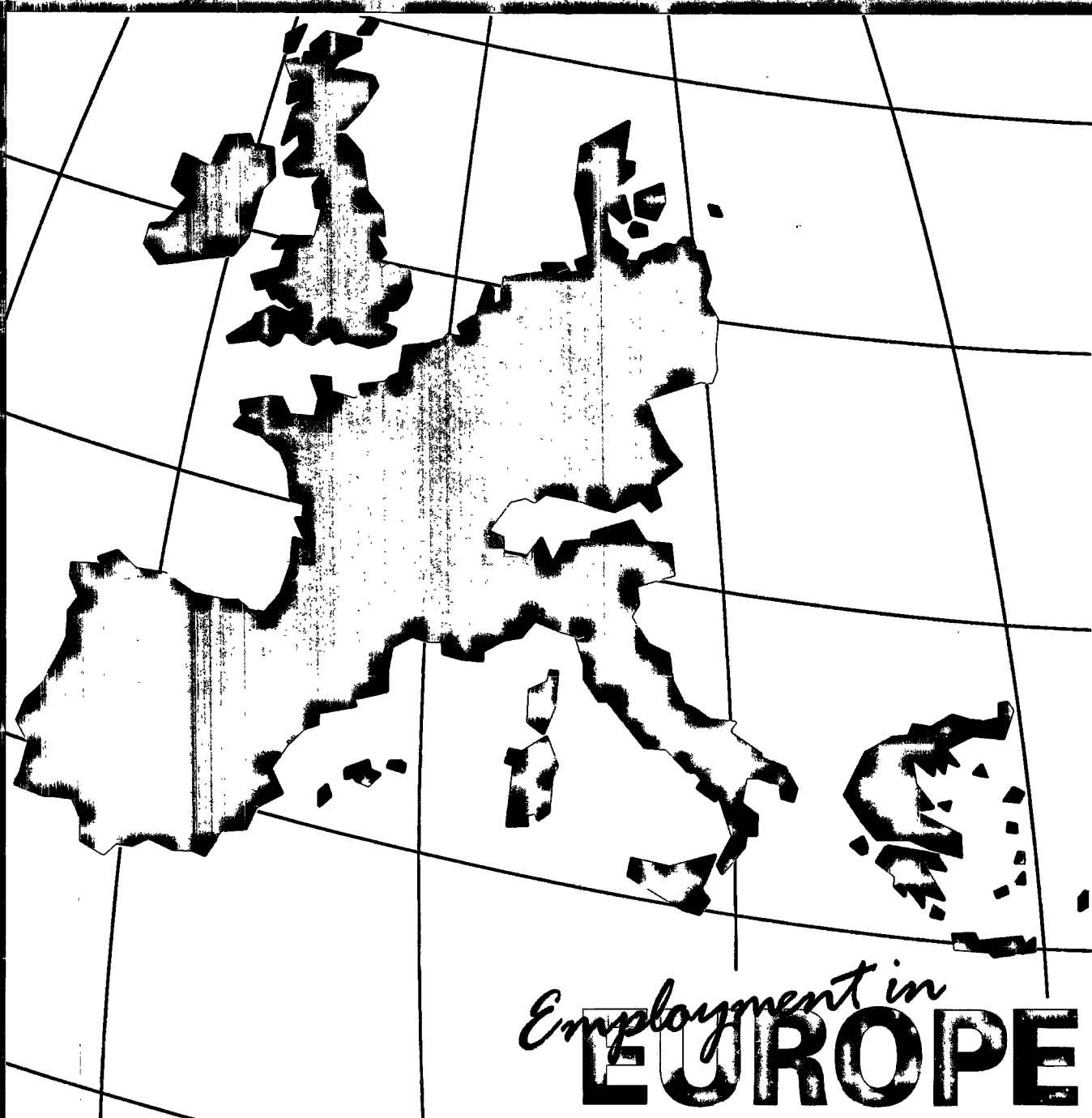


EMPLOYMENT OBSERVATORY

Trends

Changes in employment and unemployment
Series produced by the STEEP network

17



Employment in
EUROPE



Commission of the European Communities

Directorate-General
Employment, Industrial Relations
and Social Affairs



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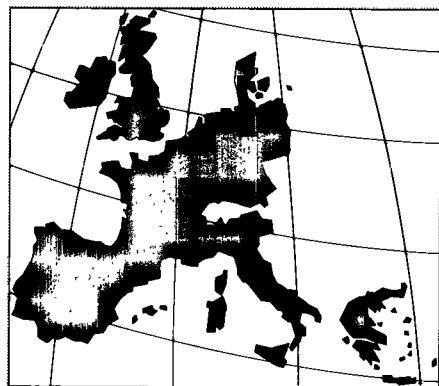
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EMPLOYMENT OBSERVATORY Trends



The Bulletin of the European
System of Documentation
on Employment (SYSDÉM)

Nº. 17, 1994

TRENDS Bulletin is the quarterly publication of the European System of Documentation on Employment. It disseminates information collected by SYSDÉM on the evolution of employment at European Union level. SYSDÉM is managed on behalf of the Commission of the European Communities (DG V) by ECOTEC Research and Consulting Limited.

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Translation: Marie-Dominique Maison.

TRENDS Bulletin is available in English, French and German.

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Growth, competitiveness and employment in the European Union

"The Commission recommends that the Community set itself the objective of creating at least 15 million new jobs, thereby halving the present rate of unemployment by the year 2000"

(WHITE PAPER ON GROWTH, COMPETITIVENESS AND EMPLOYMENT)*

Unemployment was the primary motivator for the White Paper although it explicitly acknowledges that no single solution could provide an effective response to the problems of widespread and persistent unemployment. Therefore, the Commission shares the view expressed by many Member States that joint responses would strengthen the hand of each player, and of the European Union. The responses and efforts to be made call for adaptations in behaviour and policies at all levels: Community, national and local levels. Member States are encouraged to take from the document the elements it regards as relevant for its own socio-economic situation and as making a positive contribution to its own actions.

The *White Paper* is in three parts. Whilst Part A sets out the challenges and ways forward into the 21st century, Part B con-

tains a wide ranging discussion about the conditions of growth, competitiveness and more jobs. The chapter on growth sets out the macro-economic framework for growth and job creation. The chapters on competitiveness include a discussion of the pre-conditions, trans-European networks, research and technological development, new technologies, and the Community as an open and reliable partner. The chapters devoted to employment cover the adaptation of education and vocational training systems, ways of turning growth into jobs which argue that the Community needs both sustained economic growth and a more employment intensive pattern of growth, and statutory charges on labour (e.g. taxes and obligatory social security contributions). A final chapter provides some thoughts on a new development model for the Community. Part C, which is published in a separate volume, contains the contributions of the Member States to the White Paper.

Five priorities for Community action are identified as the way forward to a new sustainable development model. The parameters of the model emphasise the effectiveness of the triangular relationship be-

tween growth, competitiveness and employment, better use of environmental resources and the achievement of improvements in the quality of life. The priorities are:

- Making the most of the Single Market
- Supporting the development and adaptation of small and medium-sized enterprises
- Pursuing the social dialogue that, to date, has made for fruitful co-operation and joint decision-making by the two sides of industry, thereby assisting the work of the Community
- Creating the major European infrastructure networks
- Preparing forthwith and laying the foundations for the information society

The last two priorities are identified as the means to enhance competitiveness and exploit technical progress in the interests of employment and an improvement in living conditions.

* *Growth, Competitiveness and Employment. The Challenges and Ways Forward into the 21st Century.* White Paper, December 1993. Available from the Office for Official Publications of the European Communities, L-2985 Luxembourg. All official EU languages.

Social Policy in the European Union

The purpose of the *Green Paper on Social Policy* is to encourage a debate about the future direction and shape of Social Policy in the European Union. All interested parties at national, regional and local levels are invited to participate in such a debate. The Commission intends to follow these discussions carefully and seek to draw from them the major themes of the future *White Paper*.

Part One of the paper sets out what the Community has already achieved in the social sphere. Part Two looks at the social

challenges facing the Community. Part Three discusses the possible responses to these challenges. Part Four provides a brief conclusion. Part Five brings together the 65 questions raised in different parts of the *Green Paper*. There are also four annexes: Summary of external contributions to the *Green Paper*; Non-exhaustive list of legislation; Status of initiatives in the action programme to implement the 1989 Social Charter; European social dialogue; Programmes, networks and observatories.

The achievements of the Community social dimension are discussed under five main headings:

- Legal provision
- The Community Charter of the Fundamental Social Rights of Workers and the Action Programme
- Financial support
- Co-operation, mobilisation and exchanges
- The development of the social dialogue

A key feature of the Commission's method of work in bringing forward proposals in the social field has been the practice of extensive consultation with the social partners at various stages in both the conception of initiatives and the detailed writing of texts. This has taken place principally via the network of tripartite consultative committees which exist in all the main areas of policy, such as health and safety and equality of opportunities. But it has also involved a more *ad hoc* process of seeking the views of a wide range of representative bodies, including those three organisations, UNICE, ETUC and CEEP, which make up the present social dialogue at European level. In parallel with provisions and complementary to them, the development of the social dialogue between employers and unions is a major feature of the evolution of European social policy.

The social challenges for Europe are identified in the *Green Paper* through a series of issues and questions:

- The role of Europe in the World
- What sort of society do Europeans want?
- Is there a route back to full employment?
- Will there be a new role for the Welfare State?
- Issues of social justice and equality of opportunity
- Women's rights and opportunities
- The opportunities and limitation of internationalisation and globalism
- The changing nature of production

These challenges and possible responses are divided into two types:

i) Action by Member States

Those common challenges faced by Member States where they and/or their regional or local authorities will remain primarily responsible for policies and measures;

The most likely response by the Union in these cases is to promote the convergence of social policies where appropriate. The Community added value consists mainly of supporting innovation and good practice and helping to develop exchanges, networks and partnerships.

ii) Action by the Union

Other challenges which are a matter of competence for the Union and which are enshrined in the Treaty and in the annex to the Treaty known as the Protocol on Social Policy.

These actions by the Union may be legal, financial and promotional (e.g. exchanges).

The document notes that certain challenges require consideration under both headings and a mix of instruments may be proposed. Within the demarcation of these two sets of issues - action by Member States or by the Union - there is a wide ranging discussion which covers many aspects of employment and the labour market. The discussion culminates in a list of 65 key questions for debate including the following labour market questions and related factors:

Priority Issues Common to the Member States

What sort of objectives and targets would be acceptable to the Member States and the partners concerned?

In the field of the labour market:

The provision of a job, activity or useful training for all those seeking work?

A new balance between expenditure on active measures and income maintenance?

In the field of social protection and exclusion:

Minimum income provision?

An integration plan for all the excluded?

In the field of equal opportunity:

Targets (work-sharing, income-sharing, decision-making) for specific groups such as women?

Measures which reconcile family responsibilities with employment?

For the young, a 'guarantee' of a job, activity or useful training?

Measures to encourage the vertical and horizontal desegregation of the labour market?

In the field of training:

Targets for the output of qualifications at different levels, so as to mobilise the different actors?

Improving the Employment Situation

In what ways could the Community-wide framework for employment be further developed as part of a medium-term strategy to combat unemployment and promote a more employment-intensive pattern of growth?

What role could the social partners organised at European level play in such a process?

What could be the role of Community action such as in helping to underpin the process, either in the form of legislation or financial support?

Main Policy Objectives at European Level

Which areas of social policy are most likely to be amenable to being addressed by collective agreements?

Which areas are most likely to need a legislative approach?

Can framework laws provide the kind of results required such as, for example, in the areas of minimum standards or equality of opportunity?

Reinforcing the Social Dialogue

The social dialogue at Community level has already demonstrated its value as a platform for the next steps in social policy. Where will the priorities lie?

Should higher priority be given to employment, education and training, in which the social partners have already had discussions? The Commission is taking new initiatives here. The two issues are linked because the use of training to cope with problems of industrial change will reduce the strains on the external labour market and prevent further unemployment.

What will the social partners' involvement be in the wide range of issues related to the completion of the single market and to free movement within it: mutual recognition of qualifications, portability of pensions, social security, transnational training?

Should the social partners strengthen their involvement in the following issues: exclusion, equal opportunities, reconciliation between work and family, problems of older workers, integration of immigrant workers from third countries?

How could the social dialogue be strengthened and broadened (assuming, of course, the willingness of the partners)?

Available from the Office for Official Publications of the European Communities, L-2985 Luxembourg. All official EU languages.

Women's work: the evidence on segmentation

Social Europe. Occupational Segregation of Women and Men in the European Community

RUBERY J AND FAGAN C FOR THE EQUAL OPPORTUNITIES UNIT, DGV, CEC (1993)

Over the 1980s the European Community's labour force has become increasingly feminised. Women have taken up most of the new jobs created in the Community and have demonstrated a strong increase in commitment to the labour market particularly over the core childrearing years. This trend towards convergence in men's and women's participation patterns might be expected to indicate a process of convergence in their occupational profiles - a tendency towards integration and equality and away from gender segregation and discrimination.

Evidence presented in this report suggests that no such expectation is justified. Instead new contours of segmentation and division are emerging between men and women. There is also another trend that seems set to continue and that is greater inequality within the female labour force.

The findings of this report indicate that occupational segregation should be regarded as a central concept for European labour market analysis.

See also *Bulletin on Women and Employment in the EC*, available from Network of Experts on the Situation of Women in the Labour Market, Manchester School of Management, UMIST, PO Box 88, Sackville Street, Manchester M60 1QD, UK. Bi-annual, EN, FR.

Supplement 3/93. Available from DGV, Commission of the European Communities, 200 rue de la Loi, 1049 Brussels, Belgium. EN, FR, DE.

Women in the European Community EUROSTAT (1993)

The social situation of women differs from that of men in many respects. This publication documents these special features in a comprehensive way. In the first part, the problems confronting women in employment are described. In addition, birth rates, educational trends, possibilities of child care and social welfare are discussed. The second part of the publication gives a more

detailed analysis of the reasons why the majority of women are found in only a few occupations.

This publication is intended for the general public as it combines statistical tables with graphs, together with an explanatory text written in a non-technical and accessible way. See also the Statistical Supplement on pages 15-18.

No. 4. Available from Office for Official Publications of the European Communities, L-2985 Luxembourg. EN, FR, DE.

Breadwinners or Child Rearers: The Dilemma for Lone Mothers

PERRY J (1993)

Lone-parent families, particularly the large majority headed by women, are over-represented among low income families. Employment and the resultant earnings represent the main path out of economic disadvantage. This paper examines the pattern of labour force attachment of lone mothers in eight OECD countries.

The factors which may affect their labour force participation are considered: the work incentives embedded in public transfer programmes and taxation systems, availability of child care, other arrangements which may help or hinder paid work for all mothers, and the characteristics of lone-mother families which may affect work behaviour. An appendix provides details of the public policies and programme structures affecting lone mothers in each of the eight participating countries: Australia, Austria, Canada, Finland, the Netherlands, Sweden, the United Kingdom and the United States.

The report was compiled by Australia, on behalf of a panel of experts nominated by the national administrations of the eight countries included, for the OECD Working Party on Social Policy Panel on the Evaluation of Factors Affecting the Labour Force Participation of Lone Mothers.

Labour Market and Social Policy Occasional Papers, no. 12. Available from OECD, 2 rue André Pascal, 75775 Paris Cedex 16, France. EN, FR.

Social Europe. Evaluation of Women's Involvement in European Social Fund Measures in 1990

LEFEBVRE M-C FOR DGV, CEC (1992)

This issue of *Social Europe* focusses on the assessment of participation by women in operations co-financed by the ESF in 1990 (reference year). DGV invited 12 national consultants and one co-ordinating consultant to produce a picture of women's involvement in Community Support Frameworks (CSFs) and Operational Programmes (OPs).

This study of women has been run as part of the evaluation strategy which DGV is applying in conjunction with the authorities in the Member States. Other assessments have covered such subjects as the long-term unemployed, employment assistance and disabled people.

Integrated in the new evaluation policy planned by the ESF, this evaluation analyses the instruments established for the improvement of the situation of women in the employment market and acts as a guide for the choice of action to be taken under ESF operations, particularly the New Opportunities for Women (NOW) initiative.

The assessments undertaken make it possible to use this first stage to create better awareness among all the partners as regards assessment, to promote the conceptual and methodological clarification needed to settle "who does what" in this context in each Member State, and to formalise the first Community partnership structures on assessment.

Supplement 2/93. Available from Office for Official Publications of the European Communities, 2985 Luxembourg. EN, FR, DE.

Preventing and Resolving Industrial Conflict

SCHERER P (1993)

The Centre for Co-operation with European Economies in Transition was created in March 1990, and is the focal point for co-operation between the OECD and Central and Eastern European countries. Its major responsibility is to design and manage a programme of policy advice and technical

assistance which puts the expertise of the Secretariat and Member countries at the disposal of countries engaged in economic reform.

This document is the Summary Report (drafted by the Rapporteur, Prof George Thomason) of a seminar held in Warsaw from 18th to 20th May 1992. The seminar organised by the OECD's Social Affairs and Industrial Relations Division together with the Polish Ministry of Labour and Social Policy was part of an activity on "Conflict Regulation and Settlement". The activity had been developed in response to requests from Central and Eastern European countries that the OECD assist them in the collection of information on legislation concerning industrial disputes, and on successful conflict settlement practices in OECD countries.

