

SOCIAL EUROPE

MARCH 1985 - No 1/85

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COMMISSION OF THE EUROPEAN COMMUNITIES

DIRECTORATE-GENERAL FOR EMPLOYMENT,
SOCIAL AFFAIRS AND EDUCATION

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Editorial

1984 was the year that saw the first faint glimmerings of economic recovery. Less inflation in a majority of European countries and an average growth of 2.2 % of the gross domestic product were the signs of a timid recovery. But although unemployment did not rise as much as the previous year, the official figure of over 13 million persons registered as unemployed denotes a steadily deteriorating situation. A closer look reveals that, apart from this overall figure, there is also a real decline in the situation of the unemployed, as evidenced by the number, distress and material precariousness of the long-term unemployed.

The Report on Social Developments for 1984¹ published by the Commission as an addendum to its annual general report gives a more detailed picture of these facts. It devotes some 10 chapters to an examination of other developments in addition to employment. They confirm the feeling that European society is continuing the search for a new social model or, more exactly, a new type of social relations. It is already clear from an analysis of events and trends over the last few years that this social model will, for the most part, be achieved by means of negotiation between the two sides of industry and that it is gradually taking shape.

This social dialogue is essential, whether in the field of the organization and duration of work, or in that of industrial modernization. Faced with the assaults of economic competition from the newly industrialized countries, not to mention Japan or America, the modernization of the industrial apparatus of the member countries of the Community must be coordinated, thrusting and permanent. It must also be controlled. This can only be done with the help of those who provide the creative energy: the workers and the entrepreneurs.

Both sides have legitimate interests at stake. The difficulty in social dialogue is to identify and reconcile them. Technological innovation of course has some influence on the relationship between these interests. It sets new limitations, but offers fresh possibilities for the future. The Standing Committee on Employment of the Community, which met in May 1984, and the Council at its meeting in June recognized this fact. In connection with social adjustment and technological change, the Council, confirming the consensus of principle reached by the social partners at Community level, considered that 'while the competitive position of undertakings should be preserved, particular attention should be paid to improved utilization of plant and equipment, to employment problems, to working conditions and safety at work, as well as to the length of working hours'.

This statement thus recognized the link between the need for industrial modernization and for modernization of social relations. The Community medium-term social action programme of June 1984 goes even further, stating that 'the economic aspects connected with the raising of competitiveness should not be examined in isolation from

the social aspects concerning the conditions of use of the labourforce'.

Social dialogue having thus been accepted, the task is now to consider how best to put it into practice.

It should certainly be developed at Community level to encourage the two sides of industry to seek common attitudes which, by aiming for a gradual convergence of national positions, make them compatible with the major options of European policy, the achievement of the large internal market, the industrial revival of the Community and the creation of the European social area.

As the 1984 report on social developments shows, results are most frequently achieved through collective agreements. Negotiations should therefore be undertaken at the most decentralized level possible, as it is there that the performances and limitations of enterprises are known, and it is also there that the personal aspirations of the workforce are clearest.

Thus, although the focal point of social dialogue is primarily the adaptation of conditions of employment, social relations should not be confined to this field. Who indeed can ignore those outside the working world? Those without access to the labour market, those without work – young people and pensioners – must also be able to benefit from social protection worthy of its name and in due course, from a redistribution of the results of a recovered economy. There is certainly an imperative obligation to maintain employment; there is also an obligation to protect those who have lost or left their jobs. This can be achieved by seeking the best possible adjustment between the needs and the rights of persons – including young persons on the threshold of working life – and then adapting them to the resources and potential of enterprises in the context of forward-looking labour market management which the Commission proposes shortly to outline in order to promote better balances between labour supply and demand at the regional and local levels.

If the inverse approach were to be adopted, that is to say, if extravagant claims are made or the status quo defended, a dual society would be the inevitable result: on the one hand, there would be those in employment, protected by a barrier of acquired, codified and intangible rights, and, on the other hand, a growing population, without rights or whose rights are eroding, seeking traditional forms of assistance or reduced to forms of work that date from another era.

We can no longer allow any confusion over our objectives. A growing number of people have understood this and, in a constructive spirit, have reached a compromise. The others will follow suit. But time presses!

Jean Degimbe,
Director-General for Employment,
Social Affairs and Education

¹ On sale in the 'Document' series at the Office for Official Publications of the European Communities. L-2985 Luxembourg.

Part One

Measures and guidelines

Conclusions of the Standing Committee on Employment

(25 October 1984)

Long-term unemployment is a serious and growing problem in the Community. In 1983, over 4.3 million people were continuously registered as unemployed for a year or more in the Community, of whom 2.1 million were registered unemployed for two years or more.

The Commission's recent Communication to the Council on action to combat long-term unemployment contains proposals designed to tackle both the economic and social consequences of continuing high levels of long-term unemployment.

An increasing proportion now risk remaining unemployed for a long time by the fact of becoming unemployed at all. Although job placements in the Community are still estimated to exceed 10 million a year, this is far below the level of labour turnover that existed at times of high employment and which is needed in order to maintain a flexible labour market able to adapt to changing needs. Moreover, most of the vacancies which do exist are in particular geographical areas with high housing costs or in types of jobs which require skills or qualifications unlikely to be held by long-term unemployed people.

For the individual and any dependents, long-term unemployment brings a series of financial and personal problems in its wake. Not all are entitled to claim unemployment benefits but, even for those who are, the rate of benefit generally decreases as the period of unemployment lengthens. Within 1 to 2 years, most families can find themselves reduced to the minimum level of social assistance.

Prolonged absence from regular work also has a negative effect on personal productivity as the pace of life slows so that the day can be filled with the activities that remain. At the same time, skills deteriorate through lack of use – in the case of young people, skills may be lost before they are ever put to use.

Unemployment can be such a demoralizing experience for many people that they find it difficult to compensate for lack of work by taking up other activities. Since work is still the principal means of social integration and provides a way of structuring an individual's time, prolonged unemployment can result in social isolation, loss of self confidence and loss of self esteem. The experience of long-term unemployment therefore brings changes in attitude and motivation which further reduce the chances of finding a job, turning long-term unemployment into a problem which is different in kind from the problem of unemployment in general. This is confirmed by evidence that the probability of peo-

ple leaving the unemployment register decreases the longer they remain on it.

Apart from the social costs of long-term unemployment there are obviously considerable economic costs. In terms of loss of output, the long-term unemployed probably account for a loss of 3-4 % of Community GDP below potential. Payments to unemployment benefit recipients now exceed 5 % of public expenditure in the Community, without taking account of payments made under invalidity or Early Retirement Schemes to those who have left the unemployment register.

Meanwhile, there are less measurable, but nevertheless real, longer term losses to the Community as the results of past education and training investment, and of accumulated work experience, remain unused and therefore deteriorate. Given the longer term economic costs arising from the social and health costs and the increasing costs of re-training, long-term unemployment represents the most costly form of paid inactivity.

The Commission's Communication on action to combat long-term unemployment sets out a Community policy involving actions by Governments and the Social Partners at local, regional and national levels, encouraged and supported at Community level. This policy includes efforts to create new job opportunities, to improve the flexibility of labour markets, to obtain a better understanding of the situation of long-term unemployed people and to set up a system for 'triggering' measures designed to prevent unemployed people sinking into long-term unemployment. Given the debilitating social effects of prolonged unemployment, the Commission's document also lays stress on the need to provide social contact and support and non-vocational as well as vocational activities for those who have been unemployed for long periods.

On 25 October 1984, the Standing Committee on Employment met to discuss the Communication on long-term unemployment, under the Chairmanship of Mr Ruairi Quinn, Minister for Labour of Ireland. The Ministers for



'Member States are requested to ensure that the various services concerned, including employment services, are so structured, organized and equipped that they can identify as rapidly as possible and follow-up those who are likely to become long-term unemployed'.

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Employment of the Member States, or their representatives, Mr Ivor Richard and representatives of employers' and employees' organizations also attended the meeting.

Members of the Committee fully recognized the seriousness of the problem of long-term unemployment whilst holding differing views on how best to combat the problem. The Chairman stressed the need to develop more effective policies to control the increase in the numbers of long-term unemployed people and in the longer term, to promote economic growth and reduce unemployment.

On the basis of the Commission Communication and the work of the Standing Committee on Employment, the Council of Ministers for Labour and Social Affairs, reached, on 13 December 1984, a general agreement on a resolution concerning the combat against long-term unemployment, which reads as follows (unrevised version):

General guidelines

The Council is seriously concerned about the problem of long-term unem-

ployment. It recognizes that it cannot be resolved without a general policy designed to achieve economic recovery and employment growth.

At the same time, it considers that an effective Community policy to combat unemployment must employ specific measures to take account of the serious problem of long-term unemployment. This requires both individual and joint action by governments on both sides of industry at local, regional and national levels, which should be supported at Community level.

The specific measures to be adopted should seek, in the case of long-term unemployment, to increase the efficiency of existing social and employment policies by:

- (i) improving the dissemination and comparability of information and analysis regarding long-term unemployment;
- (ii) making greater efforts to create new jobs and to increase flexibility on the labour market;
- (iii) considering the possibilities and the problems of adaptation and adjustment of working time and patterns;

- (iv) reinforcing initial and ongoing training systems and programmes so as to permit workers, and especially the long-term unemployed, to adapt and further develop their skills;
- (v) improving the organization of the employment and social-security services so that they can better effect required policy responses and so prevent the development of long-term unemployment;
- (vi) providing adequate support for those who remain unemployed for long periods.

National measures

To deal with the problem, Member States are requested, in the framework of their own policies and practices and in the light of the responsibilities and autonomy of both sides of industry, to take the following steps:

- (i) undertake and/or pursue coordinated analyses designed to provide comprehensive data on long-term unemployment in order to gain an increased awareness of the characteristics of the situation of the long-term unemployed;
- (ii) in the case of redundancy help to ensure, in cooperation with employment services and both sides of industry, that workers threatened with unemployment are informed in good time and that appropriate measures (in particular, counselling, training) are expeditiously made available to them in order to allow them to become qualified for other activities or, where appropriate, to choose early retirement;
- (iii) ensure that the various services concerned, including employment services, are so structured, organized and equipped that they can identify as rapidly as possible and follow-up those who are likely to become long-term unemployed. These services should also offer them the necessary personal assistance in good time, in particular

- in the form of in-depth guidance or training;
- (iv) identify persons who have become long-term unemployed so that suitable measures – including continuing guidance, training and specific work programmes or measures – may be taken;
 - (v) review the functioning of labour markets, notably the application of certain regulations, and, if necessary, existing practices for recruiting, selecting and laying off workers which may aggravate long-term unemployment;
 - (vi) overcome possible obstacles to the introduction of new forms of adjustment of working hours which could help the long-term unemployed to find employment, taking into account the fact that a reorganization and a reduction of working hours can only have positive employment effects if the competitive position of firms is not impaired, if there is sufficient flexibility in the labour market to prevent bottlenecks, and if appropriate account is taken of specific and sectoral characteristics, notably the size of the firms;
 - (vii) ensure that specific work programmes or measures to help unemployed persons, individually or in groups, including cooperatives, are prepared, assessed and improved, in conjunction with the various parties concerned. The scale of such programmes or measures should reflect the scale of the long-term unemployment problem at local and regional levels. Their structure and content should also be determined by local needs but should, where appropriate, incorporate an element linked with mainstream education and training provision;
 - (viii) where it is not already the case, review the rules for payment of social security and/or unemployment benefits with a view to permitting unemployed people to undertake, without losing their en-

titlement to benefits, certain voluntary activities on a temporary basis, provided that this does not affect the normal operation of the labour market;

- (ix) encourage and assist unemployed persons wishing to set up their own enterprises, for example by providing for continued income support or equivalent payments in accordance with the procedures laid down in the Resolution of 7 June 1984 on the contribution of local employment initiatives to combat unemployment;
- (x) encourage both sides of industry to:
 - (a) promote the recruitment of the long-term unemployed including through the use of government incentive schemes;
 - (b) support actively, wherever possible, voluntary and community job-creation efforts by, for example, seconding staff, allowing use of vacant premises or assisting with product identification and development;
- (xi) seek to avoid the long-term unemployed becoming discouraged and isolated by strengthening possibilities for their re-integration into the employment market by providing equal opportunities for access through public or private initiatives to activities of a professional or non-professional kind, which offer both social contact and vocational help and guidance;
- (xii) more generally, encourage greater awareness of the activities and schemes open to the long-term unemployed through various means, including the media, where appropriate.

Action at Community level

Taking into account the role played by the Community financial instruments and existing Community action programmes in combating long-term un-

employment, the Commission is requested to undertake the following supplementary action and, where appropriate, present proposals to that effect to the Council:

- (i) in collaboration with the Member States, obtain a better understanding of the nature and scale of long-term unemployment,
 - (a) by improving the collection of adequate statistics on an agreed Community basis;
 - (b) by ensuring that the Commission has the necessary information so that long-term unemployment can be explicitly taken into account as a criterion for allocating financial support, where it is foreseen, notably from the European Social Fund;
- (ii) encourage and support Member States' policy efforts, cooperate with both sides of industry in the development of their actions and provide, in accordance with the rules governing it, appropriate aid from the European Social Fund to combat long-term unemployment;
 - (a) with particular regard to the organization of the employment and related services as well as of specific work programmes or measures;
 - (b) with particular emphasis on actions to assist the recruitment and social support of the long-term unemployed.
- (iii) consider the possibility of developing positive measures aimed at giving, for example, training, retraining or work experience after a certain period of unemployment;
- (iv) undertake further research with the assistance of MISEP into those measures and practices, whether taken by Governments or the two sides of industry, which are successful in combating long-term unemployment, with a view to extending their use to other areas of the Community.



For the long-term unemployed, access to 'vacancies' noticeboard is not enough.

Photo: Yves Smets - Copyright 'Photo News', Brussels

The Council notes the Commission's intention to initiate a broad policy appraisal at Community level in order to develop a more incisive medium-term employment and social policy which is better suited to addressing the problem of long-term unemployment. Particular issues to be studied in this context will be job creation and labour market flexibility, possibilities for improving competitiveness of enterprises so as to provide more jobs, social support schemes, retirement, education and training and future patterns of life and work.

The Commission is requested to inform the Council every two years of progress made in the implementation of these actions.

Community financing for the actions set out in this section will be decided on in the framework of the budgetary procedure and in accordance with the legal commitments entered or to be entered into by the Council.

The activity of the European Social Fund in 1983

As usual at the same time every year the Commission presented its report on the activity of the European Social Fund¹ to the European Parliament and the Council in July 1984. This twelfth report covered 1983, the last year to which the regulation adopted by the Council in 1977 applied. In October 1983, the Council, based on a proposal by the Commission, adopted new rules applicable until 1988.

The report recalls the employment background to the Fund's intervention, sets out the financial and

budgetary aspects, and describes the activities by field of intervention. It analyses the regional impact of the Fund and the effectiveness of the aid given in the field of technical progress. Finally it indicates the newly adopted measures concerning the structure and management of the Fund.

