

forum

Dossier:
The European Union
against racism



IN EUROPE

Employment & social affairs



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Editorial



by Pádraig Flynn

This second issue of *Forum* looks at how people can contribute to the fight against racism in our societies.

The people of the European Union place a fundamental value on human dignity, mutual respect and understanding. Our societies are made up of people of different cultures and different races. This creates a richness and diversity that are part of our strength. Racism undermines these values and strengths. It must be defeated.

The year 1997 was the European Year against Racism. It was hugely successful. Thousands of people came together in a common cause to express their outrage at racist acts and attitudes. Because of what ordinary people achieved, these 12 months were remarkable and inspiring. As the year unfolded, we saw the building of an alliance between European Union institutions and the Member States based on a common commitment and effort. The year has left us with an even greater determination to ensure that racism in Europe is defeated once and for all.

One of the year's greatest achievements was the raising of awareness. People began to understand the extent and depth of the problem. They saw that the evil of racism had to be fought at every level, from local communities to the highest political circles. This awareness has helped to create a strong coalition against racism based on a partnership that will last long into the future. It has brought together politicians from across the spectrum, business people from all over Europe, trade unionists, non-governmental organisations in the Member States, central and local government, law enforcement agencies, schoolchildren, churches and many of the leading figures from the worlds of sport, music and the media.

A special achievement came with the setting-up of the European Monitoring Centre on Racism and Xenophobia. If we are to beat racism, we have to understand it in all its forms. The centre will be a source of objective and comparable data and is already proving a vital tool in the struggle against racism. This issue of *Forum* features an interview with Bob Purkiss, the energetic and committed deputy president of the centre's board.

The task now is to take all this forward. Magnificent as these achievements are, we should not be satisfied. In some ways our work is only just beginning. The year has given us valuable momentum – let us put it to good use.

That momentum is already yielding results. In March we adopted the new action plan against racism, a step which would not have been possible without the experience, lessons and achievements of 1997.

The action plan has given us a blueprint for how the European Union can contribute in the future. It offers support for new projects and networks and places special emphasis on the building of partnership at all levels. It continues to value and encourage the exchange of best practice. It paves the way for legislative action to combat racism under the new anti-discrimination provision contained in Article 13 of the Treaty of Amsterdam. I intend to bring forward a proposal for that legislation within the next 18 months. Most crucially of all, the action plan shows that the fight against racism has moved into the mainstream of European social policy.

The European Union's place in the struggle against racism is no longer questioned. It is a struggle to build an integrated, inclusive society in which all its members can take part and in which all of them can find a place. This is a society worthy of the name 'Union' and one in which all the people of Europe can be proud to live – together.

A handwritten signature in black ink, appearing to read 'Pádraig Flynn'. The signature is fluid and cursive.

Significant progress for employment policy

European employment policies saw most significant developments in 1997. The Amsterdam Summit in June was a landmark in the shaping of the European Union's employment strategy. Governments have inserted a new chapter on employment into the Treaty which provides for joint Europe-wide policies to link its national employment policies to a strategy agreed at EU level. Moreover, a high level of employment has been made an explicit objective of Union policy.

Governments agreed that it would not be necessary to await ratification to develop and apply these new Treaty provisions. They called an extraordinary Jobs Summit in Luxembourg in November 1997. At that summit, the EU Heads of State or Government agreed an integrated strategy for employment based on the continuation of sound macroeconomic policies, a well-functioning single market and the modernisation of our labour markets. The strategy will be pursued according to agreed priorities contained in Member State guidelines for employment policies.

The employment strategy has four policy priorities:


- improving the employability of job-seekers so that they can seize the new employment opportunities;
- developing entrepreneurship in order to stimulate the creation of more jobs and better jobs;
- encouraging the adaptability of businesses and the workforce, to respond to changing market conditions while ensuring that no group is left behind;
- strengthening equal opportunities at work to ensure fair prospects for women and men as a precondition for realising the long-term growth capacity of the European economy.

Every year, the December European Council will agree a new set of employment policy priorities (these are the employment guidelines; for the 1998 guidelines, see 'Publications' section and <http://europa.eu.int/comm/dg05/>).



They will form the basis for Member State employment policies in the following 12 months. The Member States proceed to draw up national action plans (NAPs) which set out what they intend to do to implement each of the guidelines (see the Commission communication on the 1998 NAPs, COM(98) 316 final, 13.5.1998).

As part of the overall European employment strategy, the Commission has also launched a debate on the subject of undeclared work (see Commission communication, COM(98) 219 final, 7.4.1998). This document argues that undeclared work, frequent in labour-intensive, low-profit sectors and in business and innovative services, damages the career prospects and working conditions of those who engage in it. It also deprives governments of resources in the form of tax needed to finance public services. The communication in response proposes a combination of measures. These are mainly aimed at reducing the advantages of operating in the black economy and at increasing the penalties of being caught through tighter controls and stronger sanctions. There are also suggestions on how to adapt legislation and how to reduce the burdens and obstacles that drive people into undeclared work. All these are regarded as key elements in any serious attempt to deal with the problem.



New social action programme for Europe

The future shape of European social policy is outlined in the new social action programme 1998-2000, adopted by the Commission on 29 April 1998. It provides an overview of the main priorities for the next three years under three headings: jobs, skills and mobility; the changing world of work; and developing an inclusive society. It argues that social policy can promote a decent quality of life and a good standard of living for all in an active, inclusive and healthy society. It places particular emphasis on encouraging access to employment, good working conditions and equality of opportunity.

The action programme has three main objectives. First, it provides a framework for the future development of social policy in a period of dynamic change. Second, it is a response to the strengthening of social policy implicit in the Treaty of Amsterdam with its new title on employment, its new provisions on equal opportunities, exclusion, public health and anti-discrimination and its incorporation of the agreement on social policy. Finally, the new programme provides an overview of the main actions that the Commission will pursue over the next three years in the social field. Many of these will build on

the achievements of the previous action programme which saw a significant broadening of the social policy debate to wider areas of common interest, such as social protection, demography and undeclared work. Some of these have already been the subject of more detailed sectoral action plans. The aim of the new social action programme is to pull together and integrate the key priorities into a whole and to highlight the interlinkages between different aspects of social policy.

While the programme does not present a heavy new legislative agenda, it can still be said to contain ambitious proposals. These include a framework agreement between the social partners to achieve greater adaptability for businesses and employees, which is a basic priority of the 1998 Member State employment policy guidelines a proposal for legislation to combat racial discrimination once the Treaty is ratified, and a possible proposal to promote the integration of those excluded from the labour market.