The report includes a brief overview of the current state of affairs concerning labour relations and industrial conflict settlement in Hungary, Poland and the Czech and Slovak Federal Republics.

Labour Market and Social Policy Occasional Papers, no.11. Available from OECD, 2 rue André Pascal, 75775 Paris Cedex 16, France. EN, FR.

Projecting the Occupational Structure of Employment in OECD Countries

HUGHES G (1993)

Forecasts of employment by occupation have been made in several OECD countries since the early 1950s. Medium to long-term projections are now made in most OECD countries, and a number of countries publish them regularly. This article is based on a more extensive study for a joint project by FÁS (Foras Áiseanna Saothair - Ireland's Training and Employment Authority) and ESRI (Economic and Social Research Institute)) by Gerald Hughes, of the ESRI, Dublin. It studies how their objectives, methods and uses have changed over the last three decades. It covers technical issues such as the standard method of projection using statistics for employment cross-classified by industry and occupation, the integration of information from other sources such as surveys of employer expectations, the confrontation of employment forecasts with separate models of labour supply, and the competing "rate of return" approach to investment in human capital. It also considers management issues such as the institu-

tional status of the bodies that make forecasts, and methods of disseminating the results of training institutions, career advisers and other users.

Labour Market and Social Policy Occasional Papers, no. 10. Available from OECD, 2 rue André Pascal, 75775 Paris Cedex 16, France. EN, FR.

European Economy: The Economic and Financial Situation in Belgium

DGII, CEC (1993)

The priorities for economic policy in Belgium in the 1980s were to restore price stability and to regain competitiveness. The authorities also launched a major offensive on the budget deficit.

The combination of a prudent monetary stance, strict wage moderation and the pursuit of the hard currency option has led to an underlying rate of inflation which is amongst the lowest in the Community. The more favourable economic environment promoted a resurgence in private sector investment and a gain in international competitiveness which has strengthened the trend in export growth and restored a marked current account surplus. The environment for new investment was also enhanced by initiatives to improve the functioning of markets, partly through deregulation in the financial sector.

This report reviews recent macro-economic developments in Belgium and structural issues in the labour market, including analysis of the most recent policy announcements. The issue of fiscal adjustment is considered in detail, monetary policy is then reviewed. The final section deals with financial markets, which are particularly important for the Belgian economy.

Available from Office for Official Publications of the European Communities, L-2985 Luxembourg. EN, FR, DE.

Employment Policies for Disabled People. A Review of Legislation and Services in Fifteen Countries

LUNT N AND THORNTON P (1993)

The aim of this document, commissioned by the UK Employment Department, is to present an overview of employment policies, legislation and services for disabled people in fifteen countries (EC 12 [excluding the UK], Australia, Canada, Sweden and the United States of America).

The review was carried out from the perspective of the national policy maker, not the employer or the disabled person. It focuses on entry to employment and jobs rather than job retention or career promotion. It does not address the barriers to integration in the realms of education, transport, housing or income maintenance policies.

It was carried out at some speed over a period of four months from December 1992 to March 1993. Given the restricted time available the authors highlight the fact that the report unavoidably presents a partial picture.

The report contains detailed accounts of the current situation in all countries. The country reports themselves cover the development of disability and employment policies, institutional responsibility for policy and service delivery, definitions of disability and any relevant statistics, employment support services, legal obligations on employers and rights of disabled employees, financial measures such as wage subsidies or grants for adaptations, sheltered employment and other forms of employment such as self-employment or supported activity. Where possible, the comparative situation of groups of disabled people is noted. These reports are essentially descriptive and are characterised by breadth of coverage rather than depth of analysis.

The authors faced particular difficulties concerning the range of terms used for types and severity of disability. Some terms used in one country are not acceptable for use in others.

Research Series No 16. Available from Research Management Branch, Employment Department, Moorfoot, Sheffield S1 4PQ, UK. EN.

Older People in Europe: Social and Economic Policies. The 1993 Report of the European Observatory

DGV, CEC (1993)

The EC's Observatory on Older People was created to monitor the impact of social and economic policies on older people within each Member State. By monitoring this impact it is intended to assist the Commission in sharing knowledge between countries about the impact of different policies on older people and to create an EC wide picture of the social and economic conditions of this group of citizens. Thus the work of the Observatory concentrates on areas that are beyond the scope of national action alone.

This report is divided into three main chapters containing overviews of the detailed syntheses of the material provided in each of the national reports, written by the correspondents - independent scientific experts (one for each Member State). Chapter 2 covers living standards and way of life; chapter 3 employment and the labour market; and chapter 4 health and social care.

The experts collect and analyse extant national data, including official statistics, policy documents, legislation and parliamentary reports, following guidelines established by the co-ordinators, who then synthesise the information and prepare an overview.

By synthesising their findings and disseminating them widely the Observatory hopes to make a significant contribution to the development of policies on older people in the Member States, as well as to the level and quality of the information each has about policy and practice in the other eleven.

Available from DGV, Commission of the European Communities, 200 rue de la Loi, 1049 Brussels, Belgium. EN.

Statistics on Occupational Wages and Hours of Work and on Food Prices. October Inquiry Results, 1991 and 1992

ILO (1993)

The *October Inquiry* is a worldwide annual survey of wages and hours of work relating to 159 occupations in 49 industry groups and of retail prices of 93 food items. It was initiated in 1924 to give effect to a resolution of the First International Conference of Labour Statisticians (1923).

The occupations and industry groups covered comprise as far as possible, those which are important in terms of the number of persons employed in them, those which fall within the scope of the ILO Industrial Committees and similar bodies and those which are important in terms of employment of certain types of workers.

Prepared by the Bureau of Statistics, this document is a reference source for all who are interested in conditions of work and life.

The survey results are prepared without adjustment, except in the case of retail prices when some conversions are necessary in order to be able to publish prices for standard quantities.

Available from ILO Publications, International Labour Office, 1211 Geneva 22, Switzerland. EN, FR, ES.

Trade Unions and Industrial Relations in the USA and Canada

ETUI (1993)

This document is an attempt by the ETUI, in a comparative study, to analyse the present situation of the trade unions and industrial relations in the USA and Canada. It offers insights into the differences and common features of the two countries in comparison with the prevailing European situation.

The study first looks at the background to industrial relations and describes the structures and developments of the economy, specific features of the labour market, government policy and attitudes to the North Atlantic Free Trade Association (NAFTA). It goes on to consider the systems of labour law and the social security provision.

A further chapter describes the trade union movement in both countries from the standpoint of structural change, looking at membership developments, structures of trade unions and new political and social initiatives.

The concluding chapter considers the changes that have been introduced into the industrial relations system and the respective roles played by employers and trade unions, and asks whether the resulting arrangement may appropriately be described as a "new system".

Available from ETUI, Boulevard de l'Impératrice 66 (Bte 4), 1000 Brussels, Belgium. EN, FR, DE.

Counselling and Long-term Unemployment: Report on Phase 1 of the EUROCOUNSEL Action Research Programme

EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS (1993)

The European Foundation established the Eurocounsel programme in May 1991. It is an action research programme which aims to identify ways to improve the quality and effectiveness of information, advice, guidance and counselling services in relation to the prevention and solution of long-term unemployment.

This document is the final report of the first phase of Eurocounsel, and describes

the processes and methods which have been used during the first year and analyses the issues arising from the work of the locally based consultants working in ten local labour market areas in the six participating countries (Denmark, Germany, Ireland, Italy, Spain and the UK). There is also an Executive Summary of the first phase, available in all EC languages.

The second phase of Eurocounsel began in September 1993, focussing on: the feedback, monitoring and support activities in the existing local labour market areas; the collection, assessment and publication of case studies of interesting/innovative experiences; exchanges and transnational networking. This included a working seminar for senior government officials (January 1993) and a European Conference (May 1993) to which participants from all the Member States as well as countries outside the European Community were invited.

Available from Office for Official Publications of the European Communities, L-2985 Luxembourg. EN, FR, DA, DE, ES, IT.

The European Industry Committees and Social Dialogue: Experiences at Sectoral Level and in Multinational Companies

ETUI (1993)

This ETUI report provides for the first time a general survey of the activities of the sixteen European Industry Committees affiliated to the European Trade Union Confederation (ETUC) in this important new field.

Referring to the legal and institutional framework of the European Social Dialogue, the study systematically presents the developments and current situation at a sectoral level and in multinational companies for each of the sixteen Industry Committees. It concludes with an evaluation of the experiences to date and an outline of the future prospects for social dialogue.

The report also contains a brief description of the internal structures and major activities of the European Industry Committees which, alongside the trade union confederations, are full members of ETUC.

Available from ETUI, Boulevard de l'Impératrice 66 (Bte 4), 1000 Brussels, Belgium. EN (at a later date FR, DE).

Age and Attitudes. Main Results from a Eurobarometer Survey

WALKER A FOR DGV, CEC (1993)

This summary report is intended to make available to as wide an audience as possible the results of the two linked Eurobarometer surveys. The data are meant to inform policy makers and the general public in the twelve Member States about the increasingly ageing societies and, hopefully, to provide a spur to further work on public attitudes to ageing and particularly the collection of the views of older people themselves.

The surveys on which this report is based were conducted on behalf of DGV. They were carried out in the 12 Member States by means of questionnaires administered by INRA (Europe) in April/May 1992.

Available from DGV, Commission of the European Communities, 200 rue de la Loi, 1049 Brussels, Belgium. EN, FR.

Pay Flexibility in the Public Sector

OECD (1993)

Public sector pay systems are changing across many OECD countries. Reforms are being driven by a variety of political and economic imperatives. A major theme running through the reforms is the need to build greater flexibility into pay systems.

This report, based on the proceedings of a symposium held in November 1992 at the OECD, provides a wide ranging analysis of what pay flexibility actually implies, how it is developing in different countries and different parts of the public sector, and what it is achieving.

Available from OECD Publications Service, 2 rue André Pascal, 75775 Paris Cedex 16, France. EN, FR.

Special Issue: The Europeanisation of Social Welfare

COCHRANE A AND DOOGAN K, SCHOOL FOR ADVANCED URBAN STUDIES (1993)

Economic and monetary convergence procedures in the EC point to a common set of pressures on welfare regimes, but institutional differences in Member States suggest that responses will vary significantly. The editors of this special issue on the Europeanisation of Social Welfare, seek to explore constraints and possible outcomes. The underlying theme is a concern to identify the extent to which some distinctively European model of social welfare is developing within individual states and the extent to which an EC wide social policy is being developed. Factors of welfare change in three Member States are identified. Séamus Ó Cinnéide suggests that in relation to Ireland's 'pay-related' welfare system, Irish traditions of constitutionalism and centralism fit well with the EC emphasis on employment and social rights and social dialogue. In reviewing Danish experience, Bent Rold Andersen concludes that when looking at economic convergence criteria, for EC integration, the positive role of the state in the provision of services to all citizens may, contrary to other opinions, mean that Denmark is better placed than many to make the necessary fiscal adjustments. In the UK, John Benington and Matthew Taylor, conclude that the future of the welfare state in Europe will be determined by the results of attempts to resolve the contradictions between the core features of contrasting welfare regimes, set against the background of the changing resource base of the welfare state, demographic changes, social polarisation, and the Europeanisation of policy making. In the concluding article, Laura Cram asserts that the Commission's concentration on

regulatory policy-making, (and the low cost this implies on the Commission's budget), increasingly allows the Commission to call the proverbial tune without incurring the costs of paying the piper.

Policy and Politics, Volume 21, Number 2, April 1993. Available from School for Advanced Urban Studies, Rodney Lodge, Grange Road, Bristol, BS8 4EA, UK. 160pp. EN.

Social Europe. January 1992 to June 1993: 18 Months of Community Social Policy

CO-ORDINATION AND INFORMATION POLICY UNIT, DGV, CEC (1993)

Social Europe is gradually being achieved. This edition of *Social Europe* takes stock of what has been achieved between January 1992 and June 1993 - a transitional period marked by a certain level of legislative activity.

The first chapter deals with employment and unemployment - recent developments, attempts to reduce unemployment and the outlook for future action. The second looks at the social policy proposals put forward by the the Commission during the review period and the texts adopted by the Council of Ministers. The third considers the more legal aspects from a practical point of view. The final chapter addresses the main achievements of the Commission and the Council in the field of public health and the campaign against smoking.

An annex at the back of the document gives the texts of the main Commission proposals and of legislation adopted by the Council of Ministers during the 18-month review period.

Available from Office for Official Publications of the European Communities, L-2985 Luxembourg. EN, FR, DE.



Denmark

Insiders and Outsiders in the Danish Labour Market: An Empirical Study

BJORN N H AND PEDERSEN T M (1993)

The first part of this document examines unemployment at a macroeconomic level. It adopts a longitudinal perspective by using data from 1960 that relates to the labour force, employment and unemployment. In addition, from 1970 onwards, the authors compare the relationship between unemployment and wage inflation and balance of payments.

The document also contains an analysis of the probability of an individual being an insider or outsider in particular years. This takes into account their labour market position in earlier years. The calculations show, for example, that those with the highest probability of being an outsider between 1983-85 were young people, people who had received higher education, and unskilled people. In a separate analysis, the authors provide information on earnings of employed people during 1988.

The authors conclude that there is no evidence of hysteresis in the Danish labour market for the period covered by their study. They also conclude that levels of unemployment have a knock-on effect on real wages. Furthermore, they suggest that the evidence points to a link between the duration of long-term unemployment and the persistence of unemployment.

Working Paper no.1, 1993-1. Available from Centre for Labour Economics, University of Aarhus and Aarhus School of Business, 8000 Aarhus C, Denmark. EN.

Strukturledighed og Strukturpolitik (Structural Unemployment and Structural Policies)

HUMMELGÅRD H AND DEHLBÆK F (1993)

A range of theories concerning structural unemployment are discussed in this paper. The authors also provide details of the Danish Social Reform Commission's proposals, and discuss the likely impact of these proposals on structural unemployment in Denmark.

The authors conclude that there seems to be hysteresis within the Danish labour market and that labour market policies could

be used to both reduce levels of long-term unemployment and, increase overall levels of employment. Appropriate labour market policies would include a combination of the promotion of labour market and further education participation amongst employees and the unemployed. The authors do not consider that this would have an adverse impact on public expenditure. Two reasons are cited: first, the cost of unemployment benefit payments would be reduced and, second, lower levels of wage increases are anticipated (the increased number of unemployed people gaining work could mean that the overall, wages increase would be just 1% per annum).

Nationaløkonomisk Tidsskrift, no. 2, 1993. Available from Nationaløkonomisk Forening, Chr Brygge 8, 1219 København K, Denmark. DA.

Arbejdstid: Reduktion og Fleksibilitet (Working Hours: Reduction and Flexibility)

SCHEUER S (1993)

Key questions concerning the labour market effects of changes in working time are discussed, including whether collective agreements on changes in working time have an impact either on real working time or on labour market flexibility.

The most recent reduction in working time - from 39 to 37 hours a week - was negotiated in a series of major collective agreements in 1987. The authors have therefore based their analysis on data for 1987 and 1990. The figures indicate that the number of people working more than the average weekly hours has actually increased, especially amongst white collar workers. At the same time there is no evidence that overtime work-

Comment

The documents presented here cover a range of topical and related labour market issues. All three are concerned with identifying possible measures to combat unemployment. The main focus of Bjorn and Pederson's paper - Insiders and Outsiders in the Danish Labour Market - leads to some new findings. The authors also examine whether long-term unemployment has an effect on the persistence of unemployment. Problems arise, however, with the methodology due to the influence of the overall economic context.

The second document, by Hummelgård and Dehlbæk, examines structural unemployment. The authors demonstrate how unemployment could be reduced by a combination of education, labour market participation and sabbaticals. Furthermore, they show that, in the long run, such an approach need not adversely affect public sector accounts or the balance of payments. The study shows that structural changes have the greatest impact on unemployment. Sabbaticals, on the other hand, have a relatively limited effect on unemployment because they reduce not only the labour force but the number of employed people as well. The precise effects, however, would depend on the precise nature of the sabbatical programme and on pressure from labour market organisations. The evidence of this study suggests that a combined growth strategy at a European level which incorporates a change in working time, education and sabbaticals could have an extremely high impact on the level of unemployment.

Both documents are of special interest because they have used a range of data to examine whether there is any evidence of hysteresis in the Danish labour market. Whilst Bjorn and Pederson do not think that such a conclusion can be drawn, Hummelgård and Dehlbæk have adopted a contrasting position.

In common with Hummelgård and Dehlbæk, the author of the third paper finds that changes in working time could be used to reduce unemployment. Scheuer illustrates how collective agreements between employers and employees have led to a fall in working hours, especially amongst those with less specialised job functions (but with less of an effect amongst more highly educated workers and managers). Scheuer's analysis also predicts the outcomes of a more flexible labour market in the future and examines whether or not the trends in the 1980s towards greater flexibility have had any real impact on the working of the labour market.

ing has increased in the public sector, while any increase in overtime working in the private sector has been very limited. The proportion of workers who have second jobs has, in the meantime, increased slightly - from 4.4% in 1986 to 5.4% in 1990.

Despite some evidence to the contrary, the authors conclude that a reduction in working time has led to a decrease in real working time. A reduction in working hours could therefore help to reduce unemploy-

ment amongst groups with lower levels of education or skills.

