (Maastricht), organised by ETUC. (E. Verborgh).

30-3; World Conference “Work Life in Transition”, (Stockholm), sponsored by Swedish Work Environment Fund and ILO. E. Köhler chaired the workshop “New Forms of Work”. He also gave a paper, based on Foundation work, “Experiences from the real world of new work forms: Representative survey of managers’ and employee representatives’ opinions in eight EC countries”.

OCTOBER

6-8; Second International Conference on Health Promotion at the Workplace, (Cologne), organized by the German Centre for Health Education. R. Anderson gave opening address on “Current developments in Europe”.

22; Seminar on participation (Sweden). Organized by the University of Gothenburg. H. Krieger spoke on “Participation in Europe: trends for the 1990s”.

23-24; Congreso Andaluz de Seguridad, Higiene y Medicina del Trabajo in Granada. Introduction given by P. Paoli.

ANNEX 8 *continued*

23-26; First National Forum on Occupational Medicine, (Lisbon), organized by the Portuguese Society of Occupational Medicine. R. Anderson gave a paper on "Promoting health at work: examples from EC countries".

24-26; 4th Congress of the Spanish Society of Public Health and Health Administration (Valencia). (J. Costa).

25; Annual conference of the Institute of Personnel Management (Harrowgate, United Kingdom). H. Krieger spoke on "Motivating performance: Towards sustainable personnel strategies — a European and empirical perspective".

28-29; Belgian Congress Co-operation Trade Unions/University/Research, (Brussels). Organized by STU/FTU. (E. Verborgh).

28-30; Symposium on Planning for Sustainable Tourism Development (Luxembourg). Organized by the Economic Commission for Europe (Committee on Human Settlements) and the Luxembourg Ministry of the Interior. (J. Pedersen).

29-30; Industrial Relations in Japan and the European Community (Brussels), organized by the European Commission, Directorate-General V. (E. Verborgh)

NOVEMBER

5-7; Seminar on "Working Environment and Economic Incentives" (Copenhagen), organized by the Nordic Council of Ministers and Eastern European countries. H.Litske presented a paper on "Monitoring Health and Safety in the EC".

6; TUC Forum on Work and the Environment - the European Dimension (London). Jorn Pedersen presented a paper on Environment and Employment.

7; Round table in Athens on participation in technological change. (Greece). Organized by the Companies Organization in collaboration with the Foundation. H. Krieger spoke on "Legal regulations and effectiveness of participation".

8; Consumer Affairs (2nd Annual Joint Conference), (Dublin), organized by the Irish Council of the European Movement and Northern Ireland Council of the European Movement. W. O'Conghaile gave a paper on public services and consumers.

12-13; OECD Group on Urban Affairs, 19th Session (Paris). (J. Pedersen).

14-16; Seminar on "Les transformations de système de relations professionnelles au Portugal dans le contexte du dialogue social" (Lisbon). Organized by the Ministry of Labour. H. Krieger spoke on "Le futur des relations professionnelles en Europe: le rôle des partenaires sociaux et la législation dans l'harmonisation des relations professionnelles".

15-16; Co-operation between Science and World of Work (Lisbon), organized by UGT-P. (E. Verborgh).

18-20; Second International Conference on Urban Safety, Drugs and Crime Prevention (Paris) organized by the European Forum for Local Authorities on Urban Security (V.Mega).

21-22; Conference on Prevention, Sickness Leave and Disability organized by the Ministry of Social Affairs and Employment in The Hague. Workshop on prevention services was chaired by P. Paoli.

22; COST FORUM, (Vienna). Organized by COST (European Co-operation in the Field of Scientific and Technical Research). (C. Purkiss)

22-24; Management Style and Corporate Success - the People Factor. (Cambridge). Weekend Study Conference. (C. Purkiss).

27-29; Human Resources in Europe at the dawn of the 21st century (Luxembourg), organized by Eurostat. E. Verborgh presented an introductory paper.

DECEMBER

11-12; Old Enough to Live Independently, European Conference (Amsterdam) organized by the European Commission and the Dutch Ministeries of Health, Cultural Affairs and Housing. (W.O'Conghaile).

INFORMATION BOOKLETS

- Participation In Change — New Technology and the Role of Employee Involvement (FR,DE,IT,DA,NL,GR,ES,PT)
- Public Services: Working for the Consumer (FR,DE,IT,DA,NL,GR,ES,PT)
- Part-time Work in the European Community: Laws and Regulations (FR,DE,IT,DA,NL,GR,ES,PT)

REPORTS

- The Changing Use of Time —
Report from an International Workshop (EN)
Towards a General Policy on Time (DE,DA,PT)
- Mobility and Social Cohesion in the European Community — A Forward Look (FR)
- Growing Up and Leaving Home: Facilitating Participation and Combating Exclusion
Recommendations from a European Seminar (EN,FR,DE,IT,DA,NL,GR,ES,PT)
- The Paths of Young People Towards Autonomy:
Report of a Seminar (EN,FR)
- European Employment and Industrial Relations
Glossary
Germany Volume (DE)
- Guide to Foundation Publications Published in the French Language (FR)
- Guide to Foundation Publications Published in the English Language (EN)
- Review of the Foundation's Work 1985—1992 and its Implications for Women (EN,FR)
- Participation and Technological Change in the Mechanical Engineering Industry
A European Survey (EN)
- Roads to Participation in the European Community — Increasing Prospects of Employee Representatives in Technological Change (EN)