The main points of the report are summarized below.

¹ COM (84) 396 final, 26. 7. 1984.

In 1983, Social Fund action was once again carried on against the background of a worsening employment situation: a decline of 1 million in the employment level; an increase in the unemployment rate from 10.4 % in December 1982 to 11.1 % in December 1983, with young people representing more than half of the total and the increase in unemployment slightly more marked for women than for men (7.3 % as against 6 %).

This deterioration in the employment situation, which has persisted for some years now, accounts for the steady increase in the volume of applications for Fund assistance, which rose to 3 179.54 million ECU in 1983 – i. e. an increase of 10 % on the previous year. As regards fields of intervention, the volume of applications was largest for operations concerning 'young people' (1 423.94 million ECU) and 'regions' (857.43 million ECU).

Commitment appropriations available amounted to 1 949.16 million ECU, an increase of 23.53 % on 1982.

Taking the net figures, the Social Fund budget represented 6.39 % of the general Community budget, as against 5.82 % in 1982.

Since the rate of increase was greater for appropriations available than for the volume of applications, the gap between needs and resources narrowed in 1983.

The total volume of applications submitted corresponded to 163 % of available appropriations as against 183 % in 1982. As in previous years – and despite a decline in the volume of applications relating to operations for

women of 21.21 % as compared with 1982 – the greatest discrepancy between applications and resources was to be found under the headings 'women' and 'migrants' (272.25 % and 162.20 % respectively).

The Commission pronounced on the applications for assistance in five batches and after consulting the European Social Fund Committee. The decisions were taken in accordance with the guidelines for the management of the Fund for 1983.² These guidelines were aimed at concentrating the action of the Fund as a whole on training operations closely linked to employment, training programmes to provide skilled labour in regions which are underdeveloped or in decline, and training in advanced technologies. The guidelines also took account of regional imbalances and the economic capacities available to remedy them.

Of the applications submitted, 86.6 % – corresponding to a total of 2 745.94 million ECU – were classified under the various levels of priority, while 13.4 % – 425.58 million ECU – were classified as inadmissible, not eligible or non-priority.

The total amount of assistance approved was 1 877.65 million ECU, corresponding to a utilization rate *vis-à-vis* available commitment appropriations of 96.33 % (as against 95.72 % in 1982). Reserves were kept in hand to meet possible parity changes, which accounts for the fact that 3.67 % of the appropriations remained unused.

As in the preceding years, almost 80 % of Fund assistance was allocated to operations under the headings 'young people' and 'regions'. Whereas

in 1982 the assistance granted was divided almost equally between these two fields, with 599.48 million ECU for training operations and aids to employment for young people and 598 03 million ECU for operations aimed at solving problems in less-developed or declining regions suffering from serious and prolonged imbalances in employment, in 1983 892.4 million ECU was allocated to operations aimed at young people and 609.27 million ECU to operations of a regional character.

Just over 81 % of the appropriations (1 538.38 million ECU) were allocated to operations submitted under a variety of fields of intervention but carried out in regions qualifying for European Regional Development Fund aid.

This represented an increase in absolute terms – the corresponding figure for 1982 having been 1 365.40 million ECU – but a decline in percentage terms as compared with the 90 % of appropriations allocated to operations in ERDF regions in 1982. This can be explained firstly by the very substantial increase in the proportion of Fund assistance allocated to operations aimed at young people in other regions of the Community and secondly by measures restricting the areas qualifying for regional aid in two Member States.

As regards the six absolute priority regions – Greenland, Greece, the French Overseas Departments, the Mezzogiorno, Ireland and Northern Ireland, the aid granted totalled 757.83

² OJ C 110, 13. 5. 1981, p. 2; OJ C 133, 25. 5. 1982, p. 17.

million ECU. This represented 49 % of the appropriations allocated to ERDF regions (as against 45 % in 1982) and 40.03 % of all assistance granted in 1983 – i.e. practically the same percentage as 1982. It should be recalled in this connection that operations in the absolute priority regions are eligible for assistance at a rate 10 % higher than that applied for the other regions of the Community.

Total payment appropriations available amounted to 1 468.74 million ECU, an increase of almost 35 % on the previous year. Of this amount, only 890.91 million ECU were used, the balance being carried over to the next financial year. The difficulties encountered in implementing the budget and the holding over pending investigation of a series of payment claims account for the fact that the proportion of pay-

ment appropriations actually disbursed was lower than in 1982 – 60.66 % as against 83.17 %.

During the year the Council, acting on a proposal from the Commission, amended the rules governing the tasks and operation of the Fund.¹ For its part, the Commission adopted several decisions concerning the management of the reformed Fund and approved guidelines for the years 1984 to 1986.²

¹ OJ L 289, 22. 10. 1983.

² OJ C 5, 10. 1. 1984, p. 2.

Council Recommendation on the promotion of positive action for women

Introduction

In Social Europe No 2/84 of September 1984 we reported that the Commission has presented to the Council a draft Recommendation on the promotion of positive action for women.

The Council adopted that Recommendation on 13 December 1984.¹ Whilst the European Parliament had sought to give more bite to the Commission proposals with a number of amendments – a Directive rather than a Recommendation, tighter controls, use of a quota system, more frequent reporting back on the implementation of positive action – the debate in the Council was always more concerned to water down the obligations placed on the national agencies concerned.

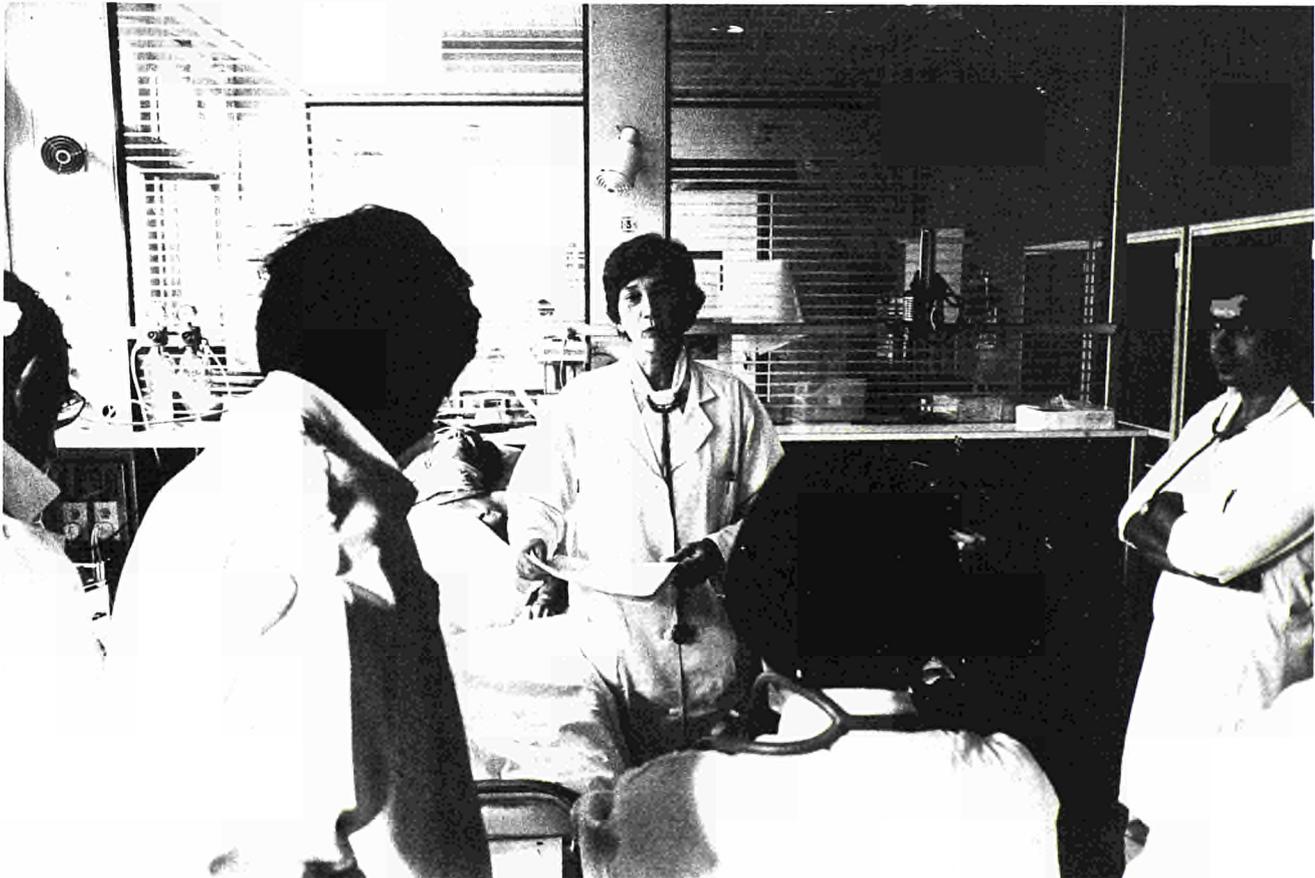
The final outcome was a compromise, but a compromise nevertheless providing a legal basis at Community level for promoting national positive action policies designed to overcome the *de facto* inequalities from which women have always suffered on the labour market.

The principal elements of the Recommendation are the adoption of a policy of positive action and the construction of a national framework for it, extending positive action to both public and private sectors and calling on public employers to play an exemplary role, information to be made available to the public at large and in the workplace, commitment by national equal opportunity committees and agencies, and both sides of industry, the collection of information on steps taken, and the monitoring and evaluation of those measures.

The Recommendation is accompanied by an annex containing an outline guide for drafting a programme of positive action in the workplace, to be used as a skeleton model for planning and implementing positive action programmes.

¹ OJ L 331/34, 19. 12. 1984.

Below is a synopsis of the text as adopted by the Council:



Being a woman, a professor of medicine and the head of an important hospital department for intensive care. . .

Photo: J. Pavlovsky · Copyright VAN PARIJS Press Agency, Brussels

Contents of the Recommendation

The Recommendation, which applies to both the private and public sectors, stresses the significant role of the latter in the furtherance of positive action, as did the previous Council Resolution of 1982 on the promotion of equal opportunities for women.

Article 1 states the general objective and recommends Member States to adopt a policy of positive action designed to eliminate *de facto* inequalities affecting women in working life and to promote a better balance between the sexes in employment within the framework of national policies and practices, while fully respecting the spheres of competence of the two sides of industry, in order to:

- (a) eliminate or counteract the prejudicial effects on women in employment which arise from existing social attitudes, behaviour and structures based on the traditional division of roles in society; and
- (b) encourage the participation of women in various occupations and sectors in which they are at present under-represented, particularly in

the sectors of the future and at higher levels of responsibility.

Articles 2 and 3 recommend the establishment of a framework containing appropriate provisions designed to promote and facilitate the introduction and extension of positive measures, and to take, continue or promote positive action in the public and private sectors.

Article 4 is aimed at ensuring that positive action covers, so far as possible, a number of important aspects, including:

- (i) informing and increasing the awareness of both the general public and the working community of the need for equal opportunities;
- (ii) respect for the dignity of women in the workplace;
- (iii) qualitative and quantitative studies and analysis of the position of women on the labour market;
- (iv) diversification of vocational choices and more relevant vocational skills, particularly through appropriate vocational training;
- (v) measures to ensure that placement, guidance and counselling

services have sufficient skilled personnel and expertise in the special problems of unemployed women;

- (vi) encouragement of women candidates and recruitment and promotion of women in sectors and professions where they are under-represented, particularly in positions of responsibility;
- (vii) adaptation of working conditions; adjustment of the organization of work and working hours;
- (viii) encouragement of supporting measures such as those designed to improve the sharing of occupational and social responsibilities;
- (ix) active participation by women in decision-making bodies, including those representing workers, employers and the self-employed.

Article 5 recommends Member States to ensure that the actions described above are made known as extensively as possible to the public and to the working community, especially potential beneficiaries.

Article 6 recommends national governments to enable national equal opportunities organizations to make a significant contribution to the promotion of such measures, which presupposes that such agencies are provided with appropriate means of action.

Article 7 is aimed at the encouragement of both sides of industry to promote positive action within their own organizations and in the workplace, such as by suggesting guidelines or codes of good practice.

Article 8 provides for the public services to adopt an exemplary role. It recommends Member States to make efforts to promote equal opportunities in the public sector, to serve as an example, particularly in those fields where new information technologies are being developed.

The final article deals with the gathering of information on steps taken by public and private bodies, and the



A woman among men at the Ecole de l'Air (Air Force Academy) at Salon de Provence.

Photo: Alain Nogues - Copyright VAN PARIJS Press Agency, Brussels

follow-up and evaluation of such measures.

The Commission is now preparing a more comprehensive code of good practice for distribution to all those concerned or interested, in particular potential promoters of positive actions. The Commission will be working in conjunction with both sides of industry to ensure widespread exposure for its new guide.

The Commission will be reporting back to the Council on the progress achieved in the implementation of the Recommendation within three years of its adoption.

Marie José Raetsen



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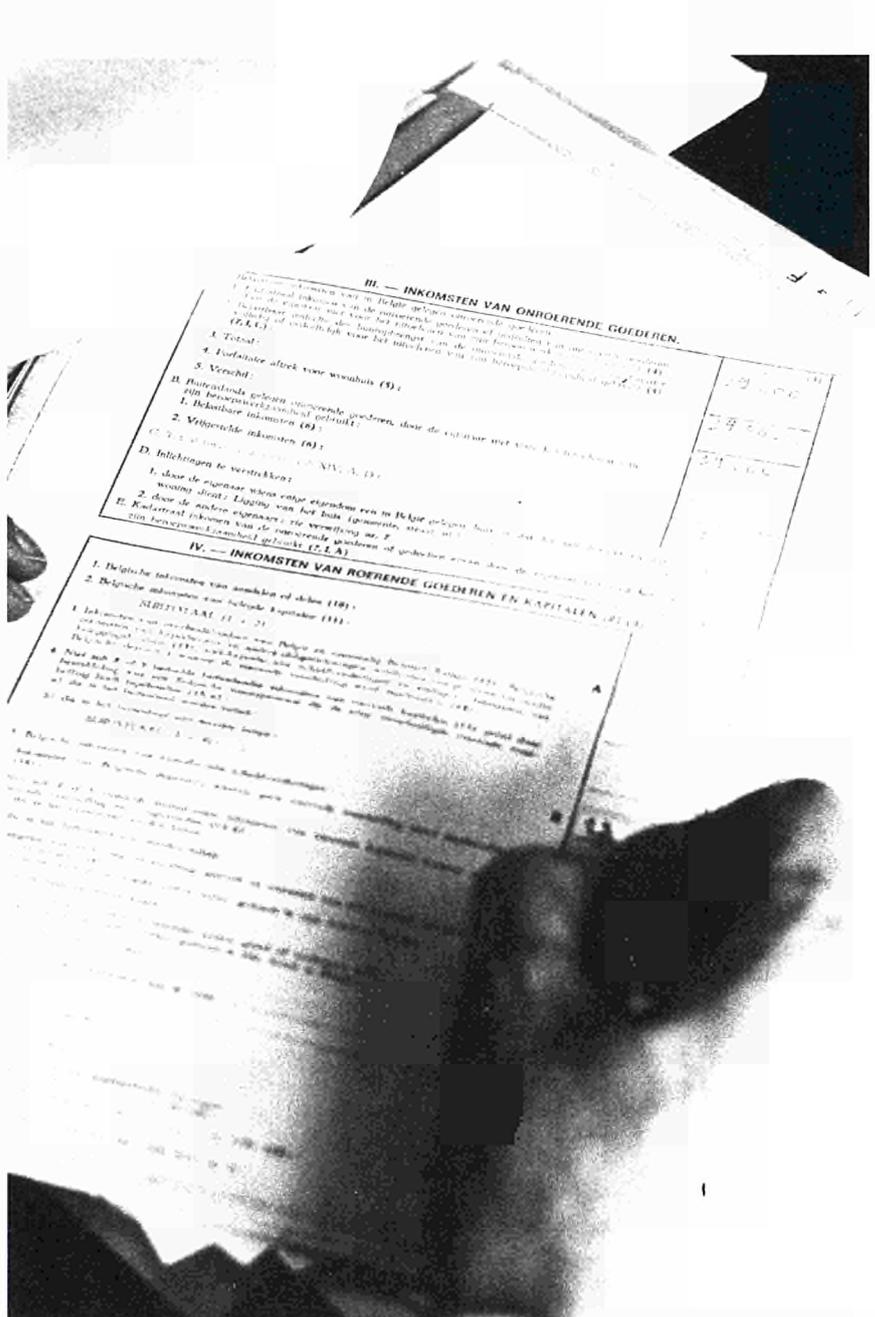
Memorandum on income taxation and equal treatment for men and women

The Commission adopted on 12 December 1984, a memorandum on the subject of income taxation and equal treatment for men and women.