Samfundskøkonomien, no. 5, 1993. Available from DJOF, Gothersgade 133, 1123 København K, Denmark. DA.



Federal Republic of Germany

Consequences of the Disarmament Process for the Labour Market in Germany

BLIEN U (L993)

In Germany the international peace process has important consequences for the economy, especially for the labour market. The German armed forces will be reduced from 520,000 to 370,000 by the end of 1994. Nearly three quarters of the approximately 830,000 foreign soldiers stationed in Germany are in the process of leaving the country. In parallel to this there will be a reduction of about 100,000 jobs for civilian employees. There are strong indicators showing that the market for civilian employees is an "internal market" and there are high barriers against their mobility. Measures of active labour market policy support the transition of civil workers into new jobs. These provisions are assisted by measures of regional policy in regions with relatively high unemployment rates, where the dissolution and reduction of garrisons affect the prosperity of entire regions. However, in conglomerates with high growth rates, positive consequences of the disarmament process can be expected.

Labour vol.7, no.2, Summer 1993, pp. 3-24. Available from Blackwell Publishers, 108 Cowley Road, Oxford, OX4 1JF, UK. EN

Monopoly or Coexistence: an International Comparison of Job Placement

WALWEI U, IAB (1993)

Among the European employment placement services there are marked differences in organization and legal basis. Between the two extremes of a relatively strict monopoly of public placement and the independent coexistence of public and private agencies a great number of variations exist. Despite these differences there is an obvious trend in Europe to deregulate job placement, i.e. to admit private placement agencies. This tendency is further strengthened by the efforts for harmonisation ensuing from European integration.

The political decision concerning the necessity and the extent of liberalisation of job placement requires a careful analysis of the potential consequences. An international comparison of countries with different job placement systems and the respective experiences gained by them permits an assessment of the arguments put forward during the current debate.

The results at hand put the hopes and fears expressed in the debate about the liberalisation of job placement into relative

terms. This is mainly due to the fact that the job placement services will always cover only some of the vacancies and job-seekers. International comparison shows that, generally, employers looking for workers, and people looking for jobs, do so independently of the job placement service. The results warn against expectations that the structural and placement problems apparent in the labour market might be drastically reduced or even solved, simply by admitting more private placement agencies. The problems preventing a balance in the labour market do not so much exist in those sections that are potential markets for private placement agencies, but rather in those in which employees must be placed and jobs filled that "fell through" the net of the market. On the other hand the controversial debate about the liberalisation of placement loses some of its edge by finding that, as in the case of the UK, public and private placement services complement rather than compete with each other.

IAB Labour Market Research Topics, no. 5, 1993. Available from Institut für Arbeitsmarkt- und Berufsforschung der Bundesanstalt für Arbeit, Regensburger Strasse 104, D-90478 Nürnberg. 21pp. EN.

Comment on page 10.

Job placement

The introduction in the IAB document describes the job placement situation in different European countries. In several (e.g. Belgium, Italy and Germany) public employment services still exercise a monopoly. In other countries (e.g. Ireland, the United Kingdom and Switzerland) public and private placement services coexist. Recently there has been a trend for liberalisation. In Denmark, Sweden and the Netherlands public employment services lost their monopoly position. Although the experience hitherto gained from these international comparisons is as yet insufficient to allow any firm conclusions about the advantages and disadvantages of different systems, the paper does draw some tentative conclusions. The possible effects of a removal of or the further existence of a placement monopoly on the level and structure of unemployment are limited for three reasons. Firstly, most vacancies in the economies are filled without the intervention of any kind of placement service. Secondly, there is no real competition between the public employment service and private employment agencies. The market potential of the public employment service in general does not depend on its monopoly status but first of all on its own attractiveness. Thirdly, mismatch in the labour market could have a number of reasons - not only the effectiveness of the placement system, but also regional, industrial and occupational disparities as well as employers' and job seekers' own efforts in adapting to changing circumstances. This means that, on the whole, the improvement of job placement alone will not solve the problem i.e. these difficulties will not

be overcome by licensing private placement agencies. Nevertheless, transparency of the labour market has to be improved and competition among placement organisations is one way to achieve this target.

Defence cuts

Uwe Blien draws attention to the combination of labour market policies and regional policy measures as a means of countering the affect of defence cuts on the prosperity of entire regions and helping to get redundant workers into new jobs. Another study, commissioned by DG XVI of the CEC, also highlights the need to take account of the adaptive capacity of the regions affected by defence cuts. The relevant factors cited in the report include regional economic structure, dependence on older resource-based industries, the national rate of regional population growth, changes in economic potential resulting from European integration and falling transport costs, unemployment, percentage of adolescents in education and training, and infrastructure endowment. The report concludes that any policy response to these changes requires flexibility on two fronts: firstly, area designation, since many dependent regions and areas of concentrated defence activity are not currently eligible for aid under Structural Funds' objectives; and, secondly, policy instruments because new issues will be confronted that are particular to defence cut-backs. The importance of local policy co-ordination is also emphasised, given the relative geographical isolation of many defence establishments.

"Regional Development Studies, 5, The Economic and Social Impact of Reductions in Defence Spending and Military Forces on the Regions of the Community, available from the Office for Official Publications of the European Communities, L-2985 Luxembourg. 108pp. EN. FR."



Spain

El Despido y sus Costes: Que Reformas? (Dismissals and their Costs: What is there to be Reformed?)

JIMENO J F AND TOHARIA L (1993)

This article sets out to analyse the current legal regulations of dismissals for economic reasons (redundancies) in Spain, as well as the desirable reforms to these regulations. This is a subject which used to be hotly debated in the early 1980s but which was subdued by the strong recovery of the 1985-90 period as well as by the widespread use of fixed-term labour contracts. The recent economic crisis, together with the European Programme of Economic and

Monetary Union, have raised again the issue of the competitiveness of Spanish firms and the possible inhibiting role of the regulation of the Spanish labour market (considered by several commentators as "excessive", particularly with regard to the capacity of employers to adjust the size of their workforce).

The paper describes first the legal situation of employment adjustment, distinguishing between three types of dismissals: those of workers under fixed-term contracts who are simply denied renewal on short notice and receive in some instances a small severance pay; those of workers with a permanent contract dismissed on an

individual basis, due either to misbehaviour or to "objective" reasons (mismatch between the worker and the job), although there is a strong presumption that firms use this way to dismiss individual workers, no matter what the reason behind their decision; and dismissals for economic reasons (redundancies per se, usually affecting more than one worker), which have to be approved by some government official. The analysis of the legal regulations is completed with a study of the relationship which appears to exist (more *de facto* than *de jure*) between the entitlement to unemployment compensation and a minimum amount of severance pay necessary to obtain such

entitlement. This analysis takes the view that this relationship which might be justified on the grounds that it tries to avoid that disguised exits would be entitled to unemployment compensation is in fact a distortion in the operation of the labour market, as it is exerting an upward pressure on bargained severance pay, and should thus be removed.

The article then turns to the quantification of the evolution and composition of redundancies in Spain, combining information from various administrative and judiciary sources to provide a picture of individual and collective redundancies, confirming the importance of fixed-term contracts as a way of adjusting employment inside firms. Finally, the paper deals with the issue of the economic costs of dismissals, emphasising that the legal regulations do not provide the actual costs but only establish the grounds for the bargaining situation which later determine costs.

The paper concludes by suggesting that there are a number of distortions in the current regulations of redundancies which should be corrected, such as the differential restrictions faced by medium-sized firms (as compared to small and very large ones), the unjustified connections between the unemployment compensation system and the amount of severance pay, and the existence of two clearly distinct tiers in the Spanish labour market, i.e. that for permanent workers, who have the right to resist their dismissal and to receive relatively high severance pay, and that of fixed-term workers, who have no legal right to sue their employers upon contract expiry. The latter conclusion leads the authors to suggest that, given that this two-tiered labour market has created more problems than it has solved, it would be necessary to eliminate fixed-term contracts and reduce at the same time the legal distance which exists between the two types of workers.

Economistas, no.55, 1993, pp.243-255. Available from the Colegio de Economistas de Madrid, Hermosilla 49, 28001 Madrid, Spain. ES

La Reforma del Mercado del Trabajo (Labour Market Reforms)

VARIOUS AUTHORS (1993)

This special issue of *Economistas* analyses labour market reforms against both the document on labour market reform submitted by the government to the recently creat-

ed Economic and Social Council in April 1992, and the European Commission's report on the new "Community Strategy in Favour of Employment" (an early version of the later official "Community-wide Framework for Employment"). Both documents are included in the issue as support documentation.

The journal includes six papers on different aspects of labour market reform, not all related to the government proposals. All papers display a common denominator: present labour market regulations in Spain tend to inhibit employment growth in one way or another. The current situation favours excessive insecurity in the employment conditions of new workers, and brings about considerable rigidity in the process of wage determination.

The first two papers, by Andrés J and Jimeno J and Toharia L, deal with labour market reform from a general standpoint. Andrés describes the current situation in the labour market and the structural reforms adopted in recent years. He addresses collective bargaining, protection and training of the unemployed, and labour contracts and labour mobility. With regard to the first two aspects, he argues in favour of their reform in order to make wages more sensitive to the economic situation of the firm. Regarding the last two aspects, he argues that their reform should bring more flexibility to firms in hiring and firing their workers. Andrés believes that labour market reform would bring about a significant reduction in unemployment, by reducing its equilibrium level, currently thought to be as high as 15-16%. Jimeno and Toharia, on the other hand, use welfare economics theories to justify the regulation of the labour market, not only on equity but also on efficiency grounds, given its specific nature which prevents it operating in a competitive way. They then outline different aspects to be reformed, producing a list which does not differ much from that offered by Andrés. However, in their view, the potential for reduction of unemployment from these reforms can only be expected to be moderate.

Aragon J deals more directly with the government document, praising it for including economic arguments to its proposals, but criticising some of its aspects from a trade union perspective. The paper by Palacio J L stresses the importance of the linkage between labour and product markets, an issue usually overlooked in the

discussion of labour market reform. The issue also includes two shorter papers: one on unemployment insurance, by García G, and one on the new labour market theories and the implications for the analysis of Spanish unemployment by Anchuelo A.

Economistas, no.57, 1993, Special issue. Available from Colegio de Economistas de Madrid, Hermosilla 49, 28001 Madrid, Spain. ES

La Formación Universitaria en Tecnologías de la Información: Prospectiva de Oferta y Demanda de Titulados, 1992-1995 (University-level Training in Information Technology - Forecasts of the Supply and Demand of Graduates, 1992-1995)

GAMELLA M, MATIAS C, AND PEREZ J (1993)

The purpose of this book is to analyse the recent evolution of the system of training of university graduates in information technology in Spain, its relationship with labour supply and demand and its medium-term trends.

This book originates from the previous study carried out by the same team in 1986. The present study thus tries to analyse the results achieved in the intervening period, in relation to both the demand for these professionals and the reaction of the education and training system to this demand. On the other hand, the recent changes in the economic situation raise some uncertainty about the future, thus implying a need for appropriate short-term studies in order to match the supply of and the demand for graduates. The main methodological problem is the quantification of the supply of, and the demand for, university graduates in information technology. In order to estimate supply, a direct survey was conducted among university centres offering degrees related to computers (hardware and software), electronics (basic and applied) and telecommunications (equipment and services). The survey included questions on the number of students currently enrolled as well as estimates of the future output of graduates.

In order to quantify demand, a distinction was made between satisfied and unsatisfied demand. While the former was assumed to be equal to supply, the latter was estimated using three methods: job advertisements in the press, a direct survey among potential employers and direct estimation

with the help of experts in the sectors involved.

The book is in two parts. Part One provides the results of the study. Starting with a brief reference to the 1986 study, it presents the evolution observed over the 1986-92 period, particularly as regards new curricula, the social consideration of this type of training, the supply of and demand

for new graduates. After a series of projections for the 1992-95 period, the study concludes by arguing for an increased flexibility of the educational system in order to deal with the changing dynamics of these technologies. Detailed recommendations for the improvement of the different aspects involved in the problem are also provided. Part Two presents the texts of the

seminar organised by Fundesco which sought views from qualified experts on the different aspects of the study, both from a supply and a demand perspective.

Fundesco, *Colección Impactos*, 1993. Available from Fundesco, Alcalá 61, 28014 Madrid, Spain. ES

Comment

It is well known that the Spanish economy is currently experiencing one of its deepest recessions, particularly in terms of employment and unemployment. Unemployment has reached an historical peak of over 23%, a situation which is compounded by the very low activity rate. The latter is a common feature throughout the Community but its magnitude is even worse in Spain.

Labour market reform has become a hotly debated issue with the advent of the economic crisis. Most analyses, including those by government and the social partners, agree that employment regulations of need to be reformed. There is a general agreement that the labour market in Spain suffers a "supply constraint", although the potential contribution of relaxing it towards employment creation is much more debated. Such a supply constraint is considered to result in a lack of "wage competition" in the labour market, which would explain the persistence of unemployment and its weak dampening effects over wage inflation.

Long-term unemployment and unemployment compensation appear to be the main factors behind this lack of pressure. While the first of these elements is not seen any longer as a basic priority, the second one is considered to affect negatively the search intensity of the unemployed. Hence, the current emphasis is on monitoring more closely the situation of unemployment benefit recipients by compelling them to accept job offers, follow training courses, etc., at the risk of losing their benefits. A tightening of the entitlement conditions is also envisaged.

In addition, it is generally recognised that there currently exists a two-tiered labour market in Spain. One tier is for permanent workers, with high severance pay and advance notice entitlements and the possibility of legally suing the employer in case of dismissal, higher wages and full bargaining rights. Another tier is for temporary or fixed-term workers, with a small severance pay and advance notice entitlement and no right to legally sue the employer upon contract termination, lower wages and less comprehensive bargaining rights (although in principle no discrimination may be legally established, the practice appears to be otherwise in many instances). Although the changes introduced in 1984 to foster the use of fixed-term workers are generally recognised as one of the factors behind the employment increase during the 1985-90 period, and particularly its employment intensity, it is now perceived that the segmentation which these changes have created may have produced undesirable effects (i.e. distorted collective bargaining and changes in the incentive structure existing in the labour market), which were mostly felt during the crisis. To bridge the gap between the two tiers of the labour market, two elements are

considered necessary: the rationalisation of the use of fixed-term contracts (reducing it to temporary activities) together with a reduction in the firing costs for permanent workers.

The situation is at present in a state of flux, as intense negotiations between the government and the social partners are under way with a view to reaching a "social pact" which would include many of the elements mentioned above: i.e. a significant reduction in real wages (5% over the next three years); a tightening of the unemployment compensation system (which follows the reduction in benefits adopted in April 1992); and a reform of labour market institutions which includes the introduction of flexitime systems (maintaining the maximum workweek on an annual basis), the creation of a new apprenticeship contract specially devised for SMEs, incentives for the use of part-time work (currently used in a scant way in Spain), the regulation of temporary help agencies (currently illegal although operating freely), and the reform of the public employment service. The latter aims to improve the role of the public employment service as a "job broker" (a role currently thought to be very inadequate), by decentralising its activities to the regions (a process which is already under way).

Vocational training is also considered as an important element of the pact although, as already documented in SYSDM Bulletin 15, a National Programme for Vocational Training exists. Adopted in February 1993 with the agreement of the social partners and the government, this aims, in particular, to foster continuing training by dividing it between training for the employed (to be managed by the social partners), and training for the unemployed (to be managed by the public employment service or the regions).

With regard to the third paper by Gamella et al., it is worth emphasising that skill shortages have been one of the main elements at stake in the economic expansion of the late 1980s. One of the sectors most affected by such shortages was the IT sector, and the earlier study carried out under the auspices of Fundesco was the pioneer. The present study updates the preceding study at a time when the economic downturn has shifted the focus of attention away from skill shortages to more pressing issues such as the need for employment creation. Skills shortages in IT, however, are likely to persist, not so much in quantitative terms (given the large increases in the numbers of students enrolling in IT-related degrees), but from a qualitative perspective, given the deficiencies which still exist in the curricula and the changing nature of IT. Nevertheless, the current educational reform, which has increased the number of optional disciplines in university degrees, should enable universities to use such freedom to adapt their curricula to these changing needs.



France

Propositions pour une plus grande efficacité des dispositifs de formation professionnelle : rapport à Monsieur le Ministre du travail, de l'emploi et la formation professionnelle (*Proposals for Greater Efficiency of Vocational Training Systems: Report to the Minister of Labour, Employment and Vocational Training*)

CAMBON C (1993)

This report was written in response to a request from the Minister of Labour, Employment and Vocational Training. It considers the role of the region, both as an administrative unit and as a geographical area in which vocational training policies can be harmonised.

The analysis resulted in 20 proposals structured around 3 essential themes: advising young people, harmonising training systems for young people, and vocational training for adults.

Concerning information and guidance, a true policy ought to bring together the professions and the social partners, promote a chosen educational method, simplify, decompartmentalise the structures and develop regional coherence.

Three suggestions were made regarding the harmonisation of training systems for young people: management of actions at a regional and national level; a clarification and reinforcement of regional competence implying, in particular, the transfer to regions of all training actions leading to qualifications; and a simplification of systems. The objective is eventually to bring together the two systems of apprenticeships and qualification contracts, by creating Institutes of Alternance Training and concentrating financial resources.