GENERAL PUBLICATIONS

- Programme of Work for 1991 (All Community Languages)
- Annual Report for 1990 (All Community Languages)

Brochures/Pamphlets

- Executive Summary: "Roads to Participation in the European Community"
(FR,DE,IT,DA,NL,GR,ES,PT)
- Brochure: "Working for Health at Work"
(FR,DE,IT,DA,NL,GR,ES,PT)

CO-PUBLICATIONS

- From Drawing Board to Building Site (EN)
- European Employment and Industrial Relations
Glossary
United Kingdom Volume (EN)
- European Employment and Industrial Relations
Glossary
Italy Volume (EN)
- European Employment and Industrial Relations
Glossary
Spain Volume (EN)

NEWSLETTERS/BULLETINS

- EF News (4 issues in all Community Languages)
- BEST Bulletin No. 3 "Guidelines for Shiftworkers"
(EN,FR,DE)
- BEST Bulletin No. 4 "Compensation for Shiftworkers" (EN)
- P + No. 1 European Participation Monitor (FR,DE)
- P + No. 2 European Participation Monitor (EN)

WORKING PAPERS

- Legal Regulation and the Practice of Employee Participation in the European Community
(EN,FR,DE)
- Viellissement de la population salariée et travail
(FR,EN)
- Guide de conduite de projet pour l'industrie de la construction (FR,EN)
- Innovative workplace action for health:
National reports: Ireland, Spain, Greece
(EN,ES,GR)

WORKING PAPERS *continued*

Report on the conference on "Participation in Technological change" (EN)

Education and Training relating to hazardous wastes in

Ireland	(EN)	Denmark	(EN,DA)
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The U.K.	(EN)	Germany	(EN,DE)
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Luxembourg	(EN,FR)	Italy	(EN,IT)
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Greece	(EN)	Netherlands	(EN,NL)
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Portugal	(EN,PT)	France	(EN,FR)
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Changing Functions of Lower and Middle Management in

U.K.	(EN)	Italy	(EN,IT)
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France	(EN,FR)	Netherlands	(EN,NL)
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Germany	(EN,DE)	Denmark	(EN,DA)
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Protection and Improvement of the Environment in Urban areas (EN)

Coping with social and economic change at neighbourhood level.

U.K. and Ireland (EN)

Participation of employee representatives in the protection of health and safety of workers in Europe (EN)

Hazardous wastes and the public in

U.K.	(EN,FR)	Denmark	(DA,FR)
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France	(FR)	Netherlands	(NL,FR)
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Germany	(DE,FR)	Belgium	(FR)
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Italy	(IT,FR)		
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Counseling for the Long-Term Unemployed

Issues for practitioners

Issues for policy makers

(DA/DE/EN/ES/FR/GR/IT/NL/PT)

The Foundation Library is accessible to all organizations and individuals concerned with living and working conditions, including national governments, trade unions, employers, and other groups. Requests for assistance by letter or telephone are welcomed and personal visits can be arranged.

HOLDINGS

Material held in the Library comprises some 10,000 volumes, and 150 journal/periodical titles from all Member States. This collection mirrors the themes of the Foundation's work programmes and closely related areas. A wide range of subjects is covered, from **biotechnology, care of the elderly, and commuting, to occupational health, industrial relations systems and women at work.**

The reference collection contains **yearbooks from Member States, statistical digests, dictionaries, directories of research and other organizations, and bibliographies on specialised areas.**

DEVELOPMENTS IN 1991

Staff

1991 has been a transition year for the Library in relation to staff structure. Following the retirement of Josephine McKenna, who set up the library, two new staff members have been recruited : an Information Systems Officer, and a Database Systems Officer. A French Bibliothecaire/Documentalist joined the Library on a nine-month work experience programme, completing an index to the Foundation's French reports, and assisting in the development of a mailing database for the External Relations section.

Systems

Work has begun on the automation of the library, and a library management system will be installed in 1992. New material is being acquired in the areas of the current work programme, and a major review of stock has been undertaken to ensure that it is relevant and up-to-date. Members of staff have updated their skills in online searching, abstracting techniques and sources of EC information.

Services

Ongoing work in this area has consisted of;

- Provision of enquiry services
- Provision of new books lists;

- Preparation of Library Information Pack containing subject listings of new stock and bibliographies on participation, retirement and working time;
- Expansion of access to online information.

ON-LINE INFORMATION

The Library has access to various online databases which provide up-to-date information on current research and developments in the field of living and working conditions. These include several EC databases such as CELEX (European Community Law), ECLAS (Commission library holdings), EPOQUE (European Parliament information) and EUROCRON (selected EUROSTAT statistics); the Foundation's own database EMIRE (European employment and industrial relations) which is available on the EC Commission host ECHO; and other relevant databases hosted on ESA-IRS, BLAISE etc.

New premises

The library has been allocated spacious accommodation in the Foundation's new building which will allow services to be expanded.

Enquiries

To the Information Service

- by telephone : Dublin 2826888
- by telex : 30726 EURF EI
- by fax : Dublin 2826456
- by Email : postmaster @ eurofound.ie
- by post : The European Foundation for the Improvement of Living and Working Conditions, Loughlinstown House, Shankill, Co. Dublin, Ireland.



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