The programme is available at <http://europa.eu.int/comm/dg05/> or in published form (see the 'Publications' section).

Public health: restrictions on tobacco advertising

EU Health Ministers adopted last December a common position on tobacco advertising which will introduce restrictions on advertising and sponsorship over an eight-year period. This means that all advertising and sponsorship of tobacco products will end as from 1 October 2006. More recently, on 15 April 1998, the Commission launched a wide-ranging debate on the future of public health policy in the European Union with the publication of a communication highlighting the main issues. These include the dramatically different demographic situation in the Union, certain new threats to public health, the coming enlargement of the EU and the new public health provisions in the Treaty of Amsterdam. Three areas of action are proposed: improved information on public health development; the ability to react rapidly to new threats to health; and the tackling of factors which determine health through health promotion and disease prevention.

More information is provided under <http://europa.eu.int/comm/dg05/health/ph/main.htm>



Reform of the European Social Fund

Among the instruments designed to help implement the new employment strategy is the 'new' European Social Fund (ESF). New because, as part of the Agenda 2000 package, the European Commission intends to reform the ESF in the light of the Treaty's new provisions on employment. The ESF will effectively become the financial arm of the new European employment strategy. The Commission's proposals for the reform of the Structural Funds were adopted on 18 March 1998 and they contain measures aimed at strengthening the policy focus of ESF activities. This will help to harness the resources of the ESF in support of the European employment strategy and of the national action plans that year on year implement that strategy. In future, the ESF will be largely used to underpin modern labour market policies in the Member States in line with the priorities of the new strategy as expressed in the policy guidelines agreed by Member States.

The Commission proposal of 18 March defines the aims of the new ESF. These will be to support human resource development as a means of achieving high levels of employment and social protection, equality between women and men, sustainable economic development and economic and social cohesion.

The main change effected by the proposal will be the regrouping of ESF activities under a new Objective 3. This will be used to help Member States adapt and modernise their education, training and employment policies and systems across the EU. The new objective is 'horizontal' (i.e. it will

apply across the EU territory, unlike the other two, regional-based Structural Funds' objectives) and serves two main functions:

- it will provide a common policy framework for all ESF interventions across Objectives 1, 2 and 3;
- it will function as a self-contained objective, supporting human resources' development measures funded outside the regions covered by Objective 1 (regions whose development is lagging behind) and Objective 2 (areas undergoing economic and social conversion), to ensure a coherent EU-wide human resources' development strategy.

The proposal identifies five main areas for ESF activity, which together reflect the pillars of the employment strategy:

- active labour market policies to fight unemployment;
- promoting social inclusion;
- lifelong education and training systems to promote employability;
- anticipating and facilitating economic and social change;
- equal opportunities for men and women.

For further information consult the Internet at
<http://europa.eu.int/comm/dg05/esf>
or contact
esfinfo@bxl.dg5.cec.be



Equality between women and men

The year 1997 ended with the adoption by the Social Affairs Council of a directive on the burden of proof in sex discrimination cases. The main result of the directive is that the plaintiff will be required to provide evidence of probable or presumable discrimination. The defendant will then have to prove that there has been no infringement of the principle of equal treatment between women and men. More recently, on 4 March, the Commission published the first progress report on the follow-up to the 1996 communication entitled 'Incorporating equal opportunities for women and men into all Community policies and activities', or gender mainstreaming (COM(96) 67 final, 21.2.1996). The report notes the significant progress made since 1996, particularly in three areas: employment pol-

Social protection in Europe

The 'Social protection in Europe 97' report (COM(98) 243 final) adopted by the Commission in April 1998 examines the background to changes to social protection systems in the European Union. It focuses on demographic, social and economic developments. The report also analyses what Member States are spending on social protection and how that spend-

Free movement of workers: new action plan

A number of initiatives have been taken to improve conditions for the free movement of workers, which is a fundamental right of all European citizens. On 12 November 1997, the Commission unveiled an action plan which focuses on five main areas: improving existing legislation; making the European labour market easier to understand; enhancing cooperation with and between national authorities and social partners; giving greater visibility to the right of free movement; and developing innovative projects with ESF support. In a similar vein, the Commission had earlier adopted (October 1997) a proposal for a directive aimed at safeguarding the supplementary pension rights of employed and self-employed people moving within the EU. At present, they face losing all or part of their supplementary pension rights when moving from one job to another across the EU. In November, the Commission also proposed to extend to third-country nationals legally residing in the EU the provisions of Regulation (EEC) No 1408/71, which coordinates Member States' social security systems. This decision, based on the principle of non-

discrimination and equality of treatment, is part of long-standing policies to improve the legal status of third-country nationals residing in the EU.

icy and the Structural Funds; external relations, including development cooperation and women's human rights; and education, training and youth policies. It is thought that more work is needed fully to integrate the gender dimension in other core EU policies, such as the enlargement process and the information society. In February 1998, the Commission adopted a report on the implementation of the Council recommendation of 31 March 1992 on childcare (92/241/EEC), which takes stock of childcare provision in Member States under four main headings: quality of service; parental leave arrangements; workplace measures; and the role of men as carers.

ing is allocated and funded. It considers the role of social transfers in household income and examines how they contribute to reducing differences in income between households. Lastly, it reviews the major changes made to social welfare systems in the EU in recent years, with special attention paid to the period since 1995.

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Grazia Romani



Dossier

At the closing conference of the European Year against Racism last December, Commissioner Pádraig Flynn declared 'The European Year against Racism was just the start' and announced his intention to launch an action plan against racism. The action plan, developed by the Commission in the weeks following the end of the European year, was adopted in March 1998. It proposes practical and procedural measures that will open the way to more ambitious action to combat racism at European level, notably in relation to the new Treaty provisions on non-discrimination.



The Commission's action plan against racism

Working in partnership

The action plan will draw together all those who struggle against racism in the European Union: citizens, national and local authorities, non-governmental organisations, the social partners, media and sports bodies.

The building of partnerships will count at every level, whether between the Commission and the different organisations or between the organisations themselves.

The action plan consists of four strands:

1. Paving the way for legislative initiatives

A general non-discrimination clause in the Treaty of Amsterdam (Article 13) provides new scope for the fight against racism at European level. The action plan sets out a number of concrete actions designed to pave the way for the early use of Article 13 to combat racial discrimination. The Commission intends to table a proposal for legislation to combat racial discrimination before the end of 1999.