This initiative is based on Action 6 of the New Community Action Programme on the Promotion of Equal Opportunities for Women, which states as its aim the need to implement the principle of equal treatment by revising income tax systems which appear to have an indirect adverse effect on women's employment, their right to work and their promotion in employment.

The first task of the Commission was to analyse the present systems of income taxation in the Member States, and a study was commissioned to this end, which concluded that equality was best served under systems of separate taxation. Work has also been undertaken in this same area by the European Parliament's Committee of Enquiry into the situation of women in Europe, whose report entitled 'Taxation: special problems encountered by women' reached substantially the same conclusions as the Commission's study.¹

The aim of the Memorandum is essentially to provide the elements for a discussion of this problem at Community level, in describing the existing systems and in drawing out the problems relating to equal treatment of married women in the different elements that make up the systems of income taxation.



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There are two basic forms of income taxation, those which use the household as the tax unit and those which use the individual. In the Community some Member States have chosen to use only a system of separate taxation, others only an aggregate system. In yet others a choice is offered between taxation as an individual or as a couple.

A recent survey² was undertaken into discrimination against women at work in the 10 Member States.

One of the questions put was as follows:

'Some people say that the way income tax works in your country makes it, in certain families, hardly

¹ See *Social Europe* No 1/84, p. 56.

² *European women in paid employment 1984* (V/1240/84-EN).

worthwhile for the wife to work because too much of what she earns is taken away in tax from her or her husband's salary'.

It was interesting to note that the highest percentages of women who felt the tax system did dissuade married women from working came from Ireland, Luxembourg and Belgium, where aggregate taxation is the rule. The lowest percentages came from Italy and Greece, where separate taxation is applied.

It would, at a time when the number of married women on the labour market is increasing, be difficult to assess the precise role played by systems of taxation in married women's decisions to work or not. It can, however, be said

that when analysing income tax systems from the point of view of their impact upon married women, a difference in treatment can be found under many systems of aggregate taxation.

As the Memorandum states 'the system with the most neutral effect from the point of view of men and women workers is that of separate taxation, in that the fact of being a married woman does not of itself alter the tax paid by an individual'.

The Memorandum also deals with other elements of the taxation systems, pointing out problems relating to allowances, which are sometimes only available to the husband, tax returns for which only the husband is responsible in some cases, and the inability to

deduct the real expenses involved in child-care where both parents work.

The intention of the Commission in this respect is to raise these issues for discussions at Community level, where it is possible to draw on the different experiences of Member States with respect to equal treatment within the taxation systems, which 'should serve to clarify the issues involved with a view to stimulating a more detailed review within the Member States of current provisions', on the basis of the Commission's conclusion that 'A system of totally independent taxation is to be recommended from the point of achieving equal treatment and thus at least an option of separate taxation should be available to couples'.

Sarah Evans

Information and consultation of employees in the Member States of the European Community



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Over recent years there has been increasing acceptance of the idea that cooperation in undertakings between employees and management is an effective means of improving industrial relations, increasing productivity, and creating for employees, especially of larger undertakings, a valuable sense of identity with the economic entity for which they work.

Cooperation may be understood as a shared approach by employers and employees to matters that concern them both. The present economic situation often imposes difficult decisions on management, and where employees can be involved in problems by informing them of the issues and considering their views, a climate of mutual trust and social cohesion can be created. Such a climate is a necessary foundation for the well-being of the under-

taking, the employees, and the community.

The Council of the European Communities is presently considering an Amended Commission Proposal for a Directive in this area to encourage procedures for informing and consulting the employees of undertakings with complex structures.¹ The Amended Proposal is often referred to as the 'Vredeling-Richard Directive' after the two consecutive Social Affairs Commissioners responsible for its inception and reformulation, Mr Henk Vredeling of the Netherlands and Mr Ivor Richard of the United Kingdom. It contains two core obligations – to provide certain information once a year to the representatives of the employees of complex undertakings, and to consult them in advance of important decisions which affect them. The aim of the

following tables is to provide a background to the Amended Proposal by illustrating the present situation in the Member States of the Community relating to national provisions on information and consultation of employees. The Amended Proposal also contains important provisions on scope, definitions, enforcement and sensitive information, and the tables provide information on these matters also.

Information

Information has to be provided by the employer at regular intervals (annually, quarterly, etc.) in Belgium, France, Luxembourg and the Netherlands. The United Kingdom requires information to be provided before or during collective bargaining, and Germany requires information to be pro-

vided to the Works Council in good time on all aspects of its duties.

National provisions generally provide whether the information has to be provided orally or in writing, and as a general rule written information is required where information is less frequent or concerns larger undertakings.

A broad and varied range of subjects must be covered, relating to the financial, economic, social and staffing situation of the employer. These are mainly retrospective, but there are some requirements for prospective information such as plans, outlook, and forecasts. Where information requirements exist, they are generally more demanding than the minimum list set out in Article 3(2) of the Amended Proposal, with the exception of group information, especially from abroad. This is covered by some jurisdictions such as Belgium, but excluded or limited by others, such as the Netherlands.

Consultation

All the Member States require consultation of employees by their employers before certain decisions with important consequences for the employees are taken.

Consultation normally consists of the provision of relevant information in good time for the employee representatives to form and express an opinion to the employer with a view to influencing the decision. If the employer is unable to follow the view of the employee representatives, it is normally required to explain why. Employee representatives only have the right to be heard in some instances, but there are other important cases where they effectively enjoy a right of codecision. This may take the form of a right to take certain decisions themselves, as in Luxembourg, or a duty to obtain their consent, as in Germany, Italy and the Netherlands. The Amended Proposal itself requires employers to inform the employee representatives of a proposed decision, receive their opinion

on it, consult on the measures consequential to the decision, and endeavour to reach an agreement. The employer's right to take the decision is unaffected.

The subject matter of consultation varies widely, but certain subjects are common to all Member States. They include proposed collective dismissals (in accordance with Council Directive 75/129/EEC)² and (except Greece) transfers of undertakings or parts of undertakings (in accordance with Council Directive 77/187/EEC)³ and matters relating to health and safety at work. An increasingly important topic of consultation is the introduction of new technology, which is specifically provided for in Belgium, Denmark and France, and is covered more generally in Germany, Luxembourg and the Netherlands.

The Amended Proposal requires consultation in advance of decisions which will have 'serious consequences' for the employees of the employer (Article 4 (1)), a single criterion for mandatory consultation which is illustrated by a list of possible cases (set out in Article 4 (2)). A similar approach exists to a certain extent in Germany and Denmark, but most national provisions refer to specific circumstances.

In one important respect the Amended Proposal is more limited in scope than any of the national provisions described, which apply in principle to any employer, subject to the various national criteria and thresholds set out in the tables under 'Undertakings covered'. In contrast, the Amended Proposal only applies where there is a group or complex undertaking, and where employees are likely to be affected by a decision taken otherwise than by their immediate employer. Thus the head office of a group or complex undertaking will be excluded, and there is no requirement to consult employee representatives of a subsidiary or establishment (the local employer) where it is the employer itself that intends to take the decision. Thus the Amended Proposal leaves autonomous decision-making by local employers to national law.

Employee representatives

There are two basic approaches to cooperation in the Member States, which may be described as the dual- and single-channel approaches. The majority of the Member States distinguish between collective bargaining, which is carried on by the trade unions, and cooperation, which is carried on by distinct 'collegiate' bodies such as Works Councils, Mixed Committees and Cooperation Committees at undertaking or establishment level. This is the dual-channel approach, and exists in Belgium, Denmark, France, Germany, Luxembourg and the Netherlands. In contrast, all aspects of employee representation are carried out by the trade unions alone in three jurisdictions – Ireland, the United Kingdom and in practice Italy. Under this single-channel approach, plant-level cooperation is the responsibility of Shop Stewards, employees who serve as unpaid, part-time union officials. In Greece, a redundancy consultation committee must be set up where no predominant trade union is present.

Both approaches are consistent with direct access by the employer to the employees. It may be limited to the case where there are no employee representatives in the workplace, as in Denmark and Ireland, where the employer is required to consult employees on proposed transfers where there are no employee representatives present. The national provisions here are in accordance with Article 6(5) of the Transfer of Acquired Rights Directive of 1977.³ Alternatively there may be direct access without prejudice to the rights of employee representatives, as in Germany, where the employer is required to report to the staff at least quarterly. This latter approach has been adopted by the Amended Version, Article 5(5).

A second important distinction which must be made concerns the establishment of employee representative bodies. The dual-channel systems, with the exception of Denmark, obligatorily require the establishment of 'cooperation' institutions where a minimum number of employees is em-

ployed (see 'Thresholds', below). These may be described as mandatory systems. Two of the single-channel systems, Ireland and the United Kingdom, are voluntarist in the sense that no cooperation (or indeed negotiation) exists without the consent of both the collective parties involved. Moreover, the employer must agree to bargain with the trade union for any of the statutory rights to apply. Thirdly, Denmark and Italy constitute an intermediate category, where the employees (and in principle the employer) may unilaterally require the establishment of a Cooperation Committee or Union Delegation where the number of employees exceeds the minimum threshold.

In the light of these differing national approaches, the Amended Proposal defines 'employee representatives' in Article 1 (e) (drafted in the same terms as the analogous Article 2(c) of the Transfer of Acquired Rights Directive of 1977)³ so as to leave the Member States free to decide, according to their own national law or practice, to what institutions the new cooperation rights ought to be accorded.

Lastly, France, Germany and the Netherlands provide for cooperation rights to be accorded to higher-level representative bodies such as Central Works Councils, for undertakings where there are a number of establishments, and Group Works Councils. The Central Works Council has to be established in all three jurisdictions, and handles matters of common interest, either as of right in France and the Netherlands, or with the consent of a majority of the individual Works Councils, as in Germany. The Group Works Council is mandatory only in France, but it has a narrower, informational, role than its optional Dutch and German equivalents.

The Amended Proposal refers to these existing higher-level bodies and provides that they should receive information of common interest to all employees, and that they should carry out consultation on appropriate matters with the consent of the establishment

representative bodies (Article 5, paragraphs 1 and 2).

Participation in decision-making bodies

Six Member States currently provide for employee participation on the boards of companies – Denmark, Germany, Luxembourg and the Netherlands in the private sector and France and Ireland in the public sector. The public sector experiment in the UK at the Post Office and British Steel seems to have come to an end. Employee participation forms an important part of the industrial relations philosophy of these jurisdictions, and ranges from a totally integrated legislative structure for cooperation and participation such as in Germany to the system in Denmark, where collective bargaining is preferred to collective labour law, but legislation requires company Boards to ensure effective channels of communication with the employees on designated subjects. The tables therefore provide a separate, brief review of certain provisions in this area.

It should be noted, however, that there is a fundamental distinction to be made between cooperation and participation. Worker directors participate in taking all the decisions of a company, and their interests and obligations are not limited to matters affecting the workforce as such. They contribute their perspective to corporate decision-making, which is the subject of a separate Community initiative, the Amended Proposal for a Fifth Directive on Company Law.⁴ Due to their different role, worker directors have been excluded from the definition of employee representatives in Article 1(e) of the Amended Proposal.

Thresholds

The mandatory and intermediate systems described above lay down 'collegiate thresholds' for the application of cooperation rights. These are always framed in terms of a minimum number of employees employed at the undertaking or, where there are a

number of establishments, at the establishment. The thresholds range from a minimum of 5 employees for the compulsory establishment of a Works Council in Germany to 150 employees for a Mixed Committee in Luxembourg, with an average of around 50 employees, the figure employed in Denmark and France.

In addition, Member States may establish different thresholds for institutions with different functions or different thresholds to confer different rights on the same institution. Thus in Germany there are different provisions for Works Councils depending on whether there are 5 or 20 employees, and a different institution, the Finance Committee, must be established where there are 100 employees. There are differing thresholds in all the mandatory and intermediate jurisdictions. In contrast, there are no such thresholds in the two voluntarist Member States, so that all employers of whatever size may be covered in principle. This is balanced, however, by the absence of any legal requirement for employers, no matter how large, to recognize trade unions for collective bargaining and thereby to subject themselves to statutory obligations.

The Amended Proposal therefore includes the 'collegiate threshold' (Article 5 (4)) as a flexible option to accord with the different laws and practices of Member States. It is drafted in the same terms as the analogous Article 6 (4) of the Transfer of Rights Directive of 1977.³

It should be noted in passing that the Amended Proposal is significantly narrower in scope than existing national provisions because it contains a 'global threshold' of 1 000 employees employed by the group within the Community (Article 2(1)). This global threshold was requested by the European Parliament to exclude small and medium enterprises from the scope of the Proposal. It reflects the starting point of the Amended Proposal, the complex undertaking, and has no equivalent in national laws, which are based on the individual employment unit.

Relevant provisions

Relevant provisions include legislation, collective agreements, and codes of practice. In the mandatory jurisdictions, legislation establishes the relevant institutions and obligations. This includes Belgium, where the relevant collective agreements are normally extended into law by Royal Decree. The two intermediate jurisdictions allow the social partners to create their own legally binding obligations by way of agreement, but these are normally based on framework measures created by statute or collective agreement at national or sectoral level.