In relation to the need to clarify adult training systems, the role of the state must be confirmed with regard to taking charge of actions for integration and the fight against exclusion. The management responsibilities granted to regions in the pilot scheme and the implementation of training leading to qualifications should be increased.

Finally, using COREF (Regional Committee of Employment and Training) as an intermediary, the region should be the point

of impetus, co-ordination and evaluation of vocational training policies.

Available from Ministère du travail, de l'emploi et de la formation professionnelle. Cabinet du Ministre, 127 rue de la Grenelle, 75007 Paris, France.FR.

Will a Large Labour Market Exist? (*Existera-t-il un grand marché du travail ?*)

MARSDEN D (1993)

What will be the future effects of the large European market on the mobility of workers? Starting from the differences which exist between Member States in terms of models of qualifications and the investment of workers in vocational training, the author presents three types of labour market (internal, professional and high technology).

Two main obstacles stand in the way of mass mobility on the unskilled labour market: the problems of social protection and the risk that the mobility of capital is substituted by the mobility of labour.

The reciprocal recognition of vocational qualifications in the Community could lead to the supposition that there will be real mobility in the skilled labour market. However, despite professional markets (in England and Germany, for example), internal markets also exist (particularly in France and Italy). This obstacle, compensated partly by the development of the Internal Market within companies across national frontiers, will not lead to very significant movements of the labour force. With the appearance of real European organisational structures, it is only in the sector of advanced technology activities that intra-community mobility could experience rapid growth.

Formation-Emploi, No. 43, July-Sept 1993. Available from la Documentation Française, 29-31 Quai Voltaire, 75007 Paris, France. EN, FR.

Vers l'Europe des diplômes et des professions (*Towards a Europe of Diplomas and Professions*)

PERTEK J (1993)

In December 1988 the European Commission adopted the general system for recog-

nition of higher education diplomas which validates vocational training (minimum of three years). This article describes the development and scope of the system. It shows that this general directive tends to exceed the limits of earlier systems based on "sectoral" recognition (by type of profession) and principally centres on regulated professions. The new system is without academic goals and principally aims at the mobility of workers within Europe. It is built on a general principle of "mutual trust" which presumes no preliminary harmonisation of training content and is not automatic. The article then describes Community and National procedures for bringing this directive into operation.

Savoir vol. 3, no. 5, July-Sept 1993. Available from Editions SIREY, 11 rue Soufflot, 75240 Paris Cedex 05, France. FR.

Comparabilité et reconnaissance des qualifications en Europe (*Comparability and Recognition of Qualifications in Europe*)

BERTRAND O AND MERLE V (1993)

Systems of comparability and recognition of qualifications devised within the framework of the European Community since its creation initially responded to concerns about labour force mobility within the EC. It was not only a question of bringing into operation the right of free movement of labour established by the Treaty of Rome but also of encouraging movement of workers between countries through a certain transparency of qualification systems.

The difficulties which confront these systems today are not only technical ones. They concern the very purpose of the system through the construction of common references regarding qualification. It is the concept of a common framework for the definition of qualifications, validation of abilities and forms of access to the qualification which is at stake.

If national specificities in the matter and the divergence of interests between countries are too strong for a real "European qualifications market" to develop, recent developments show that the Community framework can allow national ap-

proaches to be enriched. In an annex the article presents the main characteristics of the National Vocational Qualifications system recently introduced in Great Britain.

In *Formation-Emploi* (CEREQ). Available from la Documentation Française, 29-31 Quai Voltaire, 75007 Paris, France. FR.

La mobilité des ingénieurs dans l'espace européen (*The Mobility of Engineers within Europe*)

PERTEK J (1992)

This article takes stock of the work carried out at a European level to establish a specific directive which would recognise engineers' qualifications. There are two reasons for such a directive: on the one hand, the general directive adopted in 1988 does not aim for an automatic recognition of diplomas between Member States and, on the other hand, the category of engineers is particularly likely to be affected by the phenomenon of professional mobility within the Community.

Difficulties arose during the drafting of this directive (the nature of national training systems, and difference in social status from one country to another) and a solution would be to develop a sectoral system of mutual recognition of engineers' diplomas. From this perspective, the author suggests the creation of a "Committee of Engineers' Diplomas" in Europe. Nevertheless, efforts undertaken through programmes such as COMETT and ERASMUS to develop mobility of future engineers during their studies should be continued.

Savoir, no 4. April-June 1992. Available from Editions SIREY, 11 rue Soufflot, 75240 Paris Cedex 05, France. FR.

Comment

The majority of these articles focus on the questions of qualifications and labour mobility. The first article by Pertek describes the evolution of Community directives in the field of recognition of qualifications. There has been a move away from the approach of suppressing obstacles to free movement towards the approach of constructing European diplomas and professions. However, the practical implementation of the new directives is very slow and involves fundamental changes to the practices within Member States. Their significance is more symbolic than practical.

The study by Bertrand and Merle also examines the limitations of the approaches to Community policy adopted over the past few years. It suggests that problems of a methodological nature are masking the lack of a defined common strategy between the Member States despite the similarity of the problems they face. Rather than attempt to find a partly illusory "transparency", it would be better to take notice of the specific features of each country, both in terms of the educational system and the qualification system, and to attempt to bring public policies together around certain key objectives in terms of training, recognition of skills and the analysis of skill needs in enterprises. A sectoral approach to these questions seems to be required.

The article by Marsden looks at the question of mobility by linking the different types of labour markets which exist. However, he also uses the relationship between mobility and national qualifications to assess the impact which a real transparency of qualifications could have at Community level. He suggests that the creation of the Internal Market will not provoke large migrations of the labour force within the Community. However, national institutional structures will have to evolve markedly. Labour markets based on "general qualifications of a similar type such as for nurses" will develop in place of the professional and internal labour markets.

In his second article Pertek looks at a single sector - engineering. The argument of the article concerns the regulatory aspects. Does the absence of recognition of diplomas really constitute a constraint to the mobility of engineers? If there is an obstacle for people at the start of their careers, it could be thought that the experience gained and the functions occupied would largely compensate for the absence of mutual recognition for those who are already well integrated into the job market. However, it seems that statutory obstacles are more significant than the absence of recognition of qualifications. From this point of view the suggestions made on the role of a committee of Engineers' diplomas and a sectoral approach to the problem constitute the means for a greater convergence between the policies of Member States.

Finally, the article by Cambon looks at the existing situation in France where there is a consensus concerning the complexity of the systems of vocational training. It is generally recognised that the role of the regions needs to be strengthened as they are more closely linked to the situation on the ground. In 1983 a partial transfer was made giving regions wider powers, and a proposal for a law has existed since 1990 which would decentralise vocational training. This report constituted a preliminary stage in the vote on the "five year" law which enlarged the common law competence of the regions in the field of vocational training.

Statistical Supplement N°. 17

Women and The Labour Market

Women's participation in the labour market represents one of the more volatile elements in European labour markets, with significant changes in participation and attitudes to work that are likely to continue well beyond the end of the century. This Statistical Supplement identifies some of these changes and discusses the main trends.¹ Inevitably, with such an analysis, there is considerable variation in experience between Member States, although these are often accounted for by the countries being at different stages of evolution in the issues covered.

Figure 1. Proportion of Women in Total Population

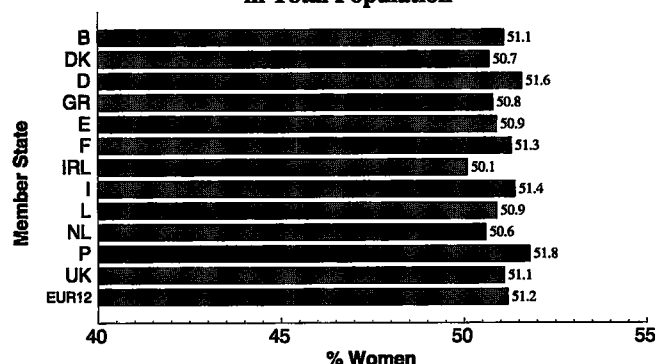


Figure 2. Women in the Labour Force 1991

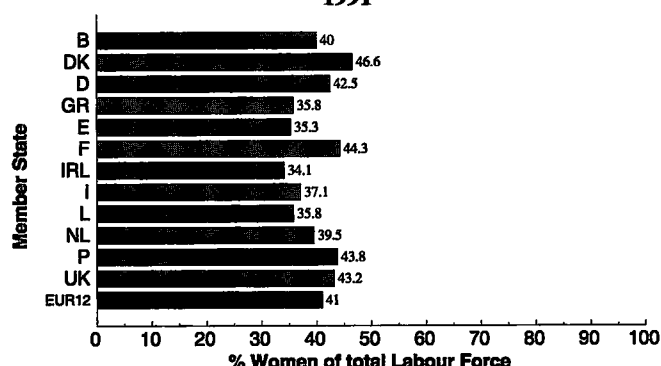


Figure 3. Activity Rate of Women Aged 20-59 (1991)

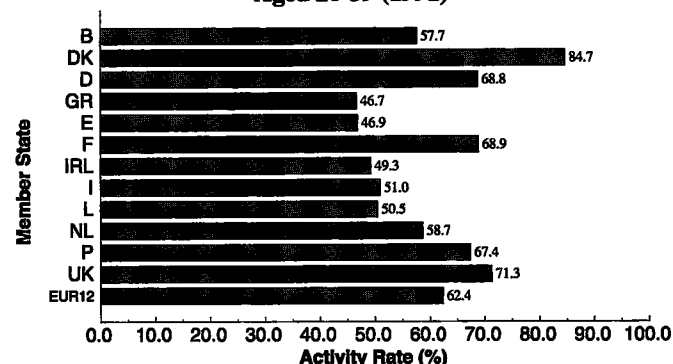
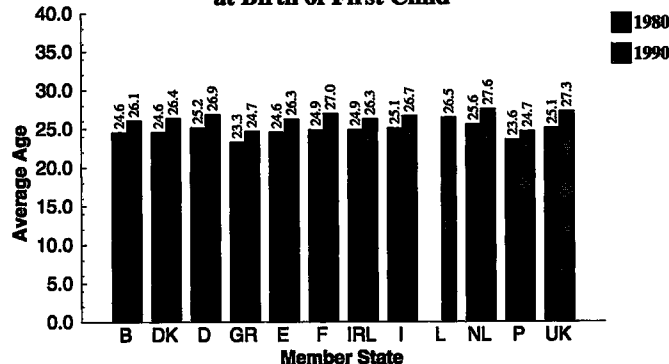
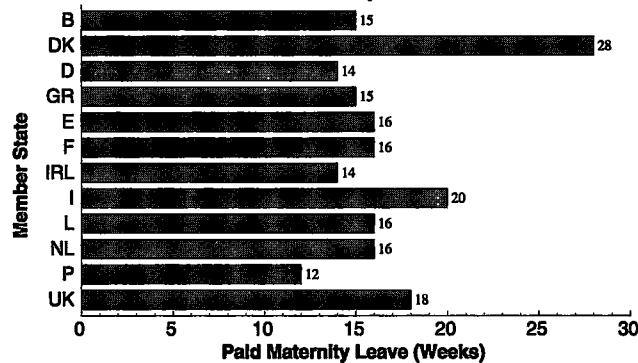


Figure 4. Average Age of Women at Birth of First Child



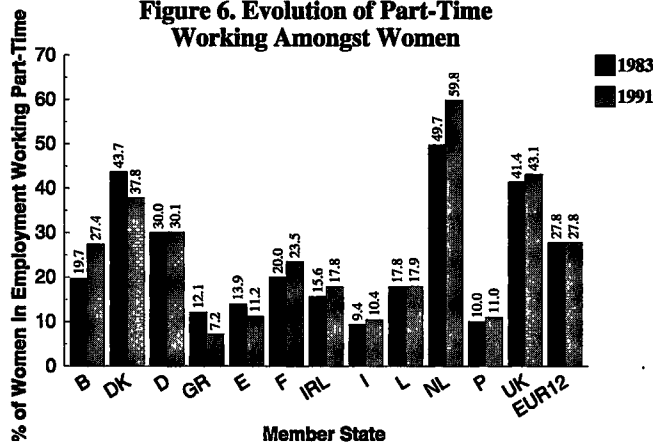
Note: Belgium 1988 and 1990
Spain 1989 and 1990

Figure 5. Length of Statutory Paid Maternity Leave



Note: Portugal allows 90 days statutory paid maternity leave

Figure 6. Evolution of Part-Time Working Amongst Women



Note: Figures for Spain and EUR12 are 1989 and 1991 and for Portugal are 1986 and 1991.

Figure 7. Part-Time Working Amongst Married Women

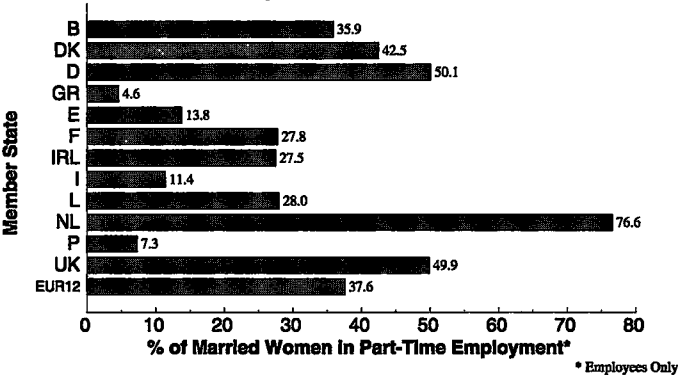
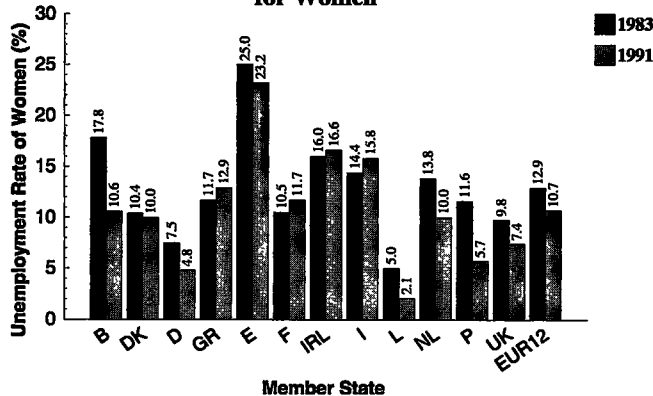


Figure 8. Evolution of Unemployment for Women



Note: Figures for Spain, Portugal and EUR12 are 1986 and 1991.

Commentary

Women and the Labour Market

Population

The proportion of women in the population consistently outnumber men in all Member States, as shown in Figure 1. The highest proportion of women is in Portugal with 51.8%, followed by Germany (51.6%) and Italy (51.4%), although the lowest proportion of 50.6% (in the Netherlands) is closest to the EU average.

The reasons for this disparity are straightforward: on average, women live longer than men. The life expectancy for women exceeds 80 years in France, Italy, Spain and the Netherlands and is lowest in Portugal and Ireland with 77.3 and 77.7 respectively. Most of the discrepancy is in the older age group (particularly over 50); under 40 years of age, men generally outnumber women due to a higher number of male births.

Labour Force Participation

When it comes to participation in the labour force, however, these patterns of female dominance are reversed, although the trend is changing.

Currently only around two-fifths (41%) of the total EU labour force is female. The proportion is highest in Denmark (46.6%), France (44.3%) and Portugal (43.8%) and lowest in Ireland (34.1%) and Spain (35.3%), with Greece and Luxembourg not far behind (Figure 2)². The trend is for women to assume a higher proportion of the labour force in the future under the dual effects of increased female participation and a reduction in male activity, such that some Member States are forecasting that over half their labour forces will be female by the turn of the century.

Figure 3 shows that there are currently wide differences in the activity rates of women (prime working age from 20-59) across the EU. In Denmark the figure is almost 85% and compares with a low of almost 47% in Greece. The United Kingdom (71.3%), France (68.9%) and Germany (68.8%) all have high levels of female participation in the labour force, although other more developed Member States (Italy and the Netherlands) exhibit much lower rates.

Female participation in the labour market is conditioned by a range of social and economic factors. One such factor is the attitude towards childbirth and childcare. Figure 4 shows that in all Member States the average age at which women have their first child is getting older. For example, in Greece in 1983 the average was 23.3 years; by 1990 this had increased by 1.4 years to 24.7. Similarly in the Netherlands it increased by 2 years and in the UK by 2.2 years.

Alongside this trend has been a fall in the number of births, with the total fertility rate for the EU as a whole falling from 1.82 children per woman in 1980, to 1.48 in 1992. Between Member States the fertility rate ranges from 2.11 children per woman in Ireland, to 1.23 in Spain (as shown in Table 1). In terms of labour force participation, it indicates that more women are likely to be

seeking work in the future. In terms of the population as a whole, the trend will inevitably affect the overall numbers available for work into the next century.

Table 1: Total Fertility Rates (1992)

Member State	Rate
Belgium	1.56
Denmark	1.77
Germany	1.30
Greece	1.41
Spain	1.23
France	1.73
Ireland	2.11
Italy	1.26
Luxembourg	1.65
Netherlands	1.59
Portugal	1.48
United Kingdom	1.80

Source: Eurostat

Of course another factor that will influence the labour force participation decisions of women will be the level of support available to them should they decide to have a child. One crucial ingredient here will be the level of maternity support given and Figure 5 provides a comparison of current statutory conditions in Member States in statutory *paid* maternity leave. According to the information, the most generous period of paid leave is in Denmark with 28 weeks, followed by Italy with 20 weeks and the UK with 18 weeks³.