2. Mainstreaming the fight against racism

Many Community policies and programmes have the potential to contribute to the fight against racism. Under the action plan, the Commission will mainstream action to fight racism and discrimination and promote integration in all policy areas, notably employment, the European Structural Funds, education, training and youth programmes, public procurement policy, research activities, external relations, information, and cultural and sports initiatives. An interservice group will be established within the Commission to push this process forward. The Commission will continue to apply the principles of non-discrimination in its own recruitment and promotion policies.

3. Developing and sharing new approaches

Under the terms of the budget appropriations allocated by the budgetary authority, the Commission supports a range of innovative pilot projects and networks which combat racism, and at the same time actively encourage the exchange of experience at European level. The details of funding provisions are set out in the Commission's call for projects, published in the Official Journal.

4. Strengthening information and communication activity

Raising awareness is part of any coherent strategy to combat racism. The action plan seeks to develop the information and communication work started during the European Year against Racism. It gives the fight against racism at European level a clear and recognisable identity, with a logo, media actions, an Internet site, publications and prizes. In addition, the Commission is working with various bodies in the media to promote codes of good practice for journalists, editors and advertising bodies.



The action plan contains a coherent framework for combating racism at European level in the medium term. Emphasis is placed on the need to cooperate at all levels, to develop new models, to multiply their use across the European Union and to demonstrate the value of diversity.

The Commission puts particular stress on legislative and mainstreaming progress. Conferences on these themes are planned for 1998 and 1999 respectively. The 1998 conference on non-

discrimination will help the Commission to prepare a proposal for legislation to combat racial discrimination which will come before the end of 1999, subject to ratification of the new Treaty.

The Commission will publish a report by the end of 1999, setting out the progress made and assessing the impact of this action plan.

Anita Kelly

A new European structure for anti-racism organisations

In the lead up to the European Year against Racism, the European Commission was approached by a number of anti-racism organisations keen to explore the idea of creating a European network of anti-racism organisations. The Commission was eager to help and arranged for a feasibility report to be prepared by the Migration Policy Group in consultation with more than 50 key people from the whole of Europe. The report, which appeared in July 1997, found that much good would come from giving non-governmental organisations the scope and the time to build Union-wide cooperation.

In November 1997, 130 anti-racism organisations from all parts of the Union came together in Brussels to discuss and develop cooperation at EU level. Commissioner Pádraig Flynn told participants that he would give his full support to any decisions taken at the meeting but said that it was very much up to them, and not the Commission, which road they chose.

What they found was that there is considerable scope for coordinated cooperation at European level between the various anti-racism organisations, especially following the adoption for the first time of an anti-discrimination clause in the new Treaty. It would also be necessary to create some kind of structure at European level to make this cooperation possible.

Work to prepare such a structure is now under way. A working group made up of people chosen by those who attended the November conference has been given responsibility for the task. Its members are: Saskia Daru, United (NL); Maria Miguel, MRAX, (B); Klaus Pritzkeleit, Arbeitsgemeinschaft Christlicher Kirchen in Deutschland (D); Sukhvinder Stubbs, The Runnymede Trust (UK); and Ole Hammer, Danish Centre for Human Rights (DK). National correspondents have been appointed for each Member State.

Much has happened since the November conference. A transitional secretariat has been set up at the Migration Policy Group in Brussels. National round tables are being organised in all Member States and some are also holding regional events. Discussions have started between anti-racism organisations at European level.

The round tables aim to inform and enlist the support of a wide range of organisations for the initiative. They will attempt to identify a European policy agenda and programme of action and will discuss how such a programme could be implemented. They also plan to explore possible models for the European structure.

All those involved will come together again in October 1998 and it is hoped that by then a European agenda will be agreed and a European-level structure of anti-racism organisations can be formally established.

A. K.

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Businesses against exclusion

The European Business Network for Social Cohesion (EBNSC) is a European business-driven membership network set up to encourage and help companies to use their success to contribute to a growth in jobs, increased employability and the fight against social exclusion, thereby playing a part in building a sustainable economy and a more just society.



The EBNSC has come a long way in a short time. It began in January 1995 with the making of the European Declaration of Businesses Against Exclusion by leading business figures in the presence of the then President of the European Commission, Jacques D elors, and the European Commissioner responsible for social affairs and employment, P draig Flynn.

The activities of the EBNSC are at present channelled into five areas:

- greater integration into the job market;
- enhanced vocational training;
- fighting exclusion at work and minimising redundancies;
- job creation and the development of small firms;
- better integration for people from vulnerable groups.

Member States of the EU have different demographic patterns, legal frameworks and terminology, but they face many of the same processes of exclusion that prevent people from migrant or ethnic minority groups from participating fully in economic life. Respect for diversity is the watchword of the EBNSC. European companies are increasingly aware of the business opportunities which come from ethnic and cultural diversity. They know the business value of including people from the immigrant and ethnic minority communities in their local and global operations. These are people that bring with them untapped reserves of skills and talent, new local markets for goods and services, access to expanding international markets, new sources of enterprise and job creation and sources of new ideas and creativity. The EBNSC is making the most of this new business strategy by promoting exchanges between the businesses that take advantage of these opportunities and challenges.

In 1997, the EBNSC launched its 'Gaining from diversity' initiative, coordinated on their behalf by the London Enterprise Agency (LEA). Two main pieces of work were undertaken:

the publication of a report 'Gaining from diversity — Business participation and benefits in Europe's ethnic and cultural change', and the staging of a major conference in France. The report analyses issues for businesses, outlines good business strategies, and presents 40 case studies and examples of good practice of company activity throughout Europe. These range from the Antwerp Chamber of Commerce's 'Language training on the shop floor' programme, in partnership with Levi Strauss & Co, to Volvo's own diversity-based approach.

The conference entitled 'Gaining from diversity', held in Lyon, brought together more than 100 people. Speakers included Commissioner P draig Flynn, Mr Volker B ring, General Manager of Human Resources and Organisation for the Accor Group and Chairman of the EBNSC, and Mr Francesco Cesario, Managing Director of Timberland Europe. The conference produced a number of key messages for companies:

- recruitment from a diverse population base challenges existing assumptions but opens up the company to new talents, skills, clients. It can be used to challenge people's assumptions, build employee motivation and bring long-term benefits to the company;
- good practice in management systems and clearly stated objectives for equal opportunities at every level strengthen corporate values and make for progressive and successful business practices;
- strategies for investing in human resources are built on partnership, imagination and sensitivity to diversity and when this is so, there are real benefits for both socially excluded groups and existing employees;
- companies need to recognise that entrepreneurs from the ethnic minority communities play a significant role as stakeholders, job creators and facilitators in opening up wider, even global markets.