The voluntarist States employ a mixture of procedural legislation and guidelines, known as Codes of Practice. The codes are not legally binding, but are intended to influence the content and practice of collective bargain-

ing by illustrating good industrial relations practice. Thus the UK Disclosure of Information provisions are supplemented by guidance in the code on the type of information which ought to be provided and which may be withheld. In Ireland, the code is still in draft form, pending consultation with interested parties, but it has been included to demonstrate how existing collective agreements based on good industrial relations practice refer to information and consultation.

Enforcement

The Amended Proposal envisages three types of measure – appropriate penalties for an employer which does not inform or consult as required, interim measures to ensure the obligation to consult, and measures to review and enforce the secrecy and confidentiality provisions.

1. Appropriate penalties

Legal sanction for failure to inform or consult exists in every Member State, regardless of the type of system.

In the intermediate systems, whilst the parties are free to create their own obligations, collective obligations once made are strictly enforced by means of damages and fines. In the voluntarist and mandatory States, legislation provides for the consequences of breach of the statutory obligations laid down, and includes fines, imprisonment, compensation and damages. In Germany and the Netherlands, failure to consult with regard to dismissals cannot be carried out until consultation has taken place and purported decisions without such consultation are null and void. In the United Kingdom, failure to consult is sanctioned by individual claims for compensation, and failure to inform is sanctioned by a unique procedure be-



Workers anxious about their future.

Photo: Yves Smets · Copyright 'Photo News', Brussels

fore the Central Arbitration Committee resulting in an award of terms and conditions of employment into individual contracts of employment which must then be enforced before the ordinary common law courts.

2. Interim measures

Italian law provides a swift oral procedure to restrain 'anti-union activity' by the employer, resulting in a 'cease and desist' order by the Praetor, enforceable by fine or imprisonment. In the Netherlands, the Works Council has a right to appeal a decision by the employer within one month of the decision being made. The Court of Appeal in Amsterdam can overturn decisions

which it judges to be 'unreasonable'. As with dismissals, the sanction is legal nullity. In Germany, wrongful staff movements and gross violations by the employer may be restrained by order of the Labour Court, enforceable by periodic fines.

3. Secrecy and confidentiality

Article 7 (3) of the Amended Proposal provides that disputes concerning decisions by the employer as to whether information may be withheld or characterized as confidential must be submitted to a court or other competent authority.

Provisions for review may be found in Belgium, the Netherlands and the United Kingdom, and are administrative rather than judicial. In contrast, sanctions for breach of confidentiality, as in France, Germany and Luxembourg are normally administered by the courts.

Conclusion

Law and practice in the Member States varies widely, but a common theme of cooperation and concertation by way of mutual information and consultation can be found throughout. The Tables are not comprehensive, but it is hoped that they provide a fair overview of each system and of the whole.

Christopher Docksey



'Fellow committee members, I should like to introduce the new Production Director.'

Footnotes to Community instruments

¹ Amended Proposal for a Council Directive on procedures for informing and consulting the employees of undertakings with complex structures, in particular transnational undertakings; OJ C 217/3, 12.8.1983; Supplement 2/83 – Bull. EC.

² Council Directive of 17 February 1975 on the approximation of the laws of the Mem-

ber States relating to collective redundancies (75/129/EEC).

³ Council Directive of 14 February 1977 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or part of businesses (77/187/EEC).

⁴ Amended Proposal for a Fifth Directive concerning the structure of public limited companies and the powers and obligations of their organs; OJ C 240/2, 9.9.1983, Supplement 6/83 – Bull. EC.

N.B. The documents cited are available from the Office for Official Publications of the European Communities, L – 2895 Luxembourg.

**Table on national provisions which relate to the amended
proposal for a Council directive on Procedures
for Informing and Consulting Employees**

SOCIAL EUROPE

	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
BELGIUM	Act of 20. 9. 1948, amended 1975, extended to non-profit sector by Royal Decree of 24. 1. 84 (definitions, establishment of Works Councils). Collective Agreement No 9 of 9. 3. 1972, extended by Royal Decree of 12. 9. 1972, amended/extended 1974. Royal Decree of 27. 11. 1973 (competence and functions).	Undertakings ('technical operating unit' equals plant/establishment' may include legal entity) which employ at least 100 employees.	Works Council (exists to promote collaboration between employer and employees). Established at technical operating unit level. No obligatory worker representation at group level.	<ul style="list-style-type: none"> - works rules - criteria for dismissal, re-engagement - holidays - social services - working language, <hr/> <ul style="list-style-type: none"> - labour standards - vocational training - criteria for dismissals and recruitment - job classification - handicapped workers
	Collective Agreement No 24 of 2. 10. 75, extended by Royal Decree of 21. 1. 1976.	Undertakings which employ at least 20 employees.	Works Council or Union Delegation or (in default) the workforce or its representatives.	<ul style="list-style-type: none"> - changes in the structure of the undertaking (see 'information') - measures to avoid or limit collective dismissals or transfers - programme of collective dismissals, transfers and alterations - social measures to be taken
	Collective Agreement No 5 of 24. 5. 1971.	Undertakings covered by collective agreements concluded at Joint Committee or undertaking level.	Union Delegation.	Application of social legislation, collective agreements and work rules.
	Collective Agreement No 39 of 13. 12. 1983 extended by Royal Decree of 25. 1. 1984.	Undertakings which employ at least 50 employees.	<ul style="list-style-type: none"> - Information: to Works Council or, if none, to Union Delegation. - Consultation: with Works Council, Safety Committee, Union Delegation, as appropriate. 	Social consequences of introduction of new technology, i.e.: <ul style="list-style-type: none"> - employment prospects, re staff, structure, planned social measures, - organization of work, working conditions, - health and safety of employees, - skills required and possible training measures,
	Royal Decrees of 11. 2. 1946 and 3. 12. 1946. Act of 10. 6. 1952. General Regulation for Protection of Labour.	Undertakings which employ at least 50 employees.	Committee on Safety, Health and Improvement of the Workplace.	<ul style="list-style-type: none"> - policy of preventing work accidents and occupational diseases, - employer's annual plan of action, together with changes, implementation and results thereof, - all proposals and measures affecting safety and health (advice only).

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
<p>Codecision</p> <hr/> <p>Works Council has right to advise and consult, i.e. formulate suggestions, objections, opinions; employer must indicate response.</p> <hr/> <p>Inform on:</p> <ul style="list-style-type: none"> - economic, financial and technical reasons which cause or justify change, - economic, financial and social consequences thereof. <hr/> <p>Right to exercise certain rights of Works Council or Safety Committee where less than 50 employees.</p> <hr/> <p>At least 3 months before employers introduces new technology with significant¹ collective effects on employment, work organization or working conditions, must:</p> <ol style="list-style-type: none"> 1. provide written² information: <ul style="list-style-type: none"> - nature of new technology, - economic/financial/technical factors justifying its introduction, - periods for putting it into operation, - social consequences brought about. 2. concert on social consequences (attempt to reach common approach). <hr/> <p>Formulate advice and proposals (employer must draw up annual plan of preventive action to protect safety and health, provide it before each 1 November to Committee).</p> <hr/> <p>¹ where 50% and at least 10 of relevant employees are affected.</p> <p>² orally where disclosure could be liable to cause serious detriment to the undertaking.</p>	<p>Works Council has right to discuss information, ask questions, receive explanations.</p> <p>The Works Council must be given a clear and accurate view of the overall situation and development of the legal entity, the undertaking, or any economic or financial group to which it belongs.</p> <p>The term group covers multi-establishment undertakings, multinationals and groups of undertakings constituting an economic entity.</p> <p>The information supplied must be placed in its economic, national and sectoral context, with guidance as to particular features of the regional/group situation.</p> <p>If the undertaking (or group) is a company:</p> <ul style="list-style-type: none"> - Works Council must discuss information before annual general meeting (minutes given to shareholders). - Any document given to shareholders must also be given to Works Council. 	<ol style="list-style-type: none"> 1. After each Works Council election (every 4 years). In writing. <hr/> <ol style="list-style-type: none"> 2. Annually, within 3 months of end of financial year. In writing. Where undertaking is part of group with consolidated yearly accounts, appropriate details must be given to Works Council. <hr/> <ol style="list-style-type: none"> 3. At least quarterly. Orally, backed by written summaries. <hr/> <ol style="list-style-type: none"> 4. Occasional: whenever decisions are taken or events occur which can have 'important consequences' for the undertaking, especially where manning levels are likely to be affected, eg: structural changes (see 'consultation'). <p>In good time before transfer.</p> <hr/> <p>Before collective redundancies.</p>	<ol style="list-style-type: none"> 1. 'Basic information': legal status, competitive position, production and productivity, financial structure, budgets and cost, personnel costs, research, public aid, future plans, organization chart. <hr/> <ol style="list-style-type: none"> 2. Written report up-dating Basic Information. Balance sheet, profit and loss accounts, wages. Staffing situation, structure + evolution of, and prospects for employment. Evaluation of economic and social impact of introduction of new technology. <hr/> <ol style="list-style-type: none"> 3. Business situation, management strategy and changes, update of employment prospects. <hr/> <ol style="list-style-type: none"> 4. Comments on expected consequences of event or decision on development of company's activities and situation of employees. <hr/> <p>information on economic/financial/technical factors which justify change in undertaking, and on effects of transfer on employment prospects, organization work, and general employment policy.</p> <hr/> <ul style="list-style-type: none"> - reasons for redundancies - number of employees to be dismissed - number of employees normally employed - period over which dismissals to be effected 	<ul style="list-style-type: none"> - Criminal fine and imprisonment (for between 8 days and 1 month). - In default of above, administrative fine may be imposed (Act of 30.6.1971) - Fine may be multiplied by number of employees employed in contravention of law, up to statutory maximum. - Penalties doubled in the case of a second offence. <p>Secrecy</p> <p>Certain information may be withheld where disclosure is liable to cause problems for company, which must obtain prior approval of official of Department of Economic Affairs.</p> <p>Confidentiality</p> <ul style="list-style-type: none"> - Members of Works Council must use information with proper discretion in order to protect company's interests. Penal sanctions for breach. - Employer may specify confidential aspects of information which, if diffused, might cause problems for company. Department of Economic Affairs official may settle disputes on nature of information. <p>New technology</p> <p>Where employer is in breach of obligations and employee is dismissed as result of introduction of new technology, dismissed employee is entitled to special compensatory payment equal to 3 months' gross pay.</p>

SOCIAL EUROPE

	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
DENMARK	Main Agreement between Trade Union Confederation (LO) and Federation of Employers' Associations (DA) of 1981.	Industrial and Commercial undertakings and establishments covered by collective agreements at undertaking or establishment level.	Shop steward, elected to represent particular skill or trade union. Convenor, elected by all Shop Stewards. Where different establishments may elect Convenor for undertaking.	All local questions relating to employees and their working conditions. - daily administration of work and production, - planning and implementation of decisions involving major alterations in operation of the undertaking, - technical, economic, personnel and environmental consequences of alteration of existing technology or introduction of new technology for employees.
	National Cooperation Agreement between Trade Union Confederation (LO) and Federation of Employers' Associations (DA) of 2. 10. 1970 (effectively an annex to Main Agreement above). Similar agreements exist for the public services.	which employ: - 50 or more employees, - less than 50 employees.	Cooperation Committees - at wish of management or majority of employees, - where management and employees consent.	- general principles re conditions of work, safety and welfare of employees, hiring and firing, - education and training in new technology of employees who are to operate it, - internal collection, storage and use of personal data by undertaking.
	Agreement on New Technology between LO and DA of 1. 3. 1981 - annex to National Cooperation Agreement.		Technology Committee - set up to assist Cooperation Committee, if desired, for matters of new technology, - where no Cooperation Committee exists, it may be specially set up,	
	Working Environment Act (AML) of 1975.	Most employers which employ: - up to 10 employees, - 11 or more employees.	- employees themselves, - group to represent employees and management,	Health and safety.
	Act (AFML) of 26. 1. 1977. Ministry of Employment Decree No 74 of 4. 3. 1977	Undertakings and establishments (defined as 'technical operating unit') private and public.	- as above, if exist, - if none, the employer concerned.	When employer proposes to create collective redundancies.
Act (LLV) of 21. 3. 1979.	Private and public undertakings.	- as above, if exist, - if none, the employees affected by the transfer, or some of them.	When employer is concerned in a transfer of an undertaking or part of an undertaking and envisages measures re employees.	

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
<p>Scope of consultation</p> <p>inform and discuss.</p> <hr/> <p>Right to exercise co-influence:</p> <ul style="list-style-type: none"> - employer must put issue to Cooperation Committee before acts so that, - Committee has opportunity to discuss issue, make proposals and give advice to employer. <hr/> <p>Limited right of codetermination:</p> <ul style="list-style-type: none"> - both sides must try to reach agreement on such issues, - employer has right of veto, - if no agreement reached, employer has right to decide principle. <hr/> <ul style="list-style-type: none"> - general obligation to inform and consult, - information and consultation at meetings. 	<p>Scope of information Disclosure requirements</p> <p>Information to be supplied on:</p> <ul style="list-style-type: none"> - current economic situation, - future prospects of the undertaking. <p>With the exception of information:</p> <ul style="list-style-type: none"> - the discussion of which may be detrimental to parties' interests, - about personal matters. <hr/> <p>Plans to introduce new technology or alter existing technology.</p>	<p>Timing of information.</p> <p>As agreed.</p> <hr/> <p>Same as submitted to General Meeting.</p> <hr/> <p>Before introducing new technology or altering existing technology.</p>	<p>Information to be communicated</p> <ul style="list-style-type: none"> - orders and materials situation, - undertaking's position within sector, - structural rationalization affecting terms of work and production, - marketing potentialities at home and abroad, - economic resources, - programme for reducing costs, - accounts and reports. <hr/> <p>Evaluation of the consequences of the planned alterations.</p>	<p>Enforcement</p> <p>Recourse to National Cooperation Board, established to promote cooperation within undertaking and resolve conflicts between employees and management at undertaking level.</p> <p>Breach of a Board ruling may result in award¹ by Labour Court (or party may go direct to Labour Court for breach of Agreement) S. 12, Labour Court Act (ARL) of 1973.</p> <hr/> <p>Re new technology, if Cooperation Board unable to resolve a dispute, may refer issue to special Technology Board, which may make award¹ for breach of the Agreement.</p> <hr/> <p>Working Environment Act is enforced by Ministry of Labour and Directorate of Factory Inspection.</p> <p>Breach of ARL obligations is punishable by fines</p>
<p>Ways and means of avoiding or reducing redundancies and mitigating their consequences.</p>	<p>All relevant information concerning the proposed collective redundancies.</p>	<p>Before consultations, which must be as soon as possible.</p>	<p>In particular:</p> <ul style="list-style-type: none"> - reasons for redundancies, - number of employees to be made redundant, - number of employees normally employed, - period over which redundancies to be effected. 	<ul style="list-style-type: none"> - penalties under criminal law, - award¹.
<p>At least, inform and consult re measures envisaged in relation to the employees with a view to seeking agreement.</p>	<p>Information on transfer.</p>	<p>In good time before transfer and before employees' working conditions are affected by it.</p>	<ul style="list-style-type: none"> - reasons for transfer, - legal, economic and social implications for employees, - measures envisaged re employees. 	<p>Award¹.</p> <hr/> <p>¹ award ('bod') consists of two parts:</p> <ul style="list-style-type: none"> - fine, kept by complainant association, - damages, passed on to injured party, - may be limited to warning if extenuating circumstances exist.