However, the amount of pay provided for maternity leave varies and in the case of Denmark employees taking maternity leave only receive around 90% of their previous wage while in Italy it is 80%. In the UK women will only receive 90% pay for six weeks of the 18, with the remaining 12 paid at a very low fixed sum regardless of prior earnings levels. In Germany, Greece, Luxembourg, the Netherlands and Portugal, maternity pay is the same as previous basic pay for the duration of the statutory periods.

Part-time Working

A feature of the increased labour force participation of women has been the increased incidence of part-time working in some Member States. However, to put this into perspective, as Figure 6 shows, between 1987 and 1991 the proportion of women in employment working part-time hardly changed for the EU as a whole, remaining at 27.8%.

Over a longer period of time (1983-91), Member States such as Belgium, the Netherlands, France and the UK recorded significant increases in the number of women working part-time. The

increase was largest in Belgium with an increase from 19.7% to 27.4%. In contrast, however, Denmark, Greece and Spain saw the proportion of part-time working fall, and in Germany, the proportion stayed more or less the same.

However, levels of part-time working between Member States show significant differences. The Netherlands, with almost three-fifths of total female employment, heads the twelve, followed by the UK with 43.1% and then Denmark with 37.8%. The other Member States are some way behind. In Greece, part-time working is particularly low at 7.2%, followed by Italy, Portugal and Spain.

Figure 7 provides something of an explanation for the figures for part-time working amongst women. Married women in the labour market generally have a higher incidence of part-time working as they seek to combine their jobs with child and home care. Thus the EU average for married women working part-time is 37.6% compared to 27.8% for women generally.

Unemployment

Unemployment comparisons (as measured by the *Labour Force Survey*) are shown in Figure 8 for 1983 and 1991. Unemployment rates for women have moved a little over the period, falling slightly from 12.9% in the EU in 1983, to 10.7% in 1991. In some Member States the reductions have been more dramatic, for example almost halving in Belgium, Germany, Luxembourg and Portugal. In contrast, Denmark, France and Ireland have witnessed fairly static rates of female unemployment and in Italy the rate has significantly increased.

The latest full year's figures on female unemployment (those for 1992⁴) are given in Table 2. They show an increase in the overall EU rate to 11.5%, with most Member States showing similar directional increases. Female unemployment remains highest in Spain at 25.3%, with Ireland some way behind at 19.4%. The rate for the under 25s is the proportion of that age group unemployed and represents a particularly important perspective on how younger women are faring in the labour market.

Table 2: Female Unemployment Rates (1992 Annual Averages)

Member State	Rate	Under 25s
Belgium	12.2	20.6
Denmark	10.8	12.4
Germany	5.1	3.8
Greece	12.9	33.5
Spain	25.3	38.5
France	12.5	24.7
Ireland	19.4	25.8
Italy	15.6	33.1
Luxembourg	2.8	3.6
Netherlands	8.7	10.3
Portugal	6.5	13.0
United Kingdom	9.2	14.1
Euro 12	11.5	19.7

Source: Eurostat

Notes:

- The main sources of the statistics used in this supplement are as follows:
 - Labour Force Survey-Results 1991* (Eurostat, 1993).
 - Unemployed Women in the EC - Statistical Facts* (Eurostat, 1993).
 - Female Population by Citizenship in the European Community* (Eurostat, Rapid Reports: Population and Social Conditions, 1993:8).
 - Women in the European Community* (Eurostat, Rapid Reports: Population and Social Conditions, 1993:10).
- The definition of the *Labour Force* used here includes all those in paid work, including the self employed and family workers.
- These figures represent the periods of paid statutory maternity leave and in many instances the prevailing conditions allow longer periods to be taken off without jeopardising the woman's job, although these would tend to be unpaid. In addition, collective agreements may provide for enhanced maternity benefits for those women within scope.
- Figures are from *Unemployment in the Community* (Eurostat, Population and Social Conditions: Short-term trends, 2:1993). They are derived from the *Labour Force Survey* and are annual averages of the monthly estimates derived thereof.



Belgium

Marché du travail et financement de la Sécurité sociale / Arbeidsmarkt en Financiering van de Sociale Zekerheid (*The Labour Market and Financing of Social Security*)

BUREAU DU PLAN (1993)

The Bureau du Plan was asked to put together this introductory paper on the theme of the relationship between labour market policy and the method of financing social security, as a preparatory document for a tripartite meeting on employment. The work was based principally on the results of previous studies carried out using econometric models (particularly the HERMES model) the latest simulation dating from 1992. It consists of various simulations all aimed at reducing wage costs with a view to stimulating the hiring of labour through a reduction in employers' social security contributions.

In order for this process to have a neutral effect on the balance of public finances, it means either increasing other types of tax or decreasing spending.

Another reason often put forward in favour of a reduction in labour force costs is linked to the structure of the labour market. Competition amongst countries with very low wages brings about in industrialised countries a substitution of capital for labour, especially unskilled labour, but also a sectoral restructuring of the labour market: if the demand for skilled staff increases as a result of technological progress, the demand for unskilled staff will decrease and become concentrated on other diverse service activities. Consequently, the authors present the idea of stimulating demand by reducing labour costs of unskilled workers in order to reduce long-term unemployment which affects unskilled workers in particular. However, they emphasise that this policy should not be followed to the detriment of investments in Research and Development and the training of a highly skilled workforce which they consider to be the best guarantee of sustainable growth.

Alternative ways of financing social security - based mainly on salaries - are presented in the report. They are divided into three categories. The first includes measures one of which is a reduction in employers' payments compensated for by a rise in indirect taxation. The second looks at methods of finance centred on a change in the basis upon which payments are assessed. The third consists of other possibilities for funding.

In its conclusion, the Bureau du Plan, having stated that the creation of jobs resulting from a reduction in employers payments means increased costs for the public, ques-

tions whether it would be better to delay reductions in payments in sectors facing problems of competitiveness and to maximise the effect on employment by following an active labour market policy which would subsidise a number of targeted jobs, or by concentrating lower payments on programmes to help the unemployed.

Report prepared for the "Tripartite Round Table on Employment" at the request of the Minister of Employment and Labour, Mme Miet Smet, Brussels, March 1993. Available from Bureau du Plan, Avenue des Arts 47-49, 1040 Brussels, Belgium. FR, NL.

Comment

The study carried out by the Bureau de Plan gives likely orders of magnitude for an extensive series of measures. However, as the Bureau itself underlines, there is significant consistency in their results even though the measures have been tested at different periods using different models. Generally, the reduction in social security contributions compensated for by alternative deductions has positive effects on employment and unemployment. However, these effects are relatively restrained in the short-term, though more marked in the medium-term. One cannot help noticing, however, that considered quantitatively, even in the medium-term these effects are far from sufficient to resolve the current unemployment problem. Nevertheless, the measures proposed have the advantage of influencing more directly the problems of long-term unemployment which have a structural character in as much as it affects mainly unskilled or low skilled job seekers.

As regards the simulations which looked at the partial changes to the structure of contributions, although they present much the same advantages as the reduction of contributions, they present administrative difficulties in terms of the implementation of new fiscal or parafiscal procedures.

From a technical perspective, this study gives a series of possible responses to the questions raised by the social and economic problems which have been increasingly felt in Belgium since the end of last year. These questions are always on the agenda, the tripartite round tables having given way to the negotiations of the social pact which has recently been transformed into the global plan of the government for want of an agreement between them and the social partners on the measures to be taken to address these problems. Once the global plan has received the support of a parliamentary majority, a dialogue will commence between the government and the representatives of the trade unions to further discuss the content. This dialogue follows a general strike highlighting the unhappiness of the unions who feel that the content of the plan is unacceptable, especially where it deals with measures in favour of employment.



Greece

ΠΡΑΚΤΙΚΑ ΘΕΜΑΤΑ ΣΤΙΣ ΕΡΓΑΣΙΑΚΕΣ ΣΧΕΣΕΙΣ – Η ΕΛΛΗΝΙΚΗ ΚΑΙ ΚΟΙΝΟΤΙΚΗ ΣΥΤΚΥΡΙΑ (*Practical Issues on Labour Relations - The Greek and the European Community's Situation*)

JECCHINIS C AND KOUTROUKIS T (1992)

This study focuses on labour relations as they are determined by the Social Charter. Following a brief introduction of current labour relations in the EC, the USA and Japan, the authors set out to consider the Greek situation. The first part of the book examines the regulations governing collective bargaining, and the mechanisms to resolve labour conflicts, emphasising the impact of the EC.

The second part is concerned with the new institutional configuration of labour relations in Greece, including employees' participation in the organisation of work, and the role of continuing training.

The book constitutes an essential contribution to the critical presentation of current labour relations in Greece and the extent to which they are affected by the EC. It aims to address the need for additional information on the practical issues of labour relations in Greece and the trends observed in the EC. It also assists in the debate about how to reduce labour conflicts and to improve labour relations in Greece.

Available from Galaios Library, 19 Kolokotroni str., 10562 Athens, Greece. GR.

ΠΟΝΤΙΟΙ ΜΕΤΑΝΑΣΤΕΣ ΑΠΟ ΤΗΝ ΠΡΩΗΝ ΣΟΒΙΕΤΙΚΗ ΕΝΩΣΗ: ΚΟΙΝΩΝΙΚΗ ΚΑΙ ΟΙΚΟΝΟΜΙΚΗ ΤΟΥΣ ΕΝΤΑΣΗ (*Pontii Immigrants from the Former Soviet Union: Their Social and Economic Integration*)

KASSIMATI K ET AL (1992)

This publication brings together a series of studies which address the repatriation problems of the Pontii of Greek descent from the former Soviet Union.

Over the last few years, Greece has been faced with waves of immigrants coming from Eastern Europe, the former USSR and the developing world. One of the major concerns of the Greek government is, in particular, facilitating the repatriation of Greek Pontii who, after the collapse of the Soviet Union, have been increasingly inclined to return to settle in Greece.

According to some estimates, the former USSR is home to 500,000 Greek Pontii, of whom 40,000 to 50,000 have already returned

to Greece. It is estimated that by the end of the decade, most will have returned home.

Within this context, the General Secretariat of Immigrant Greeks has undertaken a specific research project entitled "Research for the social and economic integration of the Pontii from the former Soviet Union". This project aimed to:

- survey the demographic, economic and social characteristics of the Pontii from the former USSR who settled in Greece between 1985 and 1990.
- identify their economic and social integration problems in Greece.
- provide specific recommendations to improve their integration in Greece.

The conclusions of the project are reviewed in this book, which includes chapters related to the procedures of immigration/settlement of the Pontii in Greece, education, employment and integration into the Greek labour market, and various problems faced during resettlement.

This study was conducted on the basis of questionnaires administered to 1,850 households.

Available from the Ministry of Culture, General Secretariat of Immigrant Greeks, Athens, Greece. GR.

Η ΕΝΤΑΣΗ ΤΩΝ ΠΑΛΙΝΝΟΣΤΟΥΝ ΤΩΝ ΟΜΟΓΕΝΩΝ ΑΠΟ ΤΗΝ ΠΡΩΗΝ ΣΟΒΙΕΤΙΚΗ ΕΝΩΣΗ ΣΤΗΝ ΕΛΛΗΝΙΚΗ ΑΓΟΡΑ ΕΡΓΑΣΙΑΣ (*The Integration of Greeks Repatriated from the Former Soviet Union into the Greek Labour Market*)

PAPATHEODOSSIOU T (1993)

This monograph provides the final results of research on the Pontii repatriated from the former Soviet Union which was initiated and funded by the European Commission.

Since 1989 a mass repatriation of the Greek Pontii from the former USSR has taken place, and it is estimated that hundreds of thousands will return to Greece by the end of this decade.

The integration of these returnees into Greek society and even more so into the labour market constitutes a major challenge to the Greek government, as much as to the EC. For that reason, the European Commission has funded a specific study to examine the problems which arise from the integration of the returnees into the Greek labour market. In particular, the study focused on:

- problems resulting from the lack of knowledge of the Greek language by Pontii returnees.

- difficulties observed during the process of recognition and equivalence of qualifications held by the Pontii.

- problems which arise from the lack of modern vocational qualifications and experience amongst returnees.

The study used three types of information source: state bodies entrusted with the reception of, and support for, the repatriated (e.g. the Organisation for the Employment of the Labour Force, and the Institute for the Reception and Recovery of the Repatriated Homogeneous Greeks); the Pontii Societies which were founded either in the past by repatriated Greek people from Asia Minor or, more recently, by those who returned from the former USSR; and enterprises employing repatriated Greek people.

The study provides recent data (1993) and reference is made to the measures which have been devised to meet the integration problems faced by the returnees.

Available from Technological Educational Institute (TEI) of Athens, Ag. Spyridonos Str., 12210 Aegaleo, Athens, Greece. GR.

ΕΠΙΣΤΗΜΟΝΙΚΗ ΕΠΙΘΗΡΙΑ ΕΦΑΡΜΟΣΜΕΝΗΣ ΕΡΕΥΝΑΣ: ΕΠΕΝΔΥΣΕΙΣ, ΚΕΦΑΛΑΙΟ, ΑΓΡΟΤΙΚΟ ΤΟΜΕΑ (1911–1990) (*Applied Research Review: Investments, Capital, Employment, and Land in the Agricultural Sector [1911–1990]*)

PAPAEIAS T (1992)

This edition of *Applied Research Review* offers a variety of scientific papers, particularly on issues relating to employment and unemployment. Of notable interest is the work by Dr Th Papaelias, professor at the T.E.I. of Piraeus, on investments, capital reserve and employment in the agricultural sector between the years 1911 and 1990, and on employment prospects in this sector to the year 2000.

After an analysis of gross investments in the agricultural sector between 1911 and 1990 and their correlation with major changes in Greek agriculture, a review is carried out of the employment rates in the sector. The author explains that employment increase in the agricultural sector before 1960 was influenced by population growth, the extension of borders after the Balkan Wars, and the population ex-changes thereafter. The paper observes that it is only after 1960 (and in real terms after 1955) that the rural population and agricultural employment started to decrease. Of specific inter-

est are also the chapters relating to current and future employment in agriculture. The paper estimates, for example, that this sector will only employ 730,000 people by the year 2000 (compared with 900,000 people in 1990).

This article also includes several data sets on the fixed crop and livestock capital and capital reserve.

Available from TEI of Piraeus, Thevon 250, 12133 Nikaia, Piraeus, Greece. GR.

ΟΙ ΑΠΟΦΟΙΤΟΙ ΤΗΣ ΤΡΙΤΟΒΑΘΜΙΑΣ
ΜΗ ΠΑΝΕΠΙΣΤΗΜΙΑΚΗΣ
ΕΚΠΑΙΔΕΥΣΗΣ ΑΠΟ ΤΟ ΕΞΩΤΕΡΙΚΟ
(*Graduates of Non-University
Tertiary Education Schools from
Abroad*)

PATINIOTIS N (1993)

This study reviews the procedures for the recognition of titles awarded by non-university tertiary education schools abroad to Greek repatriated students.

The study identifies the number, gender, place of birth, age, host countries and specialisations of repatriated Greek graduates of non-university tertiary schools abroad, and correlates the findings with similar data relating to graduates of Greek schools.

In its annex, the study also provides a description of the educational systems of the main host countries, together with the specialisations according to UNESCO's CITE international code. Of specific interest is the qualitative and quantitative analysis of data regarding the repatriated students, particularly of their study preferences abroad.

This report is part of the series "Research Studies" published by the Institute of Technological Education which specialises in labour market and educational issues.

Available from Institute of Technological Education, Sygrou Ave. 56, Athens, Greece. GR.

ΑΓΟΡΑ ΕΡΓΑΣΙΑΣ, ΕΛΛΕΙΨΕΙΣ
ΕΙΔΙΚΟΤΗΤΩΝ ΚΑΙ ΕΠΑΓΓΕΛΜΑΤΙΚΗ
ΚΑΤΑΡΤΙΣΗ (*Labour Market, Skill
Shortages and Vocational Training*)
PROCEEDINGS OF A SYSDM-OAED
WORKSHOP (1993)

This volume contains ten papers which were delivered during the workshop on labour market, skill shortages and vocational training which took place at the TEI, Athens, in June 1993 within the framework of SYSDM.

The opening statement reviewed labour market trends in general and the need for manpower training. Most of the presentations addressed two specific themes: skill shortages and the activities of several agencies aimed at addressing such shortages; and the institutional

framework set up over the last few years to respond to labour market deficiencies.

The papers provide analysis and data on a wide range of issues including: unions and vocational training, local administration and vocational training, training and retraining of long-term unemployed trainers, training and

retraining needs in specific sectors, and methodologies for the development of training projects.

Available from TEI of Athens, Ag. Spyridonos Str., 12210 Aegaleo, Athens, Greece. GR

Comment

The publications reviewed in this edition address four broad issues of increased relevance to the development of the Greek labour market: labour relations, the repatriation of Greek Pontii, education and training, and employment in agriculture.