The conference also helped the EBNSC to identify three objectives for further work. These are designed to help companies reap the benefit in their day-to-day activities. The objectives are:

- to increase the opportunities for businesses to exchange experience, know-how, instruments and tools through the creation of new benchmarking opportunities;
- to improve the ways by which businesses tackle racism and promote the benefits of ethnic and cultural diversity through the development and testing of approaches and methods;
- to raise awareness amongst the business community by establishing a European reference centre for business and diversity issues.

The EBNSC's major tasks in 1998 will include all the network's priorities. In particular, it will seek to develop an Internet resource centre on business and social cohesion. This will contain European case studies of best practice, provide contact details of relevant companies and list the many organisations working with businesses on tackling social exclusion. It will also identify special programmes on diversity, sources of funding, management expertise, job creation, issues for small and medium-sized enterprises (SMEs) and education and training.

A. K.

For further information, please contact: EBNSC, tel. (32-2) 549 03 01; fax (32-2) 511 05 32.

EBNSC members include Accor, Bayer, British Telecom, Cockerill Sambre, Daimler Benz, Diageo, Dioguardi, EDF-GDF, Glaverbel, IBM, Johnson & Johnson, Levi Strauss Europe, London Enterprise Agency, Marks & Spencer, Philips International, RWE Group, Siemens, Soci t  G n rale de Belgique, Sparekassen Nordjylland, Shell International, Shell Sweden, Swedish Jobs and Society, Tate and Lyle, and Volkswagen.

During the European Year against Racism, organisations across the Union were invited to submit project proposals for funding to the European Commission. The Commission defined four priority themes for projects: 'Everyday racism', 'Racism in working life', 'Raising public awareness' and 'Legislation'. A total of 176 projects from the 15 Member States were given financial support by the Commission. Here we take a look at three projects.

A multicultural judicial service for minors

The Institute for Immigration Services in Bologna, Italy, has for a number of years provided a wide range of services for immigrants and ethnic minorities. The institute monitors racist incidents, manages welcome centres and information kiosks, helps with housing problems, supports extra-curricular intercultural activities for students and encourages the setting-up of organisations with strong ethnic minority and immigrant involvement.

Until last year, relatively little had been done to help young people from the ethnic minority and immigrant communities serving sentences in Bologna's prisons. In all, 48 % of the prison population is made up of people under the age 18. Yet prison staff have virtually no training in how to deal with the problems faced by people with an ethnic minority or immigrant background.

The institute decided that this must change and applied for funding from the European Commission as part of the European Year against Racism. Their application was successful. The Italian Ministry of Justice and the judicial service for minors of the region of Emilia Romagna also offered financial support in view of the innovative nature of the project.

While developing the project, the organisers identified two bodies in the UK doing similar work — the Home Office Prison Service in London and the 'Anti-racist monitoring' project in Newcastle. Both proved invaluable sources of advice and expertise and became closely involved in the Italian project.

The project itself focused mainly on training. This was largely carried out in role-play and discussion group seminars for prison staff. The trainers were experts in anti-racism work, cross-cultural links and immigration law. Studying different cultures and the relationships between people from different ethnic groups (people from the Maghreb region, from Albania

and from the former Yugoslavia) significantly enhanced the understanding of prison staff. They learned where and how their behaviour and attitudes could be changed.

After the seminars, prison staff worked with young prisoners on a guide to help young immigrants and people from ethnic minorities to reintegrate into society following their release from prison.

The feeling at the end of this project was that it had been a positive, encouraging and learning experience. Not only did it establish successful cooperation between prison staff and prisoners, but it also developed, for the first time, cooperation between the prison staff themselves. Work is already well under way to continue this project in the future.

A. K.

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From the margins to the centre



Overall the number of women at work has increased significantly over the last 10 years as the needs and demands of the European economy have grown and changed. However, scant attention is paid to the problems that women from ethnic minorities face in finding work. Research shows that ethnic minority and immigrant women remain on the fringes of the labour market as a result of facing the double discrimination of race and gender.

One industry which is more difficult than most for women from ethnic minorities to break into is the media. The UK's Commission for Racial Equality (CRE) has described the media as being heavily influenced by sexist and racist attitudes. During the European Year against Racism, the CRE, in collaboration with ADO (NL) and the Migrants Forum of the European Union, agreed to focus attention on this issue by organising a symposium on race and gender in the media industry.

The symposium was held from 12 to 14 December 1997 in Rotterdam, the Netherlands. Its objectives were the following:

- to ensure an exchange of experience between women politicians and cultural practitioners with an ethnic minority background throughout the European Union;
- to raise awareness of the problems faced by ethnic minority women in different Member States;
- to create a network of key ethnic minority women's agencies throughout the European Union;
- to promote training opportunities and programmes for ethnic minority women wanting to work as journalists;
- to celebrate and recognise the contribution made by ethnic minority women in the European media industry.

The symposium brought together women of many different ethnic backgrounds from almost all the Member States. This was a three-day event in which each day dealt with how to make progress on a particular theme. On day 1, the discussion was about 'Equality and exclusion — ethnic minority women's experiences in the media industry in Europe'. On day 2 it was 'Promoting participation and inclusion of ethnic minority women within the media industry across Europe'. On the final day, participants discussed 'From the margins to the centre — addressing the exclusion and discrimination of ethnic minority women in the media industry: the role of the European Union'.

With this event, the first ever of its kind, debate was lively. It provided an opportunity for women from ethnic minorities to express their sense of professional isolation, to meet other women in similar situations and to exchange ideas and

experience. Some of the women had been exceptionally successful in their jobs and were able to inform, advise and inspire others. Delegates found the symposium informative and productive. But it was far from being the end of the process. Key strategic points and recommendations for the future were identified and will be acted on. These include:

- developing and promoting a Europe-wide network of ethnic minority women's agencies to establish links between organisations involved in race, gender and media initiatives;
- developing and promoting a skills database for the use of ethnic minority women media practitioners in all parts of Europe;
- creating an ethnic minority media advisory and training body in each Member State and to link this to a central EU media agency;
- monitoring and reviewing equal opportunities and recruitment policies and the extent to which women from ethnic minorities are represented in mainstream media institutions;
- forging alliances between mainstream and ethnic minority media organisations;
- influencing policy on a pan-European level;
- working with the European Monitoring Centre on Racism and Xenophobia;
- holding an annual European symposium on race and gender issues.