	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
GERMANY	Works Constitution Act of 15. 1. 1972.	Establishments which employ at least 5 employees.	<p><i>Works Council</i> (exists to work with employer in spirit of mutual trust; may not engage industrial conflict with employer),</p> <ul style="list-style-type: none"> - reports to Works Meeting of staff once every calendar quarter. <p>Central Works Council at undertaking level (obligatory where 2 or more establishments).</p> <p>Group Works Council (option: choice to Works Councils).</p> <p><i>NB:</i> Central (or Group) Works Council is competent for multiplant (or Group) matters which establishment (or Central) Works Council cannot handle themselves and which they have voted to refer.</p>	<p>All Works Council tasks, at joint meetings with employer at least once a month.</p> <hr/> <p>Manpower planning, present/future manpower needs, resulting staff movements, vocational training measures.</p> <hr/> <p>Any plans concerning:</p> <ol style="list-style-type: none"> 1. construction/alteration/extension of premises of establishment, 2. technical plant, 3. working process and operations, 4. jobs. <hr/> <p>Guidelines re selection of employees for recruitment, transfer, regrading and dismissal.</p> <hr/> <p>Dismissals (must indicate reasons).</p> <hr/> <ul style="list-style-type: none"> - working hours, - introduction/use of monitoring equipment, - allocation of company-owned accommodation, - fixing of performance - related remuneration, - arrangements re health and safety. <hr/> <ul style="list-style-type: none"> - reduction of operations in, closure or transfer of whole or important departments of establishment, (1000 employees minimum: Council may request guidelines on technical, personal and social criteria), - important changes in organization, purposes or plant of establishment, - introduction of entirely new work methods and production processes, - amalgamation of establishments. <hr/> <p>Individual staff movements (any engagement, grading or transfer).</p>
		<p>Establishments which employ at least 20 employees.</p> <hr/> <p>Establishments which employ at least 100 employees.</p>	<p><i>Finance Committee</i> appointed by Works Council. Duty to consult with employer on financial matters (see 'information') and report to Works Council.</p>	

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
<p>Discuss matters at issue with earnest desire to reach agreement and make suggestions for resolving differences.</p> <hr/> <p>Inform in full and in good time and consult on nature and extent of required action and means of avoiding hardships.</p> <hr/> <p>Inform in due time and consult on action envisaged, particularly on impact on work and demands on employees.</p> <hr/> <p>Obtain approval.</p> <hr/> <p>Codetermination – consult, seek consent.</p> <hr/> <p>Codetermination – obtain agreement.</p> <hr/> <p>Inform in full and in good time and consult on any proposed alterations which may entail substantial prejudice to staff or large sector thereof. May agree on Social Plan to compensate for or to mitigate any detrimental economic consequences of change for employees.</p> <hr/> <p>Codetermination – inform and obtain consent.</p>	<p>Employer must supply comprehensive information to Works Council in good time to enable it to discharge its tasks (see 'consultation').</p> <p>Employer may only withhold very limited technical information which involves a risk that trade/business secrets may be disclosed. Trade/business secrets may be provided by employer in confidence, and must not be divulged or misused (punishable by fine or prison).</p>	<p>At least annually.</p> <hr/> <p>At least quarterly (1 000 employees: in writing, 20 employees: orally).</p>	<p>Report to Works Meeting: – financial position. – staff questions and social affairs.</p> <hr/> <p>Report to Staff: – financial situation and progress of company.</p>	<p>Failure to comply with obligation to supply information truthfully or completely at proper time is minor offence, may be punished by maximum fine of DM 20 000.</p> <p>Gross violation of duties by employer: Labour Court may order employer to: – cease and desist, – allow or perform an act. Disobedience may result in fine maximum DM 20 000 for each violation.</p> <p>Alterations: If employer fails to comply with agreement with Works Council, or has not attempted to reach an agreement, any resulting dismissals render employer liable in Labour Court to pay indemnities. Any other financial prejudice to employee shall be made good for period up to 12 months.</p> <p>Labour Court may order employer to rescind wrongful staff movements. Employer may be compelled to cancel the change by imposition of daily fines, maximum DM 500.</p>
	<p>Specified information to Finance Committee plus any other circumstances or projects which may materially affect the interests of the employees. Must demonstrate implications for manpower planning.</p>	<p>Finance Committee may request information; must be furnished 'in full and in good time'. Committee meets monthly.</p>	<ol style="list-style-type: none"> 1. economic and financial situation, 2. production and marketing situation, 3. production and investment programmes, 4. rationalization plans, 5. production techniques and (particularly introduction of new) work methods, 6. reduction of operations in or closure of establishments or parts thereof 7. transfer of establishments or parts thereof, 8. amalgamations of establishments, 9. changes in organization or objectives of establishment. 	<p>Conciliation Committee may decide disputes re information not or only partially provided or provided late to Finance Committee and failure to agree on alterations or Social Plan with Works Council.</p>

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	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
GERMANY	Protection against Dismissal Act of 25. 4. 1978.	Establishments which employ at least 5 employees.	Works Council.	In good time before proposed collective redundancies; at least 2 weeks before declaration of dismissals.
GREECE	Collective Redundancies Act 1983.	Firms with 20 or more employees.	Either employees' representatives or trade union representing 70 % of employees of unit and a majority of those proposed to be made redundant or, if not, a special committee elected or nominated for the purposes of pre-redundancy consultation.	Where collective redundancies (as defined) are envisaged for reasons not related to individual behaviour of employees concerned.
IRELAND	<p>Employment Protection Act 1977 and 1977 Regulations.</p> <hr/> <p>European Communities (Safeguarding of employees' rights on transfer of undertakings) Regulations 1980.</p> <hr/> <p>Draft Code of practice on Disclosure of Company/Enterprise Information to facilitate Collective Bargaining and improve Employee Knowledge, 1980. FUE and ICTU presently being consulted.</p> <hr/> <p>Factories Act, 1955 as amended by Safety in Industry Act 1980. See also Mines & Quarries Act, 1965.</p>	<p>All establishments and undertakings in which it has been the practice of the employer to conduct collective bargaining negotiations.</p> <hr/> <p>The same. No provision at economic/financial group level. But see Draft Code below.</p> <hr/> <p>Where undertaking has one or more subsidiaries in Ireland or abroad, employee representatives may ask for information on undertaking as a whole re collective bargaining.</p> <hr/> <p>Factories and certain other premises which employ: - up to 20 employees, - 21 employees or more.</p>	<p>Officials (including shop stewards) of a trade union or staff association bargaining with employer.</p> <hr/> <p>The same. If no employee representatives, workforce must be directly informed by individual written statements or posted notices.</p> <hr/> <p>- the same, and (re non-collective bargaining information). - representative structure: Works Council or Committee. Works Councils exist in certain private sector establishments (see 1974 Report by Sub-Committee of Employer - Labour Conference).</p> <hr/> <p>Safety Representative or Safety Committee: - employees may choose, - Safety Committee members appointed by employer and employees concerned.</p>	<p>When employer proposes to create collective redundancies.</p> <hr/> <p>When employer is concerned in a transfer of an undertaking, business or part of a business and envisages measures re employees.</p> <hr/> <p>Matters concerning the health, safety and welfare of the employees.</p>

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
Ways and means of avoiding or reducing dismissals or mitigating consequences.	All relevant information concerning proposed dismissals.	At least 1 month before carry out planned dismissals.	In particular: <ul style="list-style-type: none"> – reasons for redundancies, – number of employees to be dismissed, – number of employees normally employed – period over which redundancies to be carried out. 	Declaration must be carried out. Until then, dismissals are void, employees continue to be entitled, e.g., to pay.
To seek ways to avoid or minimize effects of planned redundancies.	To enable 'discussions' to take place between employer and employee representatives prior to implementation of planned redundancies.	Before employer may implement redundancies.	Reasons for planned redundancies; number of employees involved, their age, sex and skills; other 'relevant' information necessary to allow employees' representatives to put forward 'constructive' proposals.	Public authorities will not grant authorization to implement redundancies.
Discuss ways and means of avoiding or reducing redundancies or their effect with a view to reaching an agreement.	Consultation.	Before consultations, which must be at earliest opportunity and at least 30 days before first dismissal takes effect.	All relevant information, and at least: <ul style="list-style-type: none"> – reasons for redundancies, – number of employees to be made redundant, – number of employees normally employed, – period over which redundancies to be effected. 	Failure to consult a summary offence, maximum fine IRL 500.
Consult on measures envisaged re employees with a view to seeking agreement.	Consultation.	In good time before transfer and before employees working conditions are affected by it.	<ul style="list-style-type: none"> – Reasons for transfer. – Legal, economic and social implications for employees. – Measures envisaged re employees. 	Contravention of Regulations a summary offence, maximum fine IRL 500.
	Information must be: <ul style="list-style-type: none"> – relevant, – in interests of 'good industrial relations' to provide (see examples), – available under existing recording and management information system. 	<ul style="list-style-type: none"> – On a regular basis and at least annually, – on request by employee representatives before or during collective bargaining. 	Structure, activities and policies (including group). Examples: <ul style="list-style-type: none"> – Financial, – Performance, – Pay and benefits, – Conditions of service, – Manpower. 	Complaint to Labour Court, which may make a recommendation for a solution, if information unreasonably refused.
<ul style="list-style-type: none"> – consult with employer, – make representations, which employer must consider. 	Written statement must be prepared by occupier of factory with 10 or more employees showing how safety, health and welfare of employees is to be achieved. Copy to employee representatives; if none, directly to employees.	As soon as may be.	Written statement must include: <ul style="list-style-type: none"> – manner in which employees will be protected and arrangements for doing so, – cooperation required from employees, – duties of safety officers (if any), – safety training facilities available, – particular hazards of workplace, measures to be taken to deal with them. 	<ul style="list-style-type: none"> – Prosecutions may be brought by Industrial Inspectorate of Department of Labour, resulting in fines. Workers who are injured or contract a disease at work may seek statutory compensation or common law damages.

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	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
FRANCE	Labour Code Arts. L. 62, L. 63, L. 321, L. 420, L. 431 et seq. Act of 12. 7. 1977 concerning Social progress Reports Act of 28. 10. 1982 ('Auroux' laws)	Public and private undertakings, establishments and 'economic and social units' which employ at least 50 employees under private law.	Works Council (= Establishment Council where two or more establishments). Meets monthly, chaired by Head of Undertaking.	Decisions taken by head of Undertaking.
		Undertakings comprising two or more autonomous establishments, which employ at least 50 employees. Several legally distinct undertakings may be acknowledged by agreement or rules by courts under 1982 Act to be a single 'economic and social unit'. Relevant factors include: common, neighbouring or contiguous premises, single personnel manager, same terms of employment and staff rules. There must be economic cohesion.	Central Works Council Where 2 or more Councils have been set up. Exercises economic functions re general running of undertaking which are outside competence of heads of establishments. Has to be obligatorily informed and consulted on all significant economic or financial proposals for undertaking.	<ul style="list-style-type: none"> - Organization, management and general running of undertaking, particularly measures which effect size or structure of workforce, hours of work, work and employment conditions. - vocational training, further training, - apprenticeship tax, apprentices. - working time, leave, - employment of disabled, - staff training programme.
		A 'group' comprises a dominant undertaking its subsidiaries and their subsidiaries. It may be deemed to exist at request of Works Council where a dominant undertaking holds 10-50 % of capital of a subordinate undertaking (criteria: control, same economic unit). Foreign subsidiaries and groups with foreign parents are excluded.	Group Works Council meets annually, has information role.	<p>Proposed changes in economic or legal organization of undertaking, particularly mergers, acquisitions or transfers of subsidiaries, significant changes in organization of production.</p> <p>Important proposals to introduce new technology with consequences for employment or employees.</p> <p>Acquisition of interest in a company, or acquisition of interest in undertaking itself by another (information only).</p>
		Undertakings which employ at least 1000 employees.	Finance Committee meets at least twice a year. Responsible in particular for study of economic and financial documents for Works Council.	
		Establishments which employ at least 11 employees.	Personnel delegates exercise economic functions of Works Council where less than 50 employees.	Planned collective redundancies.
		Industrial, commercial and agricultural establishment which employ at least 50 employees. Banking sector establishments which employ at least 300 employees.	Health and Safety and Improvement of Working Conditions Committee.	Planned decisions which would make an 'important change' to health, safety, working conditions.

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
<p>Prior information and consultation:</p> <ul style="list-style-type: none"> - accurate, written information in time for examination, - formulation of observations, opinions, views, - reasoned account of action taken consequential to expressed views, etc. 	<p>Documentation on the economic and financial situation of the undertaking.</p>	<p>Every two years (to be given to new Works Council in month after its election).</p>	<p>Basic information on the legal form of the undertaking and its organization, foreseeable economic prospects and the undertaking's position within any group; information as to the distribution of the capital amongst shareholders (all holdings over 10%) and the position of the undertakings within its sector.</p>	<p>Disputes concerning the nature of groups or 'economic and social units' may be decided by High Court (tribunal de grande instance).</p> <p>It is an offence to hinder Works Council members in the proper performance of their duties. Penalties under criminal law:</p> <ul style="list-style-type: none"> - fine: 2000-FF 20000, - imprisonment: 2 months - 1 year, - further offences may be penalised by double the maximum penalties (2 years, FF 40 000).
<p>Obligatory information and consultation.</p>	<p>General report on activities of undertaking, including economic forecasts, earnings statement and (minimum 30 employees) social balance report: information on productivity trends and utilization of productive capacity.</p>	<p>Annually</p> <ul style="list-style-type: none"> - to Works Council. 	<ul style="list-style-type: none"> - profits or losses, - global production results, - wages trends, - submission of the annual accounts and related documents, - significant capital transfers between parent undertaking and subsidiaries, - situation on subcontracting, - public aids and subsidies, - allocation of profits. 	<p>Works Councils and Union Delegates have to respect trade secrets and processes. Must show discretion re confidential information provided by employer or liable to dismissal for serious misconduct.</p>
<p>(Provide reasons, consult on measures planned re employees affected by changes).</p>	<p>Commercial companies:</p> <ul style="list-style-type: none"> - all documents for shareholders or partners, plus auditors' report. 	<ul style="list-style-type: none"> - prior to Annual General Meetings. 	<ul style="list-style-type: none"> - activities, financial situation and employment trends for group and constituent undertakings, - accounts, consolidated balance sheets, auditors' report, - information on economic prospects for group in coming year. 	
<p>(Information a month before meeting on plans and consequences).</p>	<p>Information on group and constituent parts.</p>	<ul style="list-style-type: none"> - to Group Works Council. - quarterly to Works Council. - every 6 months where undertaking employs less than 300 employees. 	<p>Analysis of employment situation, including recourse to temporary workers.</p>	
<p>Meeting of Works Council (or with Personnel Delegates, if 10-49 employees).</p>	<p>All relevant information on collective redundancies.</p>	<p>Before consultations which must be at least 15 days before authorization for dismissals is requested.</p>	<p>At least:</p> <ul style="list-style-type: none"> - reasons, - number and categories of employees to be dismissed, - number of employees normally employed, - projected timetable. 	<p>Failure to consult renders employee liable to a fine re each employee affected and to damages to employee for wrongful breach of contract.</p>
<ul style="list-style-type: none"> - prior consultation, - all information to be provided which is necessary for Committee to carry out its duties. 	<p>Report.</p>	<p>Annually.</p>	<ul style="list-style-type: none"> - health and safety/working conditions situation, - action taken during year, - all preventive measures planned for coming year. 	