In particular, the two publications on return migration to Greece relate to issues of intrinsic importance to current socioeconomic and political developments in Greece. The report by Kassimati constitutes the first documented contribution to the study of the repatriation problems of Greek Pontii from the former Soviet Union. This report reviews the demographic, economic and social characteristics of the Greek Pontii who returned to Greece between 1985 and 1990. Since repatriation rates have considerably increased from 1990, the contents of the publication are already somewhat out of date. Nevertheless, the chapters devoted to the Greek-Pontii community in the states of the former Soviet Union, and to the reasons which led to the repatriation of Pontii to Greece, constitute a highly valuable contribution to a better understanding of the new immigration problems with which Greece has been confronted since the late 1980s. The second publication by Papatheodossiou, based on fieldwork among returnees, Greek enterprises and State bodies, provides a useful complement to the analysis of the repatriation problems of Pontii and of the specific measures implemented by Greek bodies. Although approximately 10% of the population of Pontii in the former Soviet Union had already returned to Greece by 1993, the evaluation of these measures by this study has been able to offer only preliminary results. This is due in particular to the fact that the various bodies which have been entrusted with the responsibility for assisting the reintegration of Greek Pontii are all newly created bodies which have limited experience of immigration issues in Greece.

The report by Patiniotis on the recognition of third-level qualifications acquired by Greeks abroad constitutes an important contribution to the study of scientific manpower entry into the Greek labour market. The study is focused in particular on a specific group of tertiary education graduates, the technology professionals, which is characterised by high labour market mobility. This report, which is based entirely on data derived from the archives of the Institute of Technological Education and earlier data from the archives of the Council for Equivalence, is the first one to look systematically into the procedures for recognition of titles held by repatriated Greek graduates of foreign non-university tertiary schools.

The report on the proceedings of the SYSDM workshop on labour market, skill shortages and vocational training offers brief but comprehensive papers on current developments in the Greek labour market, which were prepared by members of various Greek agencies and organisations.

In Greece, it is generally believed that the organisation of workshops on labour market issues can contribute to solving the problems identified. However, due to the small amount of time for participants to develop their arguments, the reports which are prepared at the end of the workshops rarely offer a comprehensive approach to the issues addressed. Nonetheless, the workshop report provides a valuable summary of the current deficiencies in the Greek labour market and of the specific actions which have been put in place.

The paper by Papaelias is an attempt to analyse investment and employment in the agricultural sector since 1991, and to forecast developments up to the year 2000. The gross fixed capital investments are used as instruments for calculations, while data concerning the crop and livestock capital are used to identify the capital reserve that constitutes the total capital accumulation of the agricultural sector. Three phases in the evolution of the Greek agricultural sector are identified by the author, who estimates that between the years 1911 and 1990 the capital accumulation was multiplied by seven. The methodology used in this paper is generally approved and the estimation of the agricultural population for the year 1990 was confirmed by the 1991 census. This work forms part of the efforts undertaken recently in Greece to forecast the anticipated alterations in the Greek labour market.



Ireland

Employment Through Enterprise

GOVERNMENT OF IRELAND (1993)

This report represents the response of the Irish Government to a review of industrial policy published in January 1992 and to the deliberations of a subsequent Task Force convened to advise on the implementation of these policy proposals. While the ultimate aim of these initiatives is the creation of sustainable employment, the range of issues covered extends to many areas of the economy. Among the issues covered in this report are taxation, energy, transport, communications and the infrastructure, competition, support for industry, education and training and new institutional arrangements for promoting enterprise and industrial expansion.

With regard to education, the Irish Government accepts the need for a new increased emphasis on vocational subjects and practicable or usable skills in the school curriculum. Increased emphasis will also be placed on learning languages. It is not intended, however, that these changes should adversely affect the broader cultural and social objectives of education.

Even though the report concludes that firm-specific forms of training should be funded by enterprises, there is a need to take measures to raise the skills of the employed workforce generally. A new division of FÁS (the National Training and/or Employment Authority) will be created which will concentrate on training for those at work. A National Education and Training Certification Board is to be established in order to facilitate higher training and certification standards.

As for support for industry, in future assistance for indigenous industry, even though no less generous than that which will be provided to attract inward investment, will be in a form best suited to the development of strategic marketing, innovation and the capability levels in firms. It will involve *inter alia*, a shift from grants to equity, preference shares and other repayable forms of finance (a process which is already under way).

There will also be changes in the institutional arrangements relating to the development agencies. The existing Industrial Development Authority (IDA) is to be split into two parts, one covering indigenous industry, the other dealing with overseas industrial investment, even though overall co-ordina-

Comment

The Employment Through Enterprise report reflects the growing consensus of opinion in Ireland that progress in regard to employment creation (at least in any substantial form) cannot be achieved by concentrating attention on any one sphere (e.g. industry) but only through the implementation of a co-ordinated set of development policies which extends across many of the strategic areas of the economy. This consensus does represent a different focus for the debate in Ireland. Whilst the labour market literature in 1993 reported extensively on unemployment and the need to promote job creation, a new priority was given to the need to address employment problems by means of a comprehensive and integrated set of economy-wide measures. Central to the debate is the extent to which growth in isolation can respond to the employment problems. Questions relating to enhancing the employment potential of economic growth widen the debate. Also, the fact that additional resources will be made available to Ireland through enhanced EC resources in future years adds support to this policy direction.

Trends in the Farm Labour Force is of interest in the sense that few analyses of aggregate trends in Irish agricultural employment have been carried out. To some degree this lack of interest stems from a perception that little can be done to influence the long-term secular decline. Few domestic and social policy instruments are available to the national authorities which can influence the level of agricultural employment even in the medium-term. The crucial policy decisions are made in an EC (and more recently GATT) context and they are largely negative in tone from an employment perspective.

To the extent that farm income levels are a determinant of employment levels in agriculture, the prospects are poor. Opportunities for expanding Irish agricultural output will be almost entirely constrained by the revisions to the Common Agricultural Policy. With income compensation barely offsetting the effects of price reductions in farm produce, overall farm incomes will be under pressure. However, as the paper points out, it ought to remain official policy to encourage and support the maximum level of employment in agriculture consistent with the attainment of reasonable incomes.

tion will be affected through a joint holding company. It is also proposed to strengthen the policy formulation functions of the Department of Enterprise and Employment through a more flexible policy of recruitment of persons with the required skills and staff interchanges with business and industry, as well as the development of more appropriate regional structures.

Available from Stationery Office, Sun Alliance House, Molesworth Street, Dublin 2, Ireland. EN.

Trends in the Farm Labour Force

KEARNEY B (1992)

This paper reviews the trend in agricultural employment in Ireland over the past two decades. Issues relating to agricultural employment continue to attract considerable

attention in Ireland as the sector still accounts for up to 15% of the total numbers at work (as against 6.5% in the EC as a whole) even though this proportion has been falling consistently. In addition to analysing agricultural employment in terms of those principally engaged (as given by Censi and Labour Force Surveys) the paper also utilises data from EC Surveys of the Structure of Agricultural Holdings which provides information on farm inputs in terms of hours worked. When the position is viewed from the latter perspective the numbers indicated as being engaged in some work on farms (much of it of course of a part-time nature) is very substantial - up to 400,000 in 1987 compared with 165,000, as given by Census based estimates. In the wider context of analysing inputs, the paper demonstrates that the involvement of farmers in additional off-farm employment is growing - over 26% of farmers were engaged

in some non-farm employment in 1980, but this proportion had risen to 37% by 1987.

On the evidence of past trends, combined with realistic expectations for the future, the paper predicts that the numbers at work in agriculture will decline by between 15 and 20% by the year 2000 as compared with 1991. However, the agricultural workforce could fall even more sharply if economic prospects in labour markets external to agriculture were to improve significantly.

The paper also predicts that involvement in part-time farming will continue to in-

crease. The only restrictions on the growth of part-time farming in Ireland will be imposed by the scarcity of jobs outside agriculture.

While employment in agriculture will continue to decline, there will not be a mass exodus from farming as some commentators predict. The fall in the size of the agricultural workforce from year to year is not caused primarily - or even significantly - by farmers leaving to take up positions elsewhere. Instead, the decline in the farm labourforce is due principally to the combined forces of retirement and a reduced rate of entry. The

reduction in the farm labourforce will inevitably continue to be modulated by the ebbs and flows in the relative fortunes of the farming and non-agricultural economy. Even after the persistent decline of the past decades there is still an excess of labour in agriculture relative to the volume and composition of Irish farm output.

FÁS Labour Market Review, vol. 3 no. 1. Available from FÁS, 27-33 Upper Baggot Street, Dublin 4, Ireland. EN.



Italy

Lavoro e politiche dell'occupazione in Italia - Rapporto 1991-92 (1991-92 Report on Labour and Employment Policies in Italy)

BRUNETTA R, TRONTI L AND CUCCHIARELLI A (EDS) (1993)

This year's annual report on labour market conditions and labour policies focuses on the direction which Italy is following between structural adjustment and European convergence. The main thesis is that Italy, like other advanced societies, is gradually adopting a new model of growth, the so-called "information economy". The transformations brought about by this model are so rapid that they are seen to create disequilibria. The adjustment process which began in the 1990s appears to have negative short-term effects on the labour market, which aggravate the long-term structural problems. One of the most alarming issues is the increasing weight of long-term unemployment in Italy and the increasing gap between Northern and Southern Italy. Medium-term forecasts show that only an average employment growth of 1.2% per year will significantly reduce unemployment rates by 1997.

The report also considers the evolution of labour costs and the impact of the EMS on Italy's real wages, which are based on a bargaining model. This model shows that, since the creation of the EMS, contractual real wage dynamics in Italy have been slightly lower than before.

One of the chapters analyses the evolution of labour relations and labour policies in the early 1990s. There is clear evidence of increasing pressure towards income policy

agreements and towards a revision of regulations concerning collective redundancies. The July 1993 agreement on labour relations and labour costs is the outcome of such trends. With regard to labour policies, in 1992 and 1993 there was an increasing use of income support measures for those laid off or in CIG.

Four other monographs focus on structural aspects of the Italian labour market (women and youth participation trends; educational attainment of the Italian labour force; immigration flows).

There is also an appendix which provides a critical assessment of the main statistical sources on the Italian labour market (Istat and Labour Ministry data).

November 1993. Available from the Fondazione G. Brodolini, Via Torino 122, 00184 Rome, Italy. EN, IT.

L'Industria in Europa: Ristrutturazione, Concorrenza, Integrazione (Industry in Europe: Restructuring, Competition and Integration)

CONFINDUSTRIA CENTRO STUDI (1993)

Every year the research branch of Confindustria (the private employers' Confederation) publishes a report on the situation of the industrial sector. Last year's report (published in May 1993) focused on European industry and the relative position of Italy. The analysis is based on structural and short-term problems in Europe and on the competitive position of Italian industry.

The current recession appears to be longer, although less intense, than those of 1974-75 and of the early eighties. However, short-term problems are adding to the structural problems of European industry. The main factors behind lower competitiveness are higher costs, market rigidities and technological backwardness. The European integration process is negatively influenced by convergence difficulties among different European regions. One of the causes of slow convergence in the eighties is limited labour mobility both within and between countries. Labour market rigidities are considered an important factor of increasing "structural" unemployment in European countries. Increased capital mobility has not been able to compensate for labour rigidity because it has been directed mainly towards the strongest areas. Italy has been affected only slightly by the positive effects of capital mobility and also because of its fiscal system which greatly penalises capital gains and displaces share holding for public debt.

Italian industry has been losing competitiveness since the early eighties. This, together with high real interest rates, has led to an alarming loss of profitability. The devaluation of the lira, the elimination of wage and prices indexation, the freezing of nominal wages, and the stabilisation of public debt are, however, new and positive structural elements that help to strengthen the industrial sector. However, if these elements are all necessary, they are not sufficient to promote growth. The comparison with policy instruments used in Japan and the USA indicates that a new direction in industrial policy and

incentives is necessary. The analysis of the supply side policy mix in Japan and the USA shows that these countries largely use measures favouring immaterial factors such as incentives for investments in human capital and diffusion of information technology, together with incentives and aid for exports and expansive monetary policies.

Available from SIPI, viale Pasteur 6, 00144 Rome, Italy. IT

Squilibri e Rigidità nel Mercato del Lavoro Italiano: Rilevanza Quantitativa e Proposte Correttive (Disequilibria and Rigidities in the Italian Labour Market: Quantitative Relevance and Possible Corrections)

PADOA SCHIOPPA KOSTORIS F (ED) (1993)

This volume collects nine studies on some of the most relevant structural problems of the Italian labour market. One common element of these studies is the methodology used: they all collect data (generally micro data) in order to test, through econometrics, the economic relations derived from specific models.

The book is divided into four parts. The first part relates to labour market macro-economic theories. Padoa Schioppa Kostoris' paper discusses the characteristics of Italian unemployment (classical, Keynesian or mismatch unemployment). Estimations based on Italian time series data relative to the period 1960-84 show that mismatch unemployment due to regional and skill disparities can explain up to two-thirds of total unemployment. Non structural unemployment appears both of Keynesian and classical origin due to the excessive elasticity of wages and prices to demand. This analysis calls for both policies to increase macro demand and supply side interventions.

The second paper, by Ferrari-Orsi, analyses the investment function. It appears that in Italy demand conditions rather than profitability explain most of the investment decisions.

The second part of the book is on institutional constraints, labour mobility and marginal subsidies to employment. In his paper on adjustment costs, Bertola uses the model elaborated in earlier work to evaluate the constraints imposed by the Italian regulatory system on employment adjustment to the changing economic conditions. The author's findings indicate that, during the 1960s, firing regulations did not have any effect on employment, while they did in the seventies and eighties when uncertainties over future demand increased.

Pelli and Ichino evaluate the efficiency of a measure that converts the CIG subsidy into a marginal employment subsidy. The authors show that this measure reduces CIG duration by 21 months. Contini and Ravelli analyse labour mobility in Italy through a new set of micro data which they helped to construct from social security files collected for administrative purposes by INPS. Their findings indicate that labour and jobs mobility are relatively low in Italy due to institutional constraints on hiring and firing.

The third part of the book relates to labour supply and fiscal policies. The paper by Quintieri and Rosati analyses the effects of fiscal policies on labour supply (with distinctions by sex and age) and show that there could be an effect not only on the level but also on the composition of labour supply. Colombino's paper considers the effects of different employment policies in an efficiency wages model applied to micro data relating to female labour supply.

The fourth and last part of the book addresses the problem of Southern Italy's development policies. The two papers analyse the investment incentive measures which comprised the main intervention in Southern Italy until the early eighties. Both papers give a positive evaluation of these incentives, even if they appear to have had a displacement effect on Northern Italy.

Available from Franco Angeli, Viale Monza 106, 20127 Milano, Italy. IT

L'Europa dopo Maastricht (Europe after Maastricht)

SPECIAL ISSUE OF "STATO E MERCATO" (1993)

In a situation where socio-economic integration is increasingly characterised by "European perspectives", this special issue of the Journal *Stato e Mercato* opens a debate on European integration and particularly on social Europe as viewed by "political econo-

Comment

The first volume from Brunetta et al., which will soon be available in English, offers a useful synthesis of the main issues raised in 1991-92 on the Italian labour market. The monographs provide a valuable insight into some structural characteristics of the market and offer the main references on each issue.

The second publication clearly enriches and enlarges the Italian debate on European integration and its possible social effects. The "political economy" approach presents a useful way of analysing the processes that led to certain outcomes and, hence, the probability of future scenarios according to different, conflicting, interests. This volume is particularly important in that it provides an analysis conducted by rather "detached" observers: American political scientists who can contribute to identifying possible scenarios on the basis of lessons drawn from the experience of the USA.

The analysis conducted by Confindustria leads to the following list of priorities to increase the competitive position of the Italian industry:

- harmonisation at European level of taxation of capital gains
 - increase in wage and labour flexibility
 - reduction of interest rates
 - increased intervention with a view to creating incentives for investment in human capital (education and training) through a reform of the education and training system.
- Confindustria is very active on these issues which are gradually becoming the centre of the debate in Italy. This report is also interesting in that it gives weight to the above proposals by providing data on, and analysis of, the competitive position of the EU Member States and of the different aims of industrial policies in Europe, Japan and the USA. Another merit of the volume is the ability to use different sources and data in a clear manner.*

The third volume edited by Padoa Schioppa Kostoris is an important contribution to the study of the functioning of the Italian labour market for the following three main reasons. Firstly, it presents very careful analyses and evaluations which are based on sound economic models that explain explicit economic relations. Secondly, the methodology followed by all papers is very up-to-date and relatively new in the Italian scene. Thirdly, some of the papers collect and use micro data sets that could be very useful in the study of the Italian labour market. Most of the papers provide pioneer analysis of these issues, and they present a new approach and methodology which may have interesting and useful developments.

mists". The articles presented are translations of papers by eminent American and German political scientists with comments by Italian scholars.

The first paper, by Lange P, analyses the process that led to the Maastricht Social Protocol. It analyses, in particular, the process through which national states have agreed to establish a supranational institution entrusted with the power to take initiatives that could erode national sovereignty in the social sphere. The author's conclusion is that the reforms agreed at Maastricht are of limited nature and do not provide evidence of any political will by the Member States to achieve harmonisation in the social sphere. Rather, taking social issues as secondary aspects in the monetary union negotiation, they represent a subproduct within an agreement which is considered by the Member States as much more relevant. This attitude will probably continue in the future, not least because social interests are much too fragmented.