A. K.

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Seeing is believing: sessions for managing directors

Companies are increasingly having to face major social issues and to define how they can contribute to the life of their own community. But how? For a start they could contact The Good Company.

Set up in 1993 in the Netherlands by three former employees of The Body Shop, The Good Company is a unique combination of commercial goals and social commitment. It offers help in developing sponsorship and communication strategies, training programmes and marketing and sales campaigns which take account of the needs of all sectors of society. The Good Company wants to show the business world that community involvement can actually enhance company profits.

The Good Company received European Commission funding during the European Year against Racism for a project called 'Seeing is believing: sessions for managing directors'. It sought to show the most senior of managers the tangible benefits accruing to society and business when people from ethnic minorities are successfully integrated into the company structure.

The Good Company ran the project in partnership at national level with Dutch non-governmental organisations (NGOs) and at the wider European level with the UK branch of the European Business Network for Social Cohesion. Over 40 managing directors took part. A selection of companies and NGOs actively involved in the integration of people from the ethnic minorities were visited in the course of three meetings.



One was a public transport company called NZH. It provides refugees with in-company work experience and Dutch language classes. For a six-month period, the refugees train as professional drivers or gain knowledge of administrative and secretarial tasks. Afterwards, NZH helps trainees to find work. Other examples include the Maritime Museum in Rotterdam where 40 people receiving social security benefits have been offered employment and training; 160 volunteers have also been given work experience opportunities. This project has encouraged people to have a sense of responsibility and involvement. Another example is ICI, the multinational company, which offers skills training to people from ethnic minorities to help them to find work in ICI or in another similar company. Kwikfit, the express car repair company, gives opportunities to employees in language and vocational training.

Links were built in the course of the meetings between the visiting managing directors, the companies who hosted them and the NGOs. There was a full exchange of ideas and experience. Managing directors were able to get out of their offices and see for themselves examples of companies that have played a large role in helping people from ethnic minorities to integrate successfully in the workplace. Seeing the benefits was a powerful force in encouraging them to take action in their own companies. They all found The Good Company's ability to put them in direct touch with companies working with people from ethnic minorities enormously useful and time-saving. Without the help of The Good Company, they might not have been able to make the breakthrough.

A number of managing directors asked The Good Company to organise additional 'Seeing is believing' sessions and, in some cases, to help them to organise their own. The Good Company plans to continue its work and to look in particular at companies in the IT field.

A. K.

For more information, please contact: Ms Eleonoor Hintzen, The Good Company, Einsteinweg 5, 3752 LW Bunschoten, Netherlands, tel. (31-33) 299 71 41, fax (31-33) 299 71 50.



Publications on racism

- '1997 European Year against Racism — Opening conference report — The Hague — 30 and 31 January 1997' (DE, EN, FR).
- '1997 European Year against Racism — Opening conference report — The Hague — 30 and 31 January 1997 — Speeches' (DE, EN, FR).
- 'Racism and xenophobia in Europe', Eurobarometer opinion poll No 47.1, first results presented at the closing conference of the European Year against Racism, Luxembourg, 18 and 19 December 1997 (EN, FR).
- 'Racism and xenophobia in Europe', Eurobarometer opinion poll No 47.1, draft final report presented at the closing conference of the European Year against Racism, Luxembourg, 18 and 19 December 1997 (EN, FR).
- 'European Year against Racism — Directory of projects' (DE, EN, FR).
- 'Youth against racism — Effective means of combating racism, xenophobia and anti-Semitism among young people — Seminar report' (DE, EN, FR).
- 'European Year against Racism — Examples of good practices' (EN, FR).
- '1997 European Year against Racism — Closing conference report — Luxembourg, 18 and 19 December 1997' (EN, FR).
- 'European Year against Racism — Seminars' (EN, FR).
- 'European Year against Racism — Evaluation report' (EN, FR).
- 'Developing an intercultural outlook'. This document was drawn up as an information and training tool to be used in the work of voluntary sector organisations, associations and groups. It describes the steps taken by the European institutions to combat racism, xenophobia and anti-Semitism and also possibilities for European funding to support anti-racist work. It also contains training exercises promoting intercultural communication (DE, EN, FR).

- 'An action plan against racism', communication from the Commission (COM(98) 183 final) (all EU official languages).

All the abovementioned publications are available free of charge from the European Commission, DG V/D.4, rue de la Loi/Wetstraat 200, B-1049 Brussels, fax (32-2) 295 18 99.

- 'The European institutions in the fight against racism: Selected texts'. A collection of decisive policy texts in the area of racism, which finally led to the European Year against Racism 1997. Available in German, English and French. Price: ECU 15. Catalogue number: CE-01-96-438-**-C; ISBN: 92-827-9841-0 (EN).





The first meeting of the management board was held on 20 and 21 January 1998 in Vienna.

The European Monitoring Centre on Racism and Xenophobia

Set up in June 1997 during the European Year against Racism, the main purpose of the European Monitoring Centre on Racism and Xenophobia is to provide the European Union and the Member States with objective, reliable and comparable information at European level on racism, xenophobia and anti-Semitism, and thus improve the exchange of information and experiences.

Racism and xenophobia are scourges which deny the very principles on which the European Union has been built: human dignity, mutual understanding and respect, citizenship.

The need for action at European level is becoming ever more apparent with the growing transnationalism of racist propaganda and incitement to racial hatred. There is thus an urgent need to have a better understanding at European level of the nature and extent of racism and xenophobia, so that the European Union can become a recognised force in the struggle against these problems and develop a global strategy for their elimination.

It was for this reason that the European Council meeting in Cannes on 26 and 27 June 1995 called on the Consultative Commission on Racism and Xenophobia, set up in 1994 within the Council and chaired by Mr Jean Kahn, to study the feasibility of a European Monitoring Centre on Racism and Xenophobia.

The Consultative Commission concluded that only a European monitoring centre would be in a position to monitor trends in racism and xenophobia in the Union closely, to alert the European institutions, Member States' governments and the political world to these trends and to encourage them to take concrete political measures. What is more, only a European centre could ensure coordination of the many activities under way in this area. A European centre could thus help the Union to move towards an 'ethical' Europe.

In the light of these conclusions, the European Council meeting in Florence on 21 and 22 June 1996 approved the principle underlying the establishment of a European Monitoring Centre on Racism and Xenophobia.