	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
ITALY	Act No 300 of 20. 5. 1970 – 'Statute of Workers' Rights', Articles 4, 6.	All employers.	Plant Council (Shop Stewards Committee). Formed of elected delegates. Exists in majority of undertakings whether or not there is a collective agreement in force. Council represents both workforce trade unions, conducts collective bargaining at plant and sometimes undertaking level. Is most widespread representative body.	<ul style="list-style-type: none"> – Installation and use of electronic monitoring equipment, – introduction of system of personal checks on employees,
	Article 9.			<ul style="list-style-type: none"> – prevention of accidents and occupational diseases, – protection of health and safety, e.g. before installation of new equipment with implications for health and safety.
	Title III: articles 19, 35 (Framework law, lays down minimum criteria, may be displaced by more favourable collective agreement).	All production units (branches, subsidiaries, etc.) of undertakings which employ at least: <ul style="list-style-type: none"> – 15 employees (industry, commerce), – 5 employees (agriculture). 	Union Delegates (Shop Stewards). Employees have right to democratically elect plant representatives linked to 'most representative' unions. Elected by section or department.	Mainly depends on collective agreements. Agreements on labour relations exist at sectoral/national level in. e.g. metalworking chemical/textiles, construction/printing.
	Article 37.	Undertaking comprising several production units.	Coordination bodies may be set up.	
	Central Agreement 1965 on Collective Redundancies (same system in transport sector).	Public institutions (with own 'specific norms') effectively excluded.		
	Central Agreement 1965 on Collective Redundancies (same system in transport sector).	Industrial sector undertakings which employ more than 10 employees.	Regional union organizations, assisted by Works Committee of undertaking.	All dismissals based on necessity of undertaking to reduce personnel.
Act No 675 of 12. 8. 1977 on undertakings declared to be in a crisis situation.	Industrial sector undertakings where no agreed conciliation procedure exists.			
Central Agreement of 1966 (separate agreements exist in commercial and banking sectors).	All establishments, branches, subsidiaries, etc. of industrial undertakings which employ at least 40 employees.	Works Committees. Purpose is to contribute to maintaining harmonious relations between management and employees. No longer common.	<ul style="list-style-type: none"> – application of social and health and safety legislation and collective agreements, – work rules, working hours, distribution. 	
	– which employ at least 5 employees.	Works Delegate. To perform functions of Works Committee.	<ul style="list-style-type: none"> – Work methods, social services. 	

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
<p>Consent of Council (or, in default, of Works Committee) required.</p> <hr/> <p>Right to supervise legal rules and promote appropriate measures, i.e.</p> <ul style="list-style-type: none"> - to be heard, - contact inspectorate, - make binding agreements. <hr/> <p>Mainly depends on collective agreements.</p>	<p>Depends on collective agreements. May be any question relating to the activities of production units either inside or outside Italy.</p> <hr/> <p>Nationally-agreed sectoral provisions normally provide for information to be communicated at different levels:</p> <ul style="list-style-type: none"> - national, - regional, - provincial, - undertaking. 	<p>Information may be communicated</p> <ul style="list-style-type: none"> - bi-annually, - annually, - prior to collective negotiations on employment terms conditions. <p>In the majority of cases, information must be communicated before a decision is taken.</p>	<p>Annual report.</p> <p>Undertaking or group level information on:</p> <ul style="list-style-type: none"> - investments, - production prospects, - employment trends, - labour market prospects, - restructuring and conversion measures, - vocational training programme, - development plans, - health and safety issues, - working environment, - work organization, - subcontracting. 	<p>Administration.</p> <p>The labour Inspectorate of the Ministry of Labour is responsible for the settlement of disputes. Appeal can be made from the decision of an inspector to the Ministry. Administrative decisions are binding.</p> <p>Judicial - before Praetor.</p> <p>Act No 533 of 11. 8. 1973 damages for breach of contractor agreement may be awarded, under labour disputes procedure.</p> <p>Art. 38 of Act No 300 of 1970 breaches of arts. 4, 6: fines of LIT 100 000 - 1 million or prison of 15 days - 1 year. if maximum fine inadequate in light of economic situation of defendant, may be quintupled.</p>
<ul style="list-style-type: none"> - Union may call urgent meeting to examine reasons for dismissals and ways of avoiding or limiting their consequences, 	<p>Planned collective dismissals.</p>	<p>Before proposed dismissals involving reorganization of the undertaking due to economic or technical factors or technological change.</p>	<ul style="list-style-type: none"> - Reasons for dismissals. - Numbers involved. - Timing of dismissals. 	<p>Art. 28 of Act No 300 of 1970 special rapid oral procedure for Union Delegates where employer engages in anti-union activity:</p> <ul style="list-style-type: none"> - praetor may make 'cease and desist' order, - if violated, prison maximum 3 months or fine maximum LIT 80 000 (Art. 650, Penal Code).
<ul style="list-style-type: none"> - conciliation meeting called by provincial labour office, 	<p>Reasons for crisis.</p>			
<ul style="list-style-type: none"> - intervene with management, - examine with management before deletions made, 				
<ul style="list-style-type: none"> - make proposals to improve. 				

	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
LUXEMBOURG	Act of 6. 5. 1974 on Mixed Committees and Employee Participation.	Industrial, manufacturing and commercial private sector undertakings which employ at least 150 employees.	Mixed Committee – composed of management and employees, – employee representatives are elected by the Staff Delegates (below).	– present and foreseeable manpower requirements of undertaking, – measures with possible consequences for employees, particularly training and education. Financial and economic matters liable to affect structure of undertaking or level of employment, e.g. volume of production, sales, production and investment programmes, transfers (see below). Alterations in production administration, equipment, and manufacturing processes and procedures (except trade secrets). – introducing or changing measures re health and safety protection, including prevention of occupational diseases, – establishing and changing general criteria on staff selection, recruitment, promotion, transfers, dismissals and assessments, – drafting and amendment of work rules, – introduction and application of work measurement techniques.
	Act of 18. 5. 1979 on the Reform of Staff Delegations.	Private or public sector employers with – establishments which employ at least 15 employees, – more than one establishment.	Staff Delegations. Central Delegation.	Improvement of working and employment conditions and social situation of workforce of establishment. Drafting or amendment of work rules. Protection of work and working environment, including prevention of accidents at work and occupational diseases.
	Act of 18. 3. 1981 relating to the safeguarding of employees' rights in the event of transfers of undertakings, business or parts of businesses.	Undertakings and establishments.	– Mixed Committee. – Staff Delegation. – Union with which employer is bound by collective agreements. – Where no Staff Delegation: the employees concerned.	Prior to a decision to transfer an undertaking, etc.: – effects of planned measures on staff and conditions of work and employment, – social measures, particularly those relating to vocational training, taken or planned by employer.
	Collective Redundancies Act of 2. 3. 1982.	Employers.	– Mixed Committee. – Staff Delegation. – Union with which employer is bound by a collective agreement.	When employer proposes to carry out collective redundancies.

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
At least annually. Committee must be informed and consulted.	Inform and consult on the economic and financial development of the undertaking.	At least twice a year.	General report on: – activities of undertaking, – turnover, – global results of production and operations, – orders, – structural development.	Administration Acts of 1974 and 1979 supervised by the Work and Mines Inspectorate. Sanctions (a) impeding the establishment, free election or operating of a Staff Delegation or Mixed Committee,
Committee has right to give its opinion on proposed measures (and their likely consequences for working and environment) before any decision.	Where undertaking is public limited company: shareholder information (all documents presented to general meeting).	Before presented to shareholders' general meeting.	– profit and loss account – annual balance sheet, – auditors' report, – Management Board report where appropriate.	(b) breach of statutory confidentiality requirements may be punished by:
Committee must be informed and consulted before any major decision.	Information on the running of the undertaking and social matters.	– monthly, in undertakings where there is a Mixed Committee, – in other undertakings, at meetings of the Delegation Management (minimum 3 times p.a.).	See 'scope of information'.	– fines, – penalties under Criminal Code, – maximum sanction above may be doubled if offence repeated within 2 years.
Committee has power to take decisions.	Where undertaking is public limited company: information on economic and financial development of the undertaking.	At least annually in writing, after presentation to Mixed Committee (if any).	– general report (above) plus: – amount of salaries and realised investments.	Failure to consult is offence under (a) above. Employees dismissed in breach of procedure may claim compensation for unlawful breach of contract.
Delegation has right to give its opinion and to make proposals.				
Right to give opinion and supervise execution.				
Right to participate (note also role of Safety Delegate concerning inspection and enforcement).				
As above.	Information on transfers.	In good time before the transfer is carried out in any event before employees are directly affected by the transfer.	– reasons for transfer, – legal, economic and social implications for employees, – measures envisaged re employees.	
Discuss ways of avoiding or reducing collective redundancies or of mitigating their effects.	All information on collective redundancies necessary for employer representatives to make constructive proposals.	Before consultations.	– reasons for redundancies, – number of employees to be dismissed, – number of employees normally employed, – period in which propose to carry out redundancies.	

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	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
NETHERLANDS	Works Council Act of 1971, as amended Acts and 1982.	<p>Entrepreneur (employer) which employs at least 100 employees.</p> <p>Where there is a group, employer or employees may request the relevant Joint Industry Committee (Bedrijfscommissie) to rule when, for the purposes of the Act, two or more undertakings controlled by one or more entrepreneurs constitute a single entity.</p>	<p>Works Council.</p> <p>Central Works Council.</p> <p>Group Works Council.</p> <p>A Central or Group Works Council may be set up at request of employer or employees (with consent of a majority of individual Councils). Either side may object, in which case decision is made by Bedrijfscommissie. The higher-level Works Council assumes competence over matters of common interest.</p>	<p>Employer proposes to take decision concerning:</p> <ul style="list-style-type: none"> - transfer of undertaking or part thereof, - introduction, substantial change or cession of long term cooperation (including financial participation), - discontinuation of activities of undertaking or part thereof, - substantial reduction, extension or other modification of activities of undertaking, - major modification of organization, - change of location, - permanent or temporary hiring of number of employees, - significant investment and borrowing, - use of outside experts re above matters. <hr/> <ul style="list-style-type: none"> - pension schemes, - working hours, holidays, - payment or job evaluation schemes, - safety, health and working conditions, - recruitment, dismissal and promotion.
		Entrepreneur which employs 35 - 99 employees, of whom each is employed for at least one-third of normal working time.	As above.	As above, where proposed decision has result that 25% of workforce lose jobs or suffer significant change in working conditions.
		Entrepreneur which employs 10 - 34 employees, of whom each is employed for at least one-third of normal working time.	Joint employer-staff Meetings.	As above, where proposed decision has result that 25% of workforce lose jobs or suffer significant change in working conditions.
	Social and Economic Council Mergers Code 1975.	Entrepreneur.	Trade unions with members in the undertaking.	Before any decision on merger is made (nearing final negotiations).
Act of 24. 3. 1976 on the notification of collective redundancies.	Entrepreneur.	<ul style="list-style-type: none"> - Works Council or Staff Meeting, - Trade unions with members in the undertaking. 	Before collective redundancies.	

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
<p>Afford Works Council opportunity to give an opinion in time for the opinion to influence the proposed decision.</p> <p>If employer wholly or partly departs from Works Council opinion, must provide reasons in writing.</p>	<p>Employer must provide, on demand, all information and facts required by Works Council to carry out its duties together with information at specified times. Includes information on investments in Netherlands and abroad.</p>	<p>At least twice a year, for discussions on the general running of the undertaking.</p>	<p>General information on past activities and financial results of undertaking and future prospects and activities, particularly with reference to list of matters where consultation required.</p>	<p>Information Bedrijfscommissie decides disputes on what or how information should be provided.</p> <p>Consultation</p> <ul style="list-style-type: none"> - breach of obligations constitutes infraction; maximum 6 months' prison, fine HFL 10 000. - Works Council may appeal decision of employer contrary to its opinion to Commercial Division of Amsterdam Court of Appeal, within 1 month of decision. - Commercial Division may <ul style="list-style-type: none"> (i) order employer to wholly or partly revoke an 'unreasonable' decision and remedy consequences, and (ii) issue injunction restraining employer from carrying out all or part of decision.
<p>Codetermination</p> <ul style="list-style-type: none"> - obtain consent of Works Council. 	<p>Annual report, includes information on employer and group of which is a part or on undertaking with power over employer, including information from abroad. Works Council must be given a global view.</p>	<ul style="list-style-type: none"> - at beginning of new Works Council session (annually), - and when changes made. 	<ul style="list-style-type: none"> - legal structure, composition of group. - accounts covering more than one undertaking or group. - annual report or auditors report, if employer otherwise required to provide them, - budget or long term plan, if prepared by employer. 	
<p>As above.</p>				
<p>At meeting, afford employees opportunity to influence decision.</p> <ul style="list-style-type: none"> - reasons for mergers, - consequences of mergers. 				
<ul style="list-style-type: none"> - reasons for decision, - consequences of decision for employees, - measures planned re those employees. 	<p>Information on proposed redundancies and measures</p>	<p>Before collective redundancies.</p>	<ul style="list-style-type: none"> - reasons for redundancies, - number of employees to be dismissed, - number of employees normally employed, - time period for carrying out dismissals. - factors which led to proposed measures, - measures to allow redundancies to be avoided or their consequences to be mitigated. 	<p>If notification is not given, the Director of the Regional Employment Office must refuse to authorize the dismissals, which then cannot legally take place.</p>