The second paper, by Leibfried S and Pierson P, analyses the obstacles to the development of "positive integration" which allows not only for the removal of obstacles to a free market, but also for intervention in the areas of welfare and equity. According to the author, the main factors which inhibit the development of social Europe are: the institutional fragmentation in the Community; the weakness of social democracy in Europe;

the social, economic and cultural heterogeneity within the Community and the role of national welfare systems. A possible strategy to overcome these impediments would consist of: (i) a greater use of legal regulation at Community level and the devolution of responsibilities for taxation, expenditure and administrative decisions to national authorities only; (ii) a greater analysis of the policies that would be more easily supported by the social partners; (iii) avoiding central issues in national welfare systems (such as pensions, health, education) and focusing more on peripheral issues. In the future, the increased interdependency which results from the ongoing process of economic integration will create a growing tendency to erode national welfare regimes, and thus to extend Community activity in these fields.

Majone's commentary on this paper shows that the highly innovative policies promoted by the Community in the field of health and safety at work can be taken as an example of the way in which a regulatory approach in some specialised "marginal" areas may succeed despite the tight controls of Member States. Saraceno's comments stress the peculiarities of the Italian welfare system and Italy's poor bargaining weight on the European scene. The author suggests that the Italian Government is tempted to use references to Europe and to the Maastricht requirements as a means of internal legitimisation.

The difficult relationship between the Community and Member States is analysed by Garrett's paper, in a game theory approach. According to the author, this approach addresses explicitly the political aspects of inter-governmental bargaining: distributional conflict and the power of different actors to generate their preferred outcome.

Eichengreen's paper considers the fiscal implications of European Monetary Union through an econometric analysis of the efficacy of debt and deficit ceilings of the sort embraced at Maastricht, using data on the fiscal performance of the USA. It then reviews the debate over fiscal federalism as a corollary for successful monetary union and identifies several shortcomings of the fiscal provisions of the Maastricht treaty that could be remedied.

Padoa-Schioppa's observations on Garrett's paper propose a different game model for the analysis of the negotiation processes which should be considered jointly. His comment on Eichengreen's paper suggests additional reasons why fiscal policy should play a crucial role in supporting the integration process. These reasons mainly relate to the need to cope with the highly asymmetrical distribution of costs and benefits of the integration process.

Available from Societa Editrice Il Mulino, Strada Maggiore 37, 40125 Bologna, Italy. IT



Luxembourg

**Conseil Economique et Social :
Extracts from l'Avis Annuel
(Economic and Social Council:
Extracts from the Yearly Opinion)**
FEDIL (1993)

Luxembourg's industrial sector (in particular the iron and steel industry, as well as other branches of activity), is the sector which has been affected most strongly by the difficult climate which the European Community has experienced since 1991. In relation to a corresponding period in the previous year, industrial production stagnated (-0.2%) during the course of the first ten months of the year. This overall tendency resulted in contradictory developments: a decline of 9.2% in the steel industry; increase of 2.9% in production of other industries.

The steel industry in Luxembourg has attempted to respond adequately to current Community wide structural difficulties. The Economic and Social Committee was delighted that representatives of the iron and steel industry approved an investment plan intended to improve competitiveness of the iron and steel industry by 1995 and to put into practice the strategic advice provided in late 1992. In order to realise this plan and to maintain performance and competitiveness in the iron and steel industry, it encouraged the search for a consensus between representative organisations and government.

Various other branches of industry are also encountering serious difficulties (textile industry, porcelain production, transformation of metals and plastics). In response to these difficulties, companies in these sectors have begun restructuring procedures aimed

at increasing their productivity and maintaining their competitiveness. Such restructuring often means a reduction in the number of staff by various means: early retirement, voluntary redundancies, sacking for economic reasons, partial unemployment. To be effective, these measures must be accompanied by better cost management. However, according to STATEC, salary costs increased in non-steel industries by 4.4% in 1991 and by 4.7% in 1992 respectively due to a growth of wages against an increase in production of 2.7% and 2.9%. This leads the Committee to question the effect of this salary cost development on competitiveness and employment.

The Committee has several suggestions in relation to stimulating company investments. Regarding the taxation of companies, the Committee repeats its suggestion already made to the Government concerning the pos-

sibility of re-evaluation of balance sheet assets, tax incentives for professional training, and a reduction in taxes on company capital.

The Committee also repeats the importance of instruments such as the framework laws on "Middle Classes" and "Industries" to promote investments and economic diversification, although disapproving of what it considers as the "untimely" suspension of investment aid by the EC.

Finally, by underlining the importance of wages for competitiveness, the Committee recalls that wages are the shared responsibility of the social partners although this situation has been tempered in Luxembourg by the intervention of legislation on the formation of remuneration, particularly helped by mobile scale of salaries. The Committee notes that the application of this scale takes no account of productivity and thus may affect the competitiveness of enterprises, but it reaffirms its attachment to the principle of wage indexation as an essential element of social peace in Luxembourg.

L'Echo de l'Industrie, Fédération des Industriels Luxembourgeois, no. 4, April 1993. Available from Federation des Industriels Luxembourgeois, Rue Alcide de Gesperi 7, BP 1304, L-1013 Luxembourg. FR.

Réflexion sur l'évolution des registres maritimes (*Considerations concerning the development of maritime registers*)

GLODT M (1993)

In 1989 the CEC envisaged creating a Community maritime register in parallel to national registers as an efficient way of helping the Community fleet adapt to the difficulties which it was encountering. This project is still not in operation.

On the other hand the creation by certain OECD countries of secondary or off-shore registers which have developed over the past few years to slow down the trend towards the use of flags of convenience has brought certain economic advantages.

A ship owner's choice of maritime register for the registration of a ship is not without consequences for the structure of its running costs. Different options are possible which have varying degrees of strictness concerning the regulatory requirements covering both technical and employment aspects. The case

of Luxembourg is slightly atypical as it has the characteristics of a traditional register, but has certain fiscal advantages.

The growth in the use of flags of convenience is linked to a desire to reduce costs and to give more flexibility to the running of ships. This system allows the main savings to be made: costs of the crew represent from 35 to 50% of total running costs.

The costs of running the ships under a traditional register are larger than those under a second register. Between registers in the second category, there are also strong variations in costs following the degree of freedom granted in relation to the amount of authorised cheap labour. This aspect depends largely on discussion with the unions.

Following the recession in the freight market which began in 1990, the necessity to

reduce operating costs has again increased. It affects, in particular, old ships following an increase in insurance and maintenance costs. This will undoubtedly encourage ship owners to continue their search for jurisdictions essentially allowing them to influence crew costs.

As far as security is concerned, human error is by no means the main cause of maritime accidents. A cheap and often insufficiently qualified labour force is often the subject of increasing concern for all parties involved. The ship owners' response is to bring into operation a "Quality Management" system, covering training aspects of staff.

Notes Financières, no. 39. Available from Banque Générale de Luxembourg, Avenue Monterey 27, L-2952 Luxembourg. FR, DE.

Comment

The economic recession which has affected the whole of Europe has not spared Luxembourg, even though the effects may have been less marked. The social partners are agreed on the measures which need to be taken in response to this situation. The "tripartite discussions" in Luxembourg looked, in particular, at the necessary restructuring of the steel industry - the sector of industry in Luxembourg most affected. The "Annuel Avis" of the Economic and Social Committee which the article of FEDIL summarises covers the main points of these social consultations. The Committee was broadly favourable towards measures designed to increase the competitiveness of industry, particularly the iron and steel industry. These measures principally translate into a decrease in the workforce, but the committee links them to improved management of costs and is concerned by the inflationary tendency of wage indexation. However, it does not go so far as to suggest wage constraint and does not forget to mention that the fixing of wages is a question for the social partners. The other points reflect the Committee's commitment to the role of Luxembourg in welcoming inward investment and to an economic structure based on an industrial sector in which competitiveness can primarily be restored through investment in economic diversification or in Research and Development.

The article by Glodt uses the example of the creation of secondary maritime registers as an example of fiscal and social engineering. It examines the advantages and the risks of seeking the lowest possible crew costs. Secondary registers, the solution which many countries (including certain Member States) have adopted to try to stem the use of flags of convenience shows the dilemma faced by these countries.

The issue concerns whether, on the one hand, to maintain the high social standards they have set and risk a dramatic decline in registered shipping, or to reduce the restrictions on the use of cheap labour force from outside the Community, with all the associated risks (accidents) and paradoxes (promotion of non-national or non-Community labour). The lack of a Community position on the subject means that the market is the only regulator. Luxembourg essentially presents certain fiscal advantages, which suggests to the author that it is a lesser evil as a solution than some of the regimes which are more lax in a social context.



The Netherlands

Verdringing op de Nederlandse arbeidsmarkt: sector en sekseverschillen (thesis) (Crowding Out in the Dutch Labour Market: Sector and Gender Differences)

VAN DER MEER P (1993)

This study explores the possibilities of explaining differences in effects of 'crowding out' among segments of the labour market and between men and women within those segments. The author first compares several theories and models of crowding out and the differences in labour market position between the sexes. On the basis of this comparison, two models are developed to explain allocation, effects of crowding out and differences in labour market position of men and women. In the first model the productivity is dependent on wage rates. The second model is based on the relationship between employers and employees. Several hypotheses derived from the latter are tested.

While crowding out seems to have occurred for both men and women, the effect is different: crowding out is more extreme for men than for women. The probability of achieving a higher job level, given a certain educational level, decreased more for men than for women. Separate analyses show that changes in the allocation of men and women between 1981 and 1985 is especially apparent for segments with a high price of control.

Available from Thesis Publishers, Postbus 14791, LG Amsterdam, Amsterdam, The Netherlands. NL (Summary in EN).

From Phillips Curve to Wage Curve

GRAAFLAND J J (1992)

Most traditional macro-economic models for the Netherlands specify the wage equation by a Phillips curve, in which wage growth is negatively related to the unemployment rate. This paper shows, however, that wage formation can better be described by the so-called wage curve, in which the wage level, instead of wage growth, depends negatively on the unemployment rate.

Available from Central Planning Bureau, Van Stolkweg 14, 2583 JR The Netherlands. EN.

Insiders and Outsiders in Wage Formation: The Dutch Case

GRAAFLAND J J (1992)

This paper investigates the relevance of the insider-outsider theory for the Netherlands. Estimation results of a macro wage equation show that the insider-outsider distinction has some empirical relevance, because the lay-

off rate has a significant negative influence on wages. However, the extreme insider-outsider model is rejected, because wages are also found to be significantly negatively related to the rate of long-term unemployment.

Available from Central Planning Bureau, Van Stolkweg 14, 2583 JR The Netherlands. EN.

Comment

The current level of unemployment gives rise to numerous questions on the associated effects of high unemployment. Crowding out is one of them. Many research studies have highlighted the need for an efficient allocation of labour. Allocation of labour is attained by transactions in the labour market in the form of internal or external mobility. Efficient allocation concerns the result of the allocation process (the 'right person in the right place') as well as the way in which the transactions take place. The study by van der Meer concentrated on the recruitment and selection policies of employers. The thesis adds an allocation model in which the notion of price control in the relationship between employer and employed plays an important role. The need to co-ordinate tasks might be incorporated in the model.

Several authors have attempted to explain the persistence in unemployment in various European countries by the insider-outsider theory of wage formation. This theory argues that persistence in unemployment may arise because incumbent workers - the insiders - have the market power to set wages independently of the unemployment situation. The insider-outsider theory implies that if insiders do not consider the interests of outsiders, wage formation will only be influenced by internal labour market pressures, which reduces the employment perspectives of insiders. In that case wages will not be adjusted downwards after a recession once the employment perspectives of insiders are guaranteed. The results of the study by Graafland on this topic are in contrast with research on the British data of Layard and Nickell and others who find that a shift from short-term to long-term unemployment has an upward influence on wages in Britain. It can be concluded that the extreme insider-outsider model is rejected in the Dutch case and that there is a strong indication that unions have considered the interests of the long-term unemployed during the eighties. A less extreme version of the insider-outsider model, in which unions consider the interests of insiders more than the interests of the outsiders, has some empirical relevance for the Netherlands.

The Phillips curve is criticised in Graafland's paper in which the author argues that wage formation can better be described by the wage curve in which wage growth only depends on the change in unemployment and not on the level of unemployment. Unemployment would therefore have a downward influence on wage levels. This has important policy implications, since it implies that a permanent reduction in tax rates will have long-term effects on unemployment that do not diminish by the Phillips curve effect. The other side of the coin is that unemployment will not automatically return to the level of frictional unemployment in the long run if other determinants of the wage equation, like the direct or the indirect tax rate, remain unchanged.



Portugal

Avaliação dos Recursos Humanos na Área das Tecnologias de Informação e Electrónica (Evaluation of Human Resources in the Information Technology and Electronics Sectors)

SOUSA REGO J, CATELA J, BILHIM J AND RODRIGUES M JOÃO (EDS) (1993)

This book, which provides a sectoral analysis of human resources within the IT and electronics sector, was sponsored by the INETI (the body responsible for the Integrated Programme for Information Technology and Electronics) and carried out by a consortium made up of three research institutes: TDC, FUNDETEC and DINÂMIA.

The study analyses the current supply of, and the future strategic needs for, human resources in some of the most dynamic sectors of a modern economy, sectors for which Portugal has a poor tradition. These include: electronic components; automation equipment and systems; electronics for the defence and space industries; telecommunication equipment; computer equipment; and the software and information industries.

The study focuses in particular on three broad areas: a diagnosis of the human resources potential in the above sectors, including an analysis of the way in which human resources can facilitate the development of these sectors and of the problems faced by enterprises to recruit and train suitable personnel; a prospective analysis of the needs for human resources to sustain the development of the above-listed sub-sectors; and the identification of priority needs for vocational training according to the prospective scenarios drawn up.

The authors analyse in particular the dissemination of the concept of information technologies in an international context; the competitive position of the European Union in the production and dissemination of information technologies and electronics; and the relative position of Portugal.

The book also provides the main characteristics of each of the above sub-sectors, their development potential and their main technological and organisational options to promote such development. It suggests, finally, a series of occupational profiles which

Comment

Although different in scope, the two documents are equally important to understand the importance of human resources management in the context of Portugal's economic development.

The first publication by Sousa Rego et al consists of research which is original in methodology and which provides recommendations for industrial and training policies in Portugal. These recommendations stress in particular the need to increase investment in IT and electronics, both at the European and Portuguese levels, with a view to reinforcing competitiveness in the international market. Competitiveness in this sector requires that an active training policy be implemented, particularly since existing human resources possess qualifications which are not adjusted to the technological and organisational changes brought about by international competition.

The second document by the Portuguese government sets out significant policy aims. It defines the strategic options to promote regional development in Portugal. The document is of intrinsic importance in that, by outlining specific development strategies for the next six years, it aims to contribute to a reduction in the structural deficiencies of the Portuguese society. For example, the document identifies specific objectives for vocational training and employment. These take account of the fact that the on-going structural transformations of the Portuguese economy are leading to significant changes in the structure of qualifications and employment, and will thus modify the existing occupational profiles. Particular emphasis is placed on sectoral restructuring and the challenges it poses in terms of re-qualification of the labour force and the need to create alternative jobs.

The six-year plan's priority strategy aims to improve the articulation between training policies and employment. Such an improvement will require a higher level of qualifications among young people and the labour force, the creation of alternative jobs for the unemployed, the re-organisation of the vocational training market, and the modernisation of public administration.

With a foreseen investment of 400,000 million contos, the Plan identifies in particular the following areas of improvement: initial qualifications and labour market integration; improvement of the level and quality of employment; management of human resources; and training within public administration.

enable the reader to understand the types of personnel which are currently available and those which are in demand.

Available from Instituto Nacional de Engenharia e Tecnologia Industrial, Estrada do Paço do Lumiar 22, Lisbon, Portugal. PT.

Plano de Desenvolvimento Regional 1994-1999 (Regional Development Plan 1994-99)

SECRETARIA DE ESTADO DO PLANEAMENTO E DO DESENVOLVIMENTO REGIONAL (1993)

This Government document outlines the main regional development strategies for the next six years in Portugal. Although the document only addresses those actions which are likely to be co-financed by the Community's Struc-

tural Funds and the Cohesion Fund, its interest also lies in the information which it provides on Portugal's state of economic and social development and its objectives for real and nominal convergence within the European Union.

The document identifies, in particular, eight broad areas, whose the development is considered to be of strategic importance: innovation efforts; vocational training and employment; infrastructures for development aid; modernisation of the economic system; the RETEX Community Initiative; environment and urban regeneration; health and social integration; and regional development.

Available from Secretaria de Estado do Planeamento e do Desenvolvimento Regional, Av. D. Carlos I, 126, 6º, Lisbon, Portugal. PT.



United Kingdom

1990s: Where Will the New Jobs Be?

RAJAN A (1993)

The 1990s was always expected to be a decade of profound change in employment terms and in this report the author highlights these changes in an attempt to get the message across to a populist audience. Thus the report is couched in easily digested terms, with one of the more memorable parts using the acronym 'EDUCATION' to indicate those key factors reshaping work in the 1990s (viz: Environmental concerns; Demographic change; Unbundling of large companies; Customisation of products and services; Alliances and networks; Technological changes; Individualism; Organisational changes; and New Value systems).