Accordingly, on 2 June 1997, the Council adopted Regulation (EC) No 1035/97 establishing a European Monitoring Centre on Racism and Xenophobia. Its main tasks are to monitor closely the extent and development of racism and xenophobia within the European Union, to analyse the causes of these phenomena and to draw up proposals for the Community institutions and the Member States.

To accomplish these tasks, the centre will:

- collect, record and analyse information and data on racism and xenophobia in order to provide the Community institutions and the Member States with objective, reliable and comparable data at European level. To this end, the centre will build up cooperation between the suppliers of information and develop a policy for the concerted use of their databases, in order to foster the wide dissemination of their information;
- set up documentation resources open to the public;
- set up and coordinate a European racism and xenophobia information network (RAXEN) which will cooperate with national university research centres, non-governmental organisations and international organisations, aided, among other things, by its own information system linking all participants.

The centre is also called on to:

- carry out scientific research and surveys, preparatory studies and feasibility studies;
- organise meetings of experts, facilitate and encourage the organisation of regular round-table discussions within the Member States, with the participation of the social partners, research centres and representatives of the competent public authorities and other persons or bodies who have to deal with racism and xenophobia;
- publish an annual report on racism and xenophobia in the Community, highlighting examples of good practice; the report will also cover the centre's own activities.

To ensure coordination of efforts in this field, the centre will work closely with national and international organisations, in particular the Council of Europe.

The centre is based in Vienna.

The management board is composed of independent persons appointed by the Member States, the Council of Europe and the European Parliament, and one European Commission representative.

The first meeting of the management board was held on 20 and 21 January 1998 in Vienna. At this meeting, the board:

- elected the chairman, vice-chairman and the executive board. The role of the executive board is to supervise the work of the centre, monitor the preparation and execution of programmes and prepare the meetings of the management board. Its members will be: Chairman, Mr Jean Kahn; Vice-Chairman, Mr Robert Purkiss; other member elected by the management board, Prof. Anton Pelinka; member nominated by the Council of Europe, Prof. Joseph Voyame; representative of the Commission, Mrs Odile Quintin;
- carried out an initial examination of the centre's programme of activities for 1998;
- established the centre's budget for 1998 and draft budget for 1999;
- established the procedure for selection and appointment

of the centre's director, who will be the centre's legal representative and will be responsible chiefly for setting up the centre, performance of the centre's tasks, preparing the documents and meetings of the management board, budgetary matters and all staff matters.

All these decisions should allow the centre to become fully operational in the near future (autumn 1998).

The centre could prove an invaluable asset as we build on the success of the European Year against Racism.

Luca Pirozzi



Publications on employment and social affairs

Employment and social affairs is the overall title of the publications series of DG V. This series incorporates all publications of DG V and consists of seven themes: 'Employment and labour market', 'Equal opportunities and family policy', 'Public health', 'Health and safety at work', 'Social protection and social action', 'Social dialogue and social rights' and 'European Social Fund'. DG V has been reorganised and is currently revising the titles of some themes so that they reflect clearly its areas of activity. More information will be given in the next issue of *Forum*.

Employment and social affairs publications produced between September 1997 and June 1998 include:



- *National transposition measures: Situation at 1 January 1998*. To date, 64 directives have been adopted in the areas of equal opportunities, freedom of movement for workers, health and safety and public health, and classic labour law; 52 of them have come into force. This publication sets out, by directive and by Member State, the national measures adopted to transpose Community law. Available in Danish, German, Greek, English, French, Italian, Dutch and Portuguese. Price: ECU 15.
Catalogue number: CE-10-07-097-**-C; ISBN: 92-828-2747-X (EN).
- 'Building the European information society for us all: Final policy report of the high-level expert group'. The high-level expert group, formed in May 1995 to analyse the social and societal changes connected with the information society, endeavours in its final report to carry the debate forward by putting forward a strategic framework encompassing the wide range of options and challenges presented by the information society. Available in 11 languages. Price: ECU 15.
Catalogue number: CE-05-97-907-**-C; ISBN: 92-828-0706-1 (EN).
- *Social action programme 1998-2000*. The new social action programme, adopted by the Commission on 29 April 1998, provides an overview of the main priorities for the next three years under three headings: jobs, skills and mobility; the changing world of works; and developing an inclusive society. It is available free of charge in the 11 official languages of the European Union from the representation of the European Commission in your Member State.
Catalogue number: CE-14-98-106-**-C; ISBN: 92-828-3661-4 (EN).

Theme: Employment and labour market

- 'Employment in Europe 1997'. The purpose of this report is to compare and contrast strategic objectives and hard data by presenting trends and prospects together with challenges. The report reviews the efforts made to modernise social and economic Europe. The full report of 160 pages is available in German, English and French. Price: ECU 15.
Catalogue number: CE-05-97-729-**-C; ISBN: 92-828-1575-7 (EN).

A 24-page summary entitled 'Employment in Europe: An employment agenda for the year 2000' is available free of charge in the 11 official languages of the European Union from the representation of the European Commission in your Member State.

Catalogue number: CE-05-97-995-**-C; ISBN: 92-828-1741-5 (EN).



- *The 1998 employment guidelines.* This 16-page publication reproduces the text of the Council resolution of 15 December 1998 on the 1998 employment guidelines together with the guidelines themselves.
Catalogue number: CE-11-97-269-**-C; ISBN: 92-828-2585-X (EN). Available free of charge in German, English and French from the DG V information centre.



Employment Observatory publications

- *Tableau de bord 1997.* The structure of this synoptic table, which aims to give an overview of the main employment policies and labour market measures in the Member States of the European Union, is based on the framework of the follow-up to the Essen Council decisions of December 1994. The 1997 issue contains a new section providing information on training and other labour market policies directed at people with disabilities.
Catalogue number: CE-09-97-098-**-C; ISBN: 92-828-1893-4 (EN).
- *Policies* is the bulletin of the MISEP (mutual information system on employment policies) network. It reports four times a year on recent labour market policy developments in the Member States. The main section consists of the national reports supplied by the correspondents; an introductory summary reviews them in the light of the five recommendations adopted with a view to an integrated employment strategy.
- *Trends* is the bulletin of the System (Community system of documentation on employment) network. It appears twice a year and provides a comparative and in-depth overview of policies and developments in the labour markets of the Member States.
- The 'Basic information reports' provide information on public labour market institutions, the statutory bases for labour, labour market and employment policies and, in particular, 'active' and 'passive' labour policy measures in individual Member States. The most recent reports published cover Germany, Greece, the Netherlands and Sweden.