	Relevant provisions	Undertakings covered	Representative bodies	Subject matter of consultation
UNITED KINGDOM	<p>Employment Protection Act 1975, sections 17-21 (information).</p> <p>Advisory, Conciliation and Arbitration Service (ACAS) Code of Practice No 2 on Disclosure of Information to Trade Unions for Collective Bargaining Purposes, entered into force on 22. 8. 1977.</p> <p>Industrial Relations Code of Practice 1971, Paragraphs 65-68 (consultation).</p>	<p>Employer (Undertaking at plant, establishment or multiplant level) which recognizes independent trade unions.</p> <p>Employer also required to furnish information in possession of 'associated employer' (company which is controlled by or controls employer; or company, like employer, controlled by 3rd company).</p>	<p>Representatives of qualified trade unions.</p> <p>To be qualified to use the legislation, a trade union must be 'independent' within the meaning of S. 30 of the Trade Union Labour Relations Act 1974 and must be 'recognized' by the employer for the purposes of collective bargaining.</p> <p>'Representative' means a trade union official or other person authorized to carry on collective bargaining. Includes Shop Stewards.</p>	<p>1971 Code.</p> <ul style="list-style-type: none"> - problems of mutual concern to employer and employees, - matters closely associated with work place, - operational and other day-to-day matters. <p>Proposed changes which affect employees.</p>
	<p>Employment Protection Act 1975 - Part IV.</p>	<p>Employer which recognizes independent trade union(s).</p>		<p>When the employer proposes to dismiss an employee as redundant.</p>
	<p>Transfer of undertakings (protection of Employment) Regulations 1981 - Regulations 10.11.</p>	<p>Transferor and transferee dealing with recognized, independent trade union(s).</p>		<p>Before any relevant transfer.</p>
	<p>Health and Safety at Work Act 1974 sections 2, 18 and 33.</p> <p>The Safety Representatives and Safety Committees Regulations 1977 Regulation 7.</p> <p>Health and Safety Commission Code of practice on Safety Representatives and Safety Committees, Paragraph 6.</p>	<p>Employer which recognizes independent trade union(s).</p>	<p>Safety representatives (employees appointed by qualified trade unions), Safety Committees.</p>	<p>When necessary to ensure the health and safety of employees.</p>

PROCEDURES FOR INFORMING AND CONSULTING EMPLOYEES

Scope of consultation	Scope of information disclosure requirements	Timing of information	Information to be communicated	Enforcement
<p>Joint examination and discussion; seeking mutually acceptable solutions via genuine exchange of information.</p> <hr/> <p>Opportunity for employees to express views.</p>	<p>All 'relevant information' i.e., which is 'necessary' ('without which the trade union representatives would be to a material extent impeded') and 'good industrial relations practice' (see ACAS Code, Paragraph 11) to disclose for the purposes of collective bargaining.</p> <p><i>NB:</i> Employer not required to compile or assemble information if it would involve unreasonable expense or work in relation to its value for collective bargaining.</p>	<p>As required.</p>	<p>(i) Pay and Benefits: payment and evaluation systems, earnings, hours, total pay bill, fringe benefits, non-wage costs.</p> <p>(ii) Conditions of service: policies on recruitment, redeployment, redundancy, training, equal opportunity, promotion.</p> <p>(iii) Manpower: analysis of numbers; labour turnover, absenteeism, overtime and short-time, planned changes, manpower and investment plans.</p> <p>(iv) Performance: productivity/efficiency data, productivity and output savings, capital returns, sales state of order book.</p> <p>(v) Financial: cost structures, profits, assets, liabilities, State assistance, loans or interest charged to parent or subsidiary companies.</p>	<p>Incorporation of terms and conditions of employment contained in award of Central Arbitration Committee (CAC) into individual contracts of employment.</p> <p>Codes of Practice are not legally binding, but are taken into account in any relevant proceedings before courts, CAC or industrial tribunals.</p>
<p>Allow trade union representatives to make representations to the employer, receive a reply and receive reasons should the representations be rejected.</p>	<p>Sufficient information to enable the trade unions to make constructive proposals in relation to proposed redundancies.</p>	<p>At the earliest possibility; at least certain minimum periods before collective dismissals take place.</p>	<p>Reasons for proposals, identification of employees concerned, proposed methods of selection and dismissal.</p>	<p>Industrial tribunal award of compensation to individual employees ('Protective Award').</p>
<p>Allow trade union representatives to make representations to the transferor, receive a reply and receive reasons should the representations be rejected.</p>	<p>To enable consultations to take place.</p>	<p>Long enough before the transfer to enable consultations to take place.</p>	<p>Timing and reasons for transfer, legal, economic and social implications for employees; measures (if any) to be taken in relation to employees.</p>	<p>Industrial tribunal award of compensation to individual employees.</p>
<p>Cooperate to promote and to keep under review measures taken to ensure the health and safety of employees.</p>	<p>To ensure the health and safety of the workforce and to enable the safety representatives to fulfil their functions.</p>	<p>When necessary to ensure the health and safety of employees.</p>	<p>Plans and performance of undertaking, proposed changes; technical information on hazards from machinery, processes and substances, including information provided by designers, suppliers, etc.; statistical information on accidents and disease.</p>	<p>Breach of obligations a criminal offence punishable by fine, imprisonment, or both.</p>

Participation in decision-making bodies

Denmark

Companies Acts of 1973 (AL and APL).

The 1973 laws on public and private limited companies give the employees of all such companies with at least 50 employees the right to elect at least 2 and up to $\frac{1}{3}$ of the members of the Board. To execute this right, a majority of the workforce must vote in favour.

Where there is a group of companies, the same rule applies to the Board of the parent company. In this case, the threshold refers to the total number of employees of the group, not to that of the parent alone.

The Board must provide for effective channels of information to employees on the company's economic situation, production, the employment situation and development.

France

1. *Private sector*

Delegates of Works Council may represent employees at meetings of Board of Directors in companies which employ at least:

- 50 employees: 2 delegates,
- 500 employees: 4 delegates.

Employee representatives have the right to receive Board documents and in their consultative capacity may submit the Works Council's views to the Board.

The Board must give a reasoned opinion on these views.

2. *Public sector*

Act concerning the democratization of the public sector (as amended) of 26. 7. 1983.

The composition of Administrative or Supervisory Boards must be either:

Tripartite

- employee representatives to constitute $\frac{1}{3}$ of total, or to number 5 or 10 members, depending on organization,
- or

Bipartite

- employee representatives will normally constitute $\frac{1}{3}$ of Board,
- employee representatives are elected from lists established by representative trade union or accredited workplace representatives (includes Personnel Delegates and Works Councillors).

Employee representatives have the same rights and duties as other members of the Board.

Germany

Act relating to codetermination by employees in the mining industry and in the iron and steel production industry of 21. 5. 1951.

Supplementary Act of 7. 8. 1956 (controlling companies).

Works Constitutions Act of 11. 10. 1952.

Codetermination Act of 4. 5. 1976.

Employee representatives sit on the Supervisory Boards of limited companies employing over 500 employees. They have the same rights and duties as shareholders representatives, e.g. to receive information and to express their views.

1. *Parity* (1951 and 1956 Act)

Limited companies in mining and iron and steel industries which employ more than 1000 employees must have:

- equal number of shareholders and employee representatives on Supervisory Board,
- independent member of Supervisory Board,
- Labour director as member of Management Board (appointed with consent of employee representatives).

2. *Notional parity* (1976 Act)

Limited companies which employ more than 2000 employees must have:

- equal number of shareholders and employee representatives on Supervisory Board,
- Chairman with casting vote (normally a shareholders' representative),
- Labour director as above, but no right of veto for employee representatives.

3. *Minority* (1952 Act)

Limited companies which employ more than 500 employees must have:

- one third of members of Supervisory Board to represent the employees.

4. *Public service*

Similar, weaker codetermination arrangements exist.

Ireland

Worker participation (State Enterprises) Act of 1977.

Employees may elect $\frac{1}{3}$ of the Boards of 7 semi-State undertakings: Bord na Mona, B & I Ltd, CIE, NET, Sugar Company, Aer Lingus and the Electric Supply Board. In 1985, the Act will be extended to cover 7 more such undertakings.

The amending legislation will also require State undertakings to establish sub-Board structures at the request of a majority of their employees.

As regards the private sector, agreements providing for employee representation on the board are in force in certain undertakings.

Luxembourg

Act on Mixed Committees and Employee Participation of 6. 5. 1974.

Employee representatives must be appointed to Boards of public limited companies where:

- at least 1 000 employees over past 3 years ($\frac{1}{3}$ of Board),
- a State holding of at least 25 % (min. 3 seats, up to $\frac{1}{3}$ of Board),
- a State concession in the area of principal activity (the same),
- in the iron and steel sector (3 seats).

Employee directors have the same rights and duties as other members of the Board.

The Netherlands

Companies Act of 1971.

The 1971 Act on the structure of public and private limited companies applies to such companies with:

- (a) capital of minimum HFL 20 million,
- (b) minimum 100 employees (including those of subsidiaries).

Existing members of Supervisory Board appoint (coopt) new members subject to a right of *veto* of Works Council (and Shareholders Meeting) on grounds of individual competence or 'balance' of Board.

Social and Economic Council (SER) has authority to uphold or cancel *veto*.

Company employees and officials of union involved in carrying out collective bargaining with employer are not eligible to be members.

These arrangements do not apply to holding companies the majority of whose employees, direct or indirect, work outside the Netherlands.

Part Two

Analyses, debates, studies

Wage differentials between young people and adults as a factor in youth unemployment

A profile of the French situation

The hypothesis of a dwindling starting salary differential between young people and unqualified but 'experienced' adults is sometimes put forward as one explanation for the difficulties experienced by young people in finding a job: companies tend to gravitate towards the adult worker.

A study of the proportion of young people taken on in relation to total recruitment for the period 1968-80 reveals that the percentage of young people recruited has remained at a standstill. Companies, therefore, have not changed their patterns of recruitment with regard to the overall number of young people employed.

The profile constructed by the Société d'Etudes pour le Développement Economique et Social for the European Commission provides some evidence of this.

In the firms interviewed, in all of which manual workers accounted for a large percentage of the total workforce, young people overall made up a declining percentage of the total workforce over the past five years. The proportional decline of young people, within the absolute decline of all new recruitments, had reached such an extent that, by the end of the period, the proportion of young people employed had diminished in every firm surveyed. It is significant that remedial steps taken by the government have either had negligible impact or (in the case of the 'solidarity contracts') have not particularly benefitted young people.

In the light of these developments, the survey turns up interesting information as to the extent to which wage differentials between young people and adults influences the employer's decision as to whom to engage. Two sharply contrasting situations emerge:

Case One

Where a company can fill a vacancy from a pool of qualified (and therefore generally, adult) labour it will naturally prefer to do so, given the cost to the company of occupational entry for the young employee (training in the required skills, adaptation, voluntary leaving . . .). Put another way, the cost to the company of such an investment in human capital is not offset by the benefit accruing to it from the pay differential.

That is true for workers in:

- (i) the textile industry (a recent development in an industry which traditionally relies on young women for its workforce);
- (ii) the building trades;
- (iii) the traditional crafts: boilermakers, sheet metal workers, welders.

Case Two

Where the company has no available pool of experienced labour to draw on for an available job, either because the job requires highly-specialized

skills or new skills, then it will tend to favour young applicants, who are considered easier to train and more receptive to new ideas, and where the firm will be able to recoup its training investment over a longer period, in preference to qualified adult labour.

That is the case for:

- (i) multi-skilled female textile workers (highly versatile);
- (ii) workers in the cardboard trade (no CAP¹ applicable, training is given on-the-job and therefore not exploitable within the company's internal labour market);
- (iii) workers in emerging fields and/or using specialist skills particular to the firm (plastics converters and processors, metal workers, electronics engineers, . . .).

An examination of measures introduced by the government (solidarity contracts, employment and training agreements, training/work experience schemes) reveals that they have not apparently changed the attitudes of business in either of the cases outlined above.

In the former case, the youth employment subsidies available are not sufficiently high to offset the difference between the cost to the company of employing an inexperienced young person and the advantage of the pay differential between an adult and young worker. In the latter case, the availability of subsidies does not appear to enter into the recruitment decision, which is more influenced by factors stemming from the benefits of taking on young workers.

Paul Descolonges

¹ Certificat d'Aptitude Professionnelle - Occupational proficiency certificate.

Recruitment practices in French and Italian firms

Of the 12.8 million unemployed in the Community, more than 40 % are young people under 25.

This survey of company recruitment practices was conducted by the Centre d'Etudes Generales et d'Organisation Scientifique (CEGOS). It forms part of a wider-reaching programme launched by the Commission's Directorate General for Employment, Social Affairs and Education, aimed at pinpointing more clearly the causes of youth unemployment with a view to drawing lessons as to what can be done to heal this 'running sore' on our society. The objective of the study was to shed light on the recruitment and manpower management practices actually used by business in order to determine how far they constitute a barrier to the employment of young people.

The study reveals a genuine desire on the part of companies to recruit young people. This is not a posture adopted simply for the purpose of giving the 'right' answer to the interviewer. Nor is it born out of a sudden 'humanitarian' awareness about responsibility for alleviating the unemployment of 'our children's children'; still less from an analysis of the consequences to society of failing to provide scope for the coming generation to play its part.

In the majority of cases it stems from a careful weighing up of the needs of the company against the potential offered by young people. Most of the companies addressed to, felt that young people were more adaptable to learning new manual skill requirements or more taxing working conditions, had a better foundation training, were better prepared for the use of new technologies, and displayed greater dynamic potential. These statements were borne out in practice by their recruitment practices.

Nevertheless, this almost universally expressed wish was found to be subject to certain qualifications.

Constraint No 1: Reduction of available jobs

The industrial concerns included in the survey were seeking to increase productivity through automation and the introduction of new technologies. As a result, manning levels either remained at a standstill or increased very slightly, while in some cases it even led to an actual decline. The picture was very different in the service industries and commerce, where firms either experienced marked growth, or where the workforce remained at a standstill or expanded to a very modest extent. Nevertheless, the search for more productivity through the introduction of new information technology is an idea which seems to be gaining ground, and its future development is likely to mirror that experienced by manufacturing industry in recent years.

This development clearly disadvantages young people on two counts:

- (i) the lack of new jobs penalizes first and foremost the new entrants onto the labour market;
- (ii) companies with a stable workforce tend to come onto the recruitment market only to fill the places arising from natural wastage. In many cases, firms are tempted to try and fill the vacancy with a person possessing the same profile as the previous holder, and therefore gravitate towards candidates with some previous experience.

Constraint No 2: Competition between job-seekers

Here, young people under 25 can be conveniently broken down into two categories:

(a) *The 16 to 18 year-olds*

This group unquestionably bears the brunt of the recession. Some companies admitted that, as a matter of principle, they would not employ minors (either because of their lack of maturity, or as a result of preference to older applicants generally...). Most of the remainder, while not making it an explicit rule, tended to do the same in practice; the statistics revealed a very low proportion of recruitment from this group. The reluctance of companies to employ school-leavers on principle is compounded by the fact that young people in this age group generally possess few marketable skills and are almost wholly devoid of any technical training. The 16-18 year-olds are the rejects of the educational system, which makes them doubly disadvantaged compared with older applicants for the same job.

(b) *The 18 to 25 year-olds*

The willingness of companies to take on young people is often tempered by their hope of finding a

candidate who needs little or no training. The preference, insofar as market forces permit, is for candidates with 1 or 2 years' experience behind them. The 18-25 year-olds looking for their first job are therefore at a clear disadvantage. This is a problem of which the manpower planners of certain companies in the survey seemed to have only a hazy perception.