The basic figures for the labour market of the 1990s are well known: a net increase in jobs in the UK by around 700,000 caused by a loss of 1.2 million manufacturing jobs and a gain of 1.9 million service sector jobs. Most of the latter will be in white-collar, knowledge-based/skills-intensive occupations changing the occupational structure of the country from a pyramid shape to what the author terms an 'onion' shape (basically reflecting the increased acquisition of skills).

The report draws out the implications of these anticipated developments for those choosing careers and those giving careers advice. The key message is that individuals need to acquire those skills that will transform them into 'knowledge workers' which in turn implies continuous learning on the part of the individual, though with considerable assistance from the labour market professionals (careers advisers, etc).

The report goes on to make specific recommendations on what the labour market professionals need to promote. However, a key message is that accurate socio-economic forecasting is extremely difficult over longer periods of time.

Available from Institute of Careers Guidance, 27A Lower High Street, Stourbridge, West Midlands DY8 1TA, UK. EN.

Sunday Working in Britain

WATSON G (1993)

The issue of Sunday working (and principally the extension of Sunday shopping in England and Wales - Scotland has no such restrictions) encapsulates many of the current labour market issues being debated in the UK. Equal opportunities issues, for example, and flexible working issues, are all underpinned by a wider debate about the social aspects of shopping and working on the traditional Sunday.

However, as this article shows, Sunday working in Britain is already a well established practice. In 1992 around 12% of all those in employment normally worked on Sundays and a further 28% did so occasionally. Thus two-fifths of the employed labour force worked on Sundays at some period and the incidence was more common amongst the self-employed than employees. Interestingly, fewer women than men usually worked Sundays, with figures of 10.2% and 11.3% respectively, with the gap widening substantially to 18% and 34.7% respectively for those 'sometimes' working Sundays.

The incidence of Sunday working is concentrated in mainly service sectors such as hotels and catering, transport and health. In retailing, only around 8.9% of employees usually worked Sundays but this sector is likely to experience change if Sunday trading rules are relaxed and, given the concentration of women in the sector, it is this section of the workforce which is most likely to be affected.

Employment Gazette, November 1992, pp503-512. Available from Employment Gazette Subscriptions and Sales, 1st Floor, Stephenson House, Brunel Centre, Bletchley, Milton Keynes MK2 2EW, UK. EN.

Employee Commitment and the Skills Revolution

GALLIE D AND WHITE M (1993)

Between May and September 1992 a survey was conducted to examine in some detail the way in which skills and the nature of work

had changed in Britain and to what extent these trends had influenced the work preferences and commitment of those in employment. The project was jointly funded by a consortium of employers, the Employment Department, the Employment Service and the Leverhulme Trust and there were approximately 3,800 household interviews. This report draws on the results of this survey and presents some preliminary findings.

One finding showed the extent to which the skill requirements of employees had risen. According to the report, 63% of respondents said that the level of skill they used in their jobs had increased over the past five years and it affected a wide range of job types. However, whilst the increased use of technology had created some of the greater levels of skill, there were other influences including the growth in the use of communication and social skills across all sectors, but particularly prevalent in the service industries.

This increased demand for skills boosted the content of jobs to such an extent that employees praised the greater variety and responsibility whilst at the same time complaining about the increased effort it often demanded. Appraisal was linked to other factors such as their reasons for working. The most important reason given for working was to maintain a good standard of living and all other job attributes took second place to this. Interestingly, however, around two-thirds of respondents also suggested that they would still prefer to have a job even if they did not need to work for the money.

All these developments have affected the way industry rewards its employees. For example, in the survey over one in four employees were receiving part of their overall salary as an incentive payment (determined either individually or collectively) and a growing number of employees were receiving regular appraisals, often forming part of their pay determination.

The report describes a workforce growing in complexity with increasing levels of skill matched by more innovative ways of rewarding staff. The report supports the theory of a skills revolution in Britain, tempered

with a concern about how these changes are affecting employees who are going through particularly stressful periods in their working lives.

Available from PSI Publications, BEBC Distribution Ltd, PO Box 1496, Poole, Dorset, BH12 3YD, UK. EN.

Older Workers - an Overview of Recent Research

DIBDEN J AND HIBBETT A (1993)

There has been an increase in the output of research material in the UK on the older workforce, much of it, as indicated by this article, stimulated by the *Carnegie Inquiry into the Third Age* which began in 1990. The Employment Department co-funded this research programme and has since set up an *Advisory Group on Older Workers* with the remit to advise government on the issues and to encourage good practice in the recruitment and employment of older workers amongst employers.

This article provides a timely assessment of the range of studies that have appeared recently, drawing on the findings to explain some of the key issues emerging. One particularly important discovery (although nothing new) is that older workers often face discrimination in recruitment when employers fail to take account of the benefits conferred by an older worker (often more stable, reliable and committed to their work, etc). Some studies make an effort to identify situations of good practice in the employment of older workers, although they must form a minority compared to the cases where age forms a barrier to employment.

Overall in the UK, the trend has been for more women to work up to and beyond the statutory retirement age (currently 60) and fewer men working up to and beyond age 65 (the statutory retirement age for men). This to some extent reflects the demand from employers for part-time workers and indeed full-time working has declined slightly in recent years for those approaching retirement. Overall it shows a greater degree of flexibility in actual retirement and this is likely to increase as decisions are made on the harmonisation of male and female retirement ages.

In *Employment Gazette* (June 1993, pp237-250). Available from: Employment Gazette Subscriptions and Sales, 1st Floor, Stephenson House, Brunel Centre, Bletchley, Milton Keynes MK2 2EW, UK. EN.

Commentary

The UK labour market continues to emerge from recession in a cautious manner and with some familiar signs that recovery is genuine. Unemployment has stabilised (currently at around 10.4%) with the expectation that it has peaked. Reports of emerging skill shortages (as indicated in the latest "Skills in Britain-1993" survey) suggest, however, that efforts to raise the qualifications profile of the workforce and to develop a more flexible labour market may not have gone far enough.

The 1993 survey found that around 16% of employers had hard-to-fill vacancies which is supported by other findings from the survey that suggest employers need higher skills. It is not surprising, therefore, that the development of skills in the working population is still falling short of industry's needs. These findings are consistent with those of the study by Gallie and White (1993) which found that no fewer than 63% of employees surveyed claimed that the skill level used in their jobs had increased over the last five years. Furthermore, it is a trend that is set to continue.

It is interesting to note that the demand for extra skill from employees was not simply a need for greater technical skill, but for a wide range of competencies (such as communication and general social skills). Another recent survey (in West London) has shown that a lack of IT skills is inhibiting the growth of many businesses ('IT Skills in the 90s-Overcoming Obstacles to Growth' by West London Training and Enterprise Council, 1993). Concern over basic skills reinforces the presence of training at the top of the labour market agenda (a recent report suggested that 13% of the adult population in Britain suffered from a reading and/or writing deficiency).

However, alongside the trend by employers to demand increased skills is the situation in the UK of rising graduate unemployment. A significant growth in the proportion of young people going onto higher education over the past decade (and particularly the past five years) has produced a supply of highly qualified graduates at a time when the labour market is still recovering. The problem of graduates in the wrong subjects continues, but the current levels of unemployment are largely the result of the big recruiters cutting back their intakes. Graduates from the older universities fare better than their counterparts from the newer institutions (ie, those polytechnics now called universities).

If it were possible to predict accurately the requirements of the labour market three or more years ahead, then training could be better geared to the needs of industry. So far this has proved extremely difficult but it has not prevented many commentators having a 'best guess' at what might happen. This is the substance of the report by Rajan (1993), for example, which suggests a continuation of the switch in jobs from manufacturing to services, but more importantly to jobs which require a higher level of skill, much of it knowledge-based. Not much new here, although it is worthwhile emphasising the perceived need for continuous development and training.

However, one growth area that may not match this vision of the future is the expected increase in jobs that will come about through the relaxation of Sunday trading laws in England and Wales. If jobs are created, they will be principally part-time and low skilled. Often called low quality jobs, these are a characteristic of a flexible labour market which the UK Government continues to strive for support. Some of these jobs will be filled with older workers, although most older people work weekdays and, as the extensive body of literature in the UK has shown, there is a growing incidence of such workers, albeit concentrated in certain sectors (such as retailing and catering).

There is also evidence of a 'polarisation' in the UK labour market with, on the one hand, an increased demand (from employers) for better qualified, more skilled employees and on the other, a type of 'deskilling' of certain jobs where the level of competence is fairly basic. Both types of job need to be filled and each requires a different emphasis in training and career development, issues which are being addressed more and more at the level of the firm.

Forthcoming events

The Institute of Small Business Affairs is organising the fourth annual small business research conference entitled **Small Business and Enterprise Development**, which will take place at the Manchester Conference Centre on 28-29 March 1994. It will develop the themes raised in the 1993 Small Business conference, and considers new directions and opportunities for UK and European SMEs. The emphasis of this event is on contemporary research in business policy and practice. Key themes of the conference include: Ethics and enterprise; corporate strategy for SMEs; alliances and networks; crisis management; enterprise in public contexts; SMEs and the European Community; and small business development and survival.

For further information contact Conference Organiser, Small Business and Enterprise Development Conference, European Research Press Ltd., PO Box 75, Shipley, West Yorkshire BD17 6EZ, UK. Tel: +44 274 530408; Fax: +44 274 530409.

The Third National Conference **Special Needs - Access to National and General National Vocational Qualifications**, will take place at the Copthorne Tara Hotel, Kensington, London on 22-23 March 1994. The Conference is sponsored by the Employment Department, the National Council for Vocational Qualifications and BBC Television. The conference programme will include key speakers; question and answer sessions; seminars; an exhibition; opportunities to network; and surgeries (the opportunity to talk to specialists on a one-to-one basis).

For further information contact TARA (Training and Research Associates), SELECT Training Consultants, Clay Coton, Northamptonshire NN6 7JU, UK. Tel/Fax: +44 788 860540.

NASUA's (National Association of State Units on Aging) 9th Annual Older Worker Conference **"Economic Security in an Aging Society = Building on the Experience of Mature Workers"**, is scheduled for 25-27 April 1994, at the Washington Hilton and Towers, Washington DC. The

conference will feature pre/post conference seminars; workshops and training sessions; networking reception; and general sessions.

For further information contact NASUA, 1225 I Street, N. W., Suite 725, Washington, DC 10005, USA.

Women and the Commission's Training Programmes is to be held at the School for Advanced Urban Studies, Bristol on 10 May 1994. This course examines the record of EC programmes on equal opportunities for men and women, and outlines current attempts to "feminise the mainstream". The EC invests considerable resources in education and training through the ESF and through programmes funded by the Commission's Task Force Human Resources, Education, Training and Youth. The EC is seeking to ensure that, in future, the training it supports is more successful in meeting the needs of women. This seminar offers an opportunity for those interested in securing EC funding for women's training to have an insider's view of how to read between the lines of application forms. There are lessons for all those involved in funding and providing training for women.

For further information contact Deborah Marriott, Course Bookings Secretary, University of Bristol, School for Advanced Urban Studies, Rodney Lodge, Grange Road, Bristol BS8 4EA. Tel: +44 272 741117; Fax: +44 272 737308.

The 81st session of the **International Labour Conference** will open on 7 June 1994 and conclude on 24 June 1994. The various meetings of the Conference will be held in the Palais des Nations and at the International Labour Office. Discussions will cover part-time work; safety and health in mines; the role of private employment agencies in the functioning of labour markets; and a review of the declaration concerning action against apartheid in South Africa.

For further information contact International Labour Office (ILO), 4 route des Morillons, CH-1211 Genève 22, Switzerland. Tel: +41 22 799 6111; Fax: +41 22 798 8685.

The **39th ICSB (International Council for Small Business) World Conference**, is to be held at the Palais des Congrès, Strasbourg, France on 27-29 June 1994. The programme theme is small business and its contribution to regional and international development. It will deal with both the regional and international aspects of the part that SMEs play in the overall development process. The programme for the conference will include plenary sessions with distinguished guest speakers, competitive paper sessions, workshops and round tables.

For further information contact Prof JJ Obrecht, Institut d'Administration des Entreprises, 47 ave. de la Forêt Noire, F-67082 Strasbourg Cedex, France. Tel: +33 88 41 77 85; Fax: +33 88 60 51 18.

The **26th Conference of the International Council on Social Welfare** will be held in Helsinki/Tampere, Finland, 3-7 July 1994. The general theme of the conference will be global welfare. It will discuss, report and review the issues of social rights and equality in their local, regional and global aspects. Special emphasis will be put on the global allocation of resources. The aim of the conference is to define a programme for the implementation of sustainable social development. There will be plenary sessions, parallel workshops, poster presentations and performance sessions in the programme.

For further information contact Global Welfare '94, Conference Secretariat, PO Box 63, SF-00501 Helsinki, Finland. Fax: +358 0 738 123.

Local Solutions to Unemployment is to be held in Banska Bystrica, Slovakia on 14-16 September 1994. The aim of the conference is to study international experiences of local solutions to unemployment. Local and regional solutions aimed at avoiding unemployment in a region before it occurs will be discussed. The main themes are: regional/local policy and unemployment; the restructuring of the local economy; and

the activities of local authorities to promote employment.

For further information contact Ms Magdalena Hladkova, IROMAR (Institute for Municipal and Regional Development), Ekonomicka fakulta, Tajovskeho 10, 975 90 Banska Bystrica, Slovakia. Tel/Fax: +42 88 340 92.

The 1994 CBI National Conference will address key issues affecting the ability of UK business to compete in tough global markets. It will take place in the Harrogate International Centre on 14-16 November 1994. Sessions will cover, Building on the single market; the future prosperity of Europe; World trade; Sustaining economic recovery; Government/industry partnership; Education and training in the year

2000; and Employment. Speakers are to include Jacques Delors, Peter Sutherland, Kenneth Clarke, Michael Heseltine, John Patten and David Hunt. Addresses will be made by John Smith, Lord Owen, Sir Michael Angus and Howard Davies.

For further information contact the Special Events Department, Centre Point, 103 New Oxford Street, London WC1A 1DU, UK. Tel: +44 71 379 7400; Fax: +44 71 497 3646.

ABBREVIATIONS USED IN SYSDÉM

SYSDÉM European System of Documentation on Employment

EU European Union

CEC Commission of the European Communities

DG Directorate-General of the CEC

ETUC European Trade Union Confederation

Unice Union of Industries of the European Communities

MISEP Mutual Information System on Employment Policies

NEC The Network of Employment Co-ordinators

OECD Organisation for Economic Co-operation and Development

ILO International Labour Office

UNESCO United Nations Educational, Scientific & Cultural Organisation

CEDEFOP European Centre for the Development of Vocational Training

GNP Gross National Product

SMEs Small- and Medium-sized Enterprises

EMS European Monetary System

EMU Economic and Monetary Union

Country

B Belgium

DK Denmark

D Federal Republic of Germany

E Spain

F France

GR Greece

IRL Ireland

I Italy

L Luxembourg

NL The Netherlands

P Portugal

UK United Kingdom

Language

DA Danish

DE German

EN English

ES Spanish

FR French

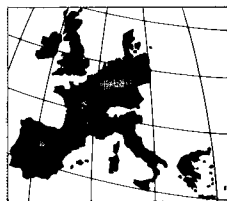
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EMPLOYMENT OBSERVATORY

The Employment Observatory of the European Commission currently produces five series of regular reports covering different aspects of the Community's labour market. The Employment Observatory complements the Commission's "Employment in Europe" report published annually in all Community languages.

Policies

The series inforMISEP "Policies" presents those measures, policies and instruments adopted by the Member States which are aimed at promoting and improving employment within the European Community. The reports are compiled on the basis of information provided through the Mutual Information System on Employment Policies (MISEP). MISEP was created to meet the need for an exchange of information on employment policies and institutions within the European Community. A bulletin of recent developments in employment policies is published quarterly in English, French and German. Basic Information Reports describing the national employment institutions, measures and procedures in each Member State are updated and published periodically. In addition, comparative reports on the effects of labour market policy measures will be published at regular intervals.

Trends

The series on "Trends" contains summaries and analyses of employment developments in the European Community on the basis of published work (books, reports and scientific papers) throughout the Member States. It disseminates the information collected by the European System of Documentation on Employment (SYSDÉM), which aims to collect, analyse, synthesise and disseminate available information on employment in the Community. "Trends" is published quarterly in English, French and German.

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The "Research" papers present the results of studies on specific themes carried out jointly each year by the Commission and the Member States. The themes for these studies are chosen by the Commission in consultation with the Member States and the social partners in the light of the contribution which can be made by the national co-ordinators and of their relevance for on-going policy analysis. They are published annually in English, French and German.

Central and Eastern Europe

The "Central and Eastern Europe" bulletin is a new addition to the Employment Observatory, containing regular reviews on labour market and social conditions of Central and Eastern Europe. It aims to present up-to-date information on labour market and social conditions in these countries. It contains not only the latest statistical labour market indicators, but also analytical articles on employment developments in the six countries currently covered: Bulgaria, Czech Republic, Slovakia, Hungary, Poland and Romania. It is published twice a year, in English only at present.

East Germany

The aim of the series on "East Germany" is to present analytical and up-to-date information on the transformation process and its implications for the labour market in the one part of the former Eastern Bloc which has already become a part of the European Community: the new German Federal States (Länder). The publication is aimed at persons and institutions in Western, Central and Eastern Europe who have an interest in the transformation process from a planned to a market economy. This newsletter is published quarterly in German, English and French.