These publications are available free of charge in German, English and French from IAS, Novalisstraße 10, D-10115 Berlin, fax (49-30) 282 63 78.

Theme: Equal opportunities and family policy

- *Equal Opportunities Magazine.* Quarterly publication of the medium-term Community action programme on equal opportunities for men and women (1996-2000). Numbers 3 and 4 are available free of charge in German, English and French from ANIMA, rue Montoyer/Montoyerstraat 47, B-1000 Brussels, tel. (32-2) 509 15 34, fax (32-2) 509 15 44.
- *New Ways* is the newsletter of the EU network on families, work and intergenerational solidarity. It appears four times a year in German, English and French.
- *How to create a gender balance in political decision-making.* This guide describes the problem of women's under-representation in politics and then outlines various possible solutions, explaining what a national policy plan should comprise. This publication is available free of charge in the 11 official languages of the European Union.
Catalogue number: CE-01-96-131-**-C; ISBN: 92-827-9833-X (EN).





- *Gender, power and change in health institutions of the European Union*. This study describes the health systems in the 15 Member States of the European Union and analyses the access of women to senior decision-making positions in public and semi-public health institutions. Its main focus is on the obstacles to adequate representation of women and their role in health decision-making. This publication is available in German, English, and French. Price: ECU 15.

Catalogue number: CE-07-97-507-**-C; ISBN: 92-828-1362-2 (EN).

- 'Assisting spouses of the self-employed'. During the first half of 1997, the Commission organised round-table discussions bringing together representatives of the European Parliament, representatives of occupational organisations and government and independent experts for the purpose of preparing an inventory of actions which could improve the situation of assisting spouses of the self-employed from the angle of equal opportunities. This report sets out their work and recommendations for the future. It is available in German, English and French. Price: ECU 15.

Catalogue number: CE-09-97-066-**-C; ISBN: 92-828-1943-4 (EN).

- *One hundred words for equality: A glossary of terms on equality between women and men*. This free publication comprises some 100 terms currently used in the area of equality policy. It is an invaluable tool for all those working in the field and also all those simply interested in the subject. Each of the 11 language versions gives a definition of the term in the language concerned and its translation into the 10 other languages.

Catalogue number: CE-10-97-162-**-C; ISBN: 92-828-2627-9 (EN).



The European Observatory on national family policies has produced two annual reports:

- 'A synthesis of national family policies in 1996'. This document provides a comparative analysis of trends in national family policies with special emphasis on key topics and problems. It highlights emerging strategies and contributes to the definition of the objectives of this field.

Catalogue number: CE-33-97-001-**-C, ISBN: 92-828-1381-9 (EN).

- 'Developments in national family policies in 1996'. This publication reviews trends and developments in family policies across all Member States.

Catalogue number: CE-33-97-002-**-C; ISBN: 92-828-1384-3 (EN)

These two publications are available free of charge in German, English and French.

Unless otherwise specified, all the free publications on equal opportunities and family policy may be obtained from the European Commission, DG V/D.5, rue de la Loi/Wetstraat 200, B-1049 Brussels, tel. (32-2) 29-68561, fax (32-2) 29-63562.

Theme: Public health

- *Prevention* is the quarterly newsletter of the public health programmes. Available in 11 languages from Cives Europe, bd Clovis/Clovislaan 12A, B-1000 Brussels, fax (32-2) 232 23 92.
- *Public health in the European Community: Health promotion programme (1996-2000)*. This small brochure explains the objectives and priorities of the 1996-2000 health promotion programme adopted by the European Parliament and the Council in 1996. Available free of charge in German, English and French from the European Commission, DG V/F.3, fax (352) 43 01-32059.

Catalogue number: CE-06-97-650-**-C.



- 'The state of women's health in the European Community'. In contrast to the first report published in 1994 which provided an overview of health status in the EC, this second report focuses on a particular topic — women's health. It outlines major health trends, patterns of mortality and morbidity as well as relevant health determinants. Available in German, English and French. Price: ECU 15.
Catalogue number: CE-06-97-521-**-C; ISBN: 92-828-1062-3 (EN).
- *Multilingual European thesaurus on health promotion (Deutsch-English-Français-Nederlands)*. This thesaurus was produced by the International Union for Health Promotion and Education with the support of the European Commission. It comprises core terminology in the area of health promotion and health education and covers most fields in equal respects. Available in German, English, French and Dutch. Price: ECU 15.
Catalogue number: CE-09-97-955-**-C; ISBN: 92-828-2616-3 (EN).



Theme: Health and safety at work

- *Guidance on risk assessment at work — second edition*. This publication is designed to explain to employers, workers and other interested parties the practical aspects of the implementation of the rules on risk evaluation laid down by Council Directive 89/391/EEC. Available in Spanish, Danish, Greek, French, Italian and Portuguese. Price: ECU 15.
Catalogue number: CE-07-97-022-**-C; ISBN 92-928-1333-9 (FR). First edition still available in English: Catalogue number: CE-88-95-557-EN-C; ISBN 92-827-4278-4.
- *Information notices on diagnosis of occupational diseases (revised edition)*. These notices provide information pertaining to the causal relationships between diseases and exposures in the workplace and are based on the public evidence obtained as a result of scientific investigations over the last 30 years or more. Available in English and French. Price: ECU 15.
Catalogue number: CE-NB-14768-**-R; ISBN: 92-828-1144-1 (EN).
- *Guide à l'usage des PME (third edition)*. This guide explains how to approach the Community health and safety directives and is a teaching aid for company managers and trainers in occupational organisations and education establishments. Available in Spanish, German, French and Portuguese. Price: ECU 15.
Catalogue number: CE-07-97-498-**-C; ISBN 92-828-1353-3 (FR).
- 'Third European Week on Health and Safety at Work: 19-24 October 1998'. The fight against occupational accidents and industrial diseases is an ongoing issue. Not only are workers' health and the quality of their working life at stake, but so is the health of companies. As a result, the social partners, SMEs and specialised bodies have already started to take action on the subject of work organisation, so that this third European week will live up to its slogan, which is 'Europe, let's improve our working conditions together'. Posters and an explanatory leaflet are available free of charge from the European Commission, DG V/F.5, Euroforum building, L-2920 Luxembourg, fax (352) 43 01-33248.



Theme: Social protection and social action

- 'Demographic report 1997'. This publication explores the effect of demographic changes on the labour force, the consequences for regional balances and demographic trends in the applicant States. Available in the 11 official languages of the European Union. Price: ECU 15.
Catalogue number: CE-05-97-713-**-C; ISBN: 92-828-0872-6 (EN).





Theme: Social dialogue and social rights

- *European social dialogue*. This newsletter reports five times a year on the results of the social dialogue between social partners at both cross-industry and industry level. Available free of charge in the 11 official languages of the European Union from the European Commission, DG V/D.1, fax (32-2) 299 24 66.
- 'Termination of employment relationships: Legal situation in the Member States of the European Union'. This report provides an assessment of the responses received from the Member States to the questionnaire the Commission sent them for the purpose of assembling information not only on dismissals, but also on other forms of termination of an employment relationship, such as resignation or termination by mutual agreement. Available in German, English and French. Price: ECU 15.
Catalogue number: CE-06-97-343-**-C; ISBN: 92-828-2047-5 (EN).
- *Social security for workers posted in the European Union, Norway, Iceland and Liechtenstein*. This small brochure, available free of charge, covers a specific aspect of free movement: the posting of workers under Regulation (EEC) No 1408/71. It is of interest to both workers and employers. Available in 11 languages from the representation of the European Commission in your Member State.
Catalogue number: CE-01-96-018-**-C; ISBN: 92-828-2519-1 (EN).



Theme: European Social Fund

- *ESF InfoReview*. The quarterly newsletter of the ESF gives an exhaustive overview of the Fund and the Community initiatives in action. Available free of charge from the European Commission, ESF Information Section, DG V/2, rue de la Loi/Wetstraat 200, B-1049 Brussels, fax (32-2) 29-54918.
- *The ESF in Member States*. These leaflets outline ESF financing in Member States by objective and highlight examples of good practice. They are published in the relevant language(s) and in English. Available free of charge from the representation of the European Commission in your Member State. 'The ESF: in Austria, in Belgium, in Finland, in France, in Germany, in Greece, in Ireland, in Italy, in the Netherlands, in Portugal, in Spain, in Sweden, in the United Kingdom'.
Catalogue number: CE-96-96-0**-**-C.
- *Territorial employment pacts: examples of good practice*. This brochure endeavours to answer certain key questions commonly asked of people responsible for launching and preparing partnerships and territorial employment pacts by setting out examples of regions and localities with differing economic, social and institutional situations. Available in the 11 official languages of the European Union. Price: ECU 15.
Catalogue number: CE-07-97-216-**-C; ISBN: 92-828-1158-1 (EN).
- *Meeting the challenge of change at work*. This brochure gives examples showing how the Member States of the European Union have gone about meeting the challenge of industrial change. Available in German, English and French. Price: ECU 15.
Catalogue number: CE-07-97-628-**-C; ISBN: 92-828-1389-4 (EN).
- 'The European Social Fund: an overview of the programming period 1994-99'. The first part of this report outlines the legal and administrative framework in which the Fund has evolved since its creation and provides a detailed description of the current situation (operational, budgetary and financial aspects). The second part presents the programmes implemented in each Member State in accordance with ESF financing criteria and guidelines. The report might be described as a reference tool for anyone wishing to enhance their knowledge of the European Social Fund. Available in German, English and French. Price: ECU 30.
Catalogue number: CE-07-97-151-**-C; ISBN: 92-828-1136-0 (EN).



Community initiatives

- 'ADAPT: The challenges facing Europe's small firms'. This report is drawn from the work and debates of the conference held in Athens on 22 and 23 May 1997 to take stock of the ADAPT initiative. It locates ADAPT's experience in the context of the changing labour market in which small companies operate and identifies key topics and channels through which the experience and products of ADAPT's unique mix of local innovation and transnational networking can be made useful. Available free of charge in Greek, English and French.
Catalogue number: CE-08-97-298-**-C; ISBN: 92-828-1663-X (EN).
- *Forging strong local partnerships*. This is the first of a new series of ESF publications called *Innovations* which is the result of the combined efforts of the European Commission and the Member States to extract the very best practice from projects which were financed in the first round of the ADAPT and Employment initiatives. This publication deals with the establishment of local partnerships, one of the guiding principles of the Employment Initiative and many other actions of the European Union which support employment creation and local development. Available free of charge in Spanish, German, English, French and Italian.
Catalogue number: CE-11-98-924-**-C; ISBN: 92-828-2760-7 (EN).
- *Unlocking young people's potential*. This second publication in the *Innovations* series analyses the outcomes of the projects in the working group on the Youthstart comprehensive pathway approach, a theme chosen because of the interest in the Member States in the development of broad approaches to supporting young people in their transition from compulsory education through to their entry into the labour market. Available free of charge in Spanish, German, English, French and Italian.
Catalogue number: CE-11-98-940-**-C; ISBN: 92-828-2770-4 (EN).

These publications are available from *Europs, place du Luxembourg/Luxemburgplein 2-3, B-1050 Brussels, fax (32-2) 511 19 60.*



To obtain any of these publications

For publications requiring payment, contact the sales agents of the Office for Official Publications of the European Communities (in any Member State) or your nearest bookshop. You may also subscribe to the *Employment and social affairs* series. For information on subscriptions, please contact the sales department of the Office for Official Publications or DG V.

For publications available free of charge, you will find a contact address with the details on each publication.

If you wish to obtain a list of addresses of the sales offices or to be put on our mailing lists, please fax your request to Mrs Verbeeck-Meffert, European Commission, DG V/2, fax: (32-2) 29-62393.

Certain extracts from our publications can be consulted on the Internet (<http://europa.eu.int/comm/dg05/>).



Coming up

September 1998

- 21 and 22 September** Brussels: 'Equality is the future' Conference and exhibition
- 23 to 25 September** Cardiff: 'Working together for better health' Conference
- 23 to 25 September** Salzburg: Conference 'Persons with Disabilities'
- 24 September** Bologna: 'Developing competitiveness and social justice' Conference
- 28 September** Vienna: Austrian Social Conference
- 30 September to
2 October** Gastein/Salzburg: European Health Forum

October 1998

- 5 October** Brussels: Social Affairs Council
- 12 and 13 October** Vienna: European Symposium 'A society for all ages', Employment, health, pensions and intergenerational solidarity in the light of demographic change
- 13 to 16 October** Luxembourg: Joint EU-US Conference on health and safety at work
- 15 to 17 October** Brussels: European Conference on 30 years of free movement of workers
- 19 to 24 October** European Week for Health and Safety at Work
- 26 and 27 October** Madrid: EU/US Conference on disability



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