It remains a fact, however, that business is genuinely interested in the young entrants onto the labour market, with the very real positive attributes they possess, despite the appearances to the contrary provided by the unemployment figures for this section of the population. Doubtless instances can be found of employment opportunities which are closed off to them in favour of the more mature, more experienced

worker. But, in the light of the firms studied, that would not appear to constitute a major obstacle. By the same token, the recession has led to a fall in the number of jobs available. Inevitably, therefore, the 'latest arrivals' will also be the last in line.

Paul Descolonges

Seminar on women in self-employed occupations, including agriculture

Dublin, 8 and 9 November 1984

What is the point of seminars? That somewhat harsh question occasionally directed at Community (and national) exercises of this nature by sceptics and detractors is amply answered by the outcome of the joint seminar organized by the Commission and the Irish Presidency of the Council of Ministers of the EEC in Dublin in November 1984.

Over the years, the Commission has established a pattern of organizing joint seminars on the promotion of equal opportunities for women with the country taking over the rotating Presidency of the Community. These seminars, which involve the full spectrum of social interests concerned (government representatives, equal opportunity bodies, both sides of industry, independent experts, concerned associations, etc.), focus on a central theme arising out

of the implementation of the New Community Action Programme on the Promotion of Equal Opportunities for Women (1982-85).

Why make such a choice? Because the Commission felt it appropriate, in a field where heightened awareness, dialogue and the face to face meeting of those concerned is an essential precondition for any action, to establish official cooperation (between the Commission and the Member States), to specifically involve the Member State assuming particular Community responsibilities (the Presidency), and to bring that official aspect face to face with the concerns of the Community's public opinion base (European Parliament), representative bodies, and the analyses of independent experts and public authorities.

The Dublin seminar was specifically concerned with the problems of women in self-employed occupations, including agriculture, within the context of the provisions of the 'proposal for a Council Directive on the application of the principle of equal treatment as between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-

employed women during pregnancy and motherhood'.¹ This somewhat verbose title demonstrates – if proof were needed – the breadth and complexity of the issues involved, and the solutions proposed, namely:

(i) conferring a certain number of rights on spouses working without a specific occupational status: be-

nefits commensurate with work performed, equal access to training and to representation, in occupational bodies, personal entitlement to social security rights, elimination of discriminatory taxation provisions;

(ii) the guarantee of equal treatment between men and women in self-



Photo: J. Pavlovsky · Copyright VAN PARIJS Press Agency, Brussels

employed occupations (particularly access to financial services, etc.);

(iii) assuring protection during pregnancy and motherhood through the use of relief services (especially in the case of women farmers) or financial compensation (particularly important for the self-employed).

The seminar brought together representatives of the various central government departments particularly concerned with the national implications of the draft Directive (Ministries with responsibility for labour, social affairs, justice, agriculture, small and medium-sized enterprise or trade and crafts (where such exist)), official equal opportunities bodies, representatives of the occupational groups most directly affected (women farmers and associations of women in self-employed occupations), trade unions and employers' associations and independent experts. Both the European Parliament and the Economic and Social Committee made active contributions.

The main purpose of the seminar was to provide a Community-wide forum for the principal interest groups, offering an opportunity for different viewpoints to be aired on the complex legal issues involved and their evident social and financial implications.

A second, but equally important, objective was to foster the improved cooperation of women in self-employed occupations both nationally and at Community level. Women farmers are already well-organized, with a strong European voice through the Women's Committee of the Committee of Agricultural Organizations in the European Community (COPA). This enables them to play a major role, and they had already proved to have a particularly substantial contribution to make by way of substantive proposals for the content of the Directive in question. The final form of the proposed Directive, in fact, owes much to the conclusions reached by the Grado seminar (yet another one with tangible results. . .) organized by this Committee.



Wives of farmers, craftsmen, tradesmen or heads of firms claim a fair deal for the work they do, equal access to vocational training, official representation, individual rights in the field of social security and the elimination of tax discrimination. Photo: J. Pavlovsky · Copyright VAN PARIJS Press Agency, Brussels

In contrast to that, associations or movements of self-employed women are restricted, thin on the ground and relatively little organized. There are, admittedly, some few associations for the spouses of craft workers, traders and professional people, as indeed, there are for women heads of enterprises. But they have little contact with each other and very variable social/political clout. The seminar gave them the opportunity to meet each other, and they all strongly agreed on the need to organize at European level. The process is off to a start, then, even if clearly identifiable technical and substantive hurdles remain to be cleared.

The final, perhaps the principal, goal of the seminar (which is also the logical extension of the first two) was to foster and accelerate the process of discussion and adoption of the Directive by heightening general awareness and developing the themes underpinning the provisions of the Directive, and by associating leading political figures with the process (e. g. the Taoiseach, Prime Minister of Ireland).

The seminar adopted a series of highly specific conclusions, which the Irish Presidency will be formally reporting to the other Member States of the Community. Among other things the

participants considered that the draft Directive marked a good step in the right direction, but that a number of problems still remained to be ironed out, including:

- (i) promoting positive action² in the field of training and of representation in occupational bodies;
- (ii) extending the scope of the Directives to all members of the family (rather than restricting them to the spouse alone);
- (iii) making provision for the use of relief services and/or indemnity payments, not only for protection during pregnancy and motherhood, but also during periods of training and occasional leave.

The seminar must be counted a success: three precisely-defined, clearly-articulated objectives, lively interest and participation, producing specific and powerful conclusions. All that remains now is the main goal, one of these objectives to be achieved: when, and subject to what conditions, will the draft Directive be adopted?

Odile Quintin

¹ *Social Europe* No 2/84, p. 31.

² c. f. *Social Europe* No 2/84, p. 51.

Office automation and work for women

A study by the Sociology Institute of the Free University of Brussels

Hailed as the panacea for all ills, or the source of deep disquiet, the electronic office is rapidly becoming less a thing of the future than an established feature of the present.

Given that most working women continue to be employed in 'service'-type occupations, one's attention is inevitably drawn towards the question of whether this new fact of life: office automation – with all it implies in the way of restructuring work and the corporate organization – will help women clear the hurdles of job segregation at work with a consequent opening up of the promotion ladder for women? Or will it prove to be no more than a high-performance way of making them even more occupationally vulnerable than they are at present?

The Commission sought to answer this crucial question – and to equip itself with the necessary armoury of appropriate measures to meet the challenge posed by it – by commissioning the study whose theme forms the title for this article.

The study was conducted by the Sociology Institute of the Free University of Brussels. The recently-published final report falls within the general context of the New Community Action Programme on the Promotion of Equal Opportunities for Women (1982-85), and specifically within the measures aimed at achieving equal opportunities in practice. Much of the survey is taken up with case studies of five different kinds of establishment in France and Belgium: a distribution company, a semi-public company, a structural steel firm, a bank and a firm of insurance brokers.

Part One of the report sets the study in its general context, describing both the objectives and remit of the research. The author particularizes the methods and tools used, the approach taken and the working hypotheses adopted.

Chapter One of Part Two confronts the problem of the perceptions people bring to the concept of office automation itself and their implications for defining the scope of the study. It deals with the various forms of office automation, the range of equipment available, and the fields of application. The second chapter of this section sets out the case studies used as the basis for the analytical examination.

Part Three of the study focuses on the issues at stake; here, the introduction of office automation into the firm, the choice of hardware, the organization of work, new skills required, the impact on employment (elimination of old jobs, creation of new jobs and career opportunities), training and work relationships.

The conclusions take stock of how far the findings match up to the working hypotheses.

Social and employment issues for women

The study reveals that the decision-makers tended to be more concerned with the technological options connected with the introduction of office automation at the expense of the socio-organizational dimension, in the apparent belief that the former conditions were more important than the latter.

Women are the prime targets of office automation, partly because most of the executive functions at which existing office automation systems are aimed are performed by women, and partly because, being a more vulnerable social group, women are prone to serve as 'guinea pigs' for the introduction of office automation.

While the introduction of office automation programmes calls for the participation in the process by all those con-

cerned, since microcomputing power is destined first and foremost for each individual office job, women users were found only rarely to take part in the decisions closely affecting them.

A process of 'sexualization' of hardware (word processors for women, microcomputers for men) was also observed to be taking place, reflecting the prejudice conveyed by society as a whole. This leads to the devaluation of machines used solely by women, and further reinforces the skills hierarchy and job segregation.

As things stand at present, it cannot be said that the office automation process has so far led to any radical reorganization in patterns of work. The introduction of new equipment, however, does at least offer the scope for reorganization. In several firms, a 'see-saw' movement has been observed between the typing pool and personal secretariats according to the relative importance attached to the profitability of the machine or the motivation of the individual.

In certain respects, the ability to use office automation equipment is a distinct advantage for those presently in work, but one which may in time become a virtual condition of continued future employment.

Office automation does seem to lead to the creation of new functions. As yet, however, these are strictly limited in number and it is impossible to predict with certainty what pattern future development in this area will follow.

Owing to the pattern of distribution of office machines between men and women, the training given to women tends to be restricted to simple operating instructions, rarely opens up possibilities for career advancement, and does nothing to help integrate them into the 'computer culture'.

The final conclusion is that office automation can be used as a device for analysing the mechanisms of job segregation and the social reproduction system within the organization.

Guidelines for action

The report suggests a number of steps which could be taken to avoid further reinforcing job segregation and achieving greater equality of opportunities in the use of office automation. The principal guidelines proposed are:

Heightened awareness and social change

- Promote research into the introduction of office automation in organizations, particularly among female staff. This would imply involvement by all sides concerned, with the aim of increasing women's involvement in the changes affecting them.

Formulation of action plans

- Organize brainstorming sessions with manufacturers' representatives, employers, men and women users, trade unions, instructors, researchers, etc. Organize study trips to the USA for employers, heads of personnel departments and people with special responsibility for women's issues to study the experiences of major corporations and public agencies in positive action with relation to the new technologies;
- try to persuade manufacturers to put an end to discriminatory advertising;
- encourage the production of handbooks setting out recommendations on how to automate the office on an equal opportunities footing;
- invite the Member States to provide government grants for firms willing to set up new technology training schemes for women.

Training and career guidance

The report observes that most schools, technical colleges, universities, etc., organize career guidance workshops to which they invite representatives of local and national business and the professions to meet and talk to their students.

A standing body of officials or experts working in the education field could therefore be commissioned to:

- take part in these workshops with the aim of inviting women students to consider training in the new technologies or traditionally male-dominated occupations, of which they may never have heard or have been discouraged from by societal pressures;
- systematically and regularly inform the head teachers and staff of schools, and parents' associations – through leaflets, visits, correspondence, exhibitions and lectures – of the importance of making girls aware of new technologies and new job opportunities.

The authors propose mass information campaigns directed at female students, their parents and teachers, aimed at improving their understanding of how the economics of everyday life, the world of work and the world of business are organized.

Through visits, work experience schemes, and by talking to representatives of the business community, students would be in a better position to compare their expectations with those of business, and opt for the most highly rated training.

Occupational training

In addition to existing provisions for the study, evaluation and monitoring of the manufacturers' training programmes, and training sessions in the theory and (through work experience with high technology user firms) practice of office automation run by vocational re-training centres for women, the report stresses the need for training to cover the following aspects:

- (i) technical (operating skills, programming);
- (ii) theoretical (computer science, logic, accounting, administration, problem-solving);
- (iii) psycho-sociological (person/machine interfacing, relations with colleagues and superiors);

- (iv) organizational (understanding how the firm works);
- (v) equal opportunities awareness (legislation, positive action, etc.).

Other proposals relate to actions within the individual company (positive action for equal opportunities: e.g. statistical monitoring of women's participation in training schemes; actions to increase the awareness of senior technologists and decision-makers about the dangers inherent in assigning devalued equipment to women, not providing them with adequate training or career possibilities), public awareness campaigns (audio-visual projects aimed at countering the prejudices concerning women's fear of technology and the choice of traditionally male-oriented occupations), and actions aimed at trade unions (including campaigns to inform the grass-roots membership about positive action, consideration of the impact of new technology on women, and the formulation of specific demands to be introduced into collective bargaining).

Marie-José Raetsen

Seminar on the social implications of introducing new technology in the banking sector

In 1983, the Commission asked for a study to be conducted on 'the social implications of introducing new technology in the banking sector'.¹ The findings of that study were reported in *Social Europe* No 1/84.

On 15 and 16 November 1984, the Commission organized a seminar in Luxembourg to discuss the findings thrown up by the report with representatives of the banks and bank employees' organizations. But the discussions ranged far and beyond the strict confines of the issues raised by the study, and over a full day and a half, experts from banking circles, representatives of national bank employees' unions, researchers and academics debated the 'pros' and 'cons' of technological developments in banking services and the principal social implications raised by them.

The Commission had decided to have each discussion topic prefaced by experts outside the banking community. Thus, Mr S. Oliver from Sobemap and Mr S. Antocicco from the International university for social studies in Rome introduced the questions of technological advances in the provision of financial services, and the problems of vocational training, respectively. The opinions of all participants on these two subjects came close to achieving a measure of consensus. Dr Fox of the European Commission's Health and Safety Directorate dealt with the health issues involved for workers. There is no scope in this article for a detailed review of all the speeches and contributions made by all participants at the seminar.² Some of the more fiercely-debated issues, however, do merit a special mention.

The focus of discussion: Persistence of the employment problem

The Commission had asked Professor Olivier Pastre of the University of Paris XIII to tackle the question of the future of employment. Taking the French experience as his starting point, Professor Pastre began by considering the dynamics of employment in the banking sector. In the period 1962 to 1979, jobs in the banking sector increased at a faster rate than in all other service activities. Employment in the banking sector is characterized by:

- (i) its fairly exceptional stability: little use is made of 'temps' or part-time working (although part-time work is rapidly growing), a low rate of redundancy (0.7/000 in banking in 1981 against a national average of 27.4/000), low geographical mobility of workers;
- (ii) favourable growth in the real wages of bank employees;
- (iii) a slower reduction in working time than in other industries.

Setting the demographic constraints operating on bank employment (a predominantly young staff limiting the scope for attrition by retirement, rising entry qualifications, and a higher standard of qualifications) which will almost automatically entail a rapid swelling of the workforce, against the productivity-increasing effect of the new technologies and the investment in the technological development of banking services (implying reductions in the wage bill), any further increases in the total number of bank employees seems an unlikely prospect.

Given these constraints, and the challenge posed by new technology, Professor Pastre proposed that employers and employees in the banking sector should design a 'new social contract'.

While the precise content of any such 'social contract' would be a matter for discussions between the two sides, the speaker outlined a number of what,

to him, seemed essential headings to be covered. They were:

- (i) information and consultation,
- (ii) concerted stabilization of recruitment,
- (iii) the technological options,
- (iv) training,
- (v) ergonomic considerations,
- (vi) a reduction in working time,
- (vii) wages policy.

There was a marked divergence of opinion over the employment issue. The unions were not optimistic either as to the future growth of employment or its structure (less job security), while bank employers painted a picture of non-employment-related growth in the banking sector which would depend to a large extent on the sector's ability to develop new services and products.

The idea of a new social contract, while attractive, did not, for the moment, appear feasible to the participants at a Community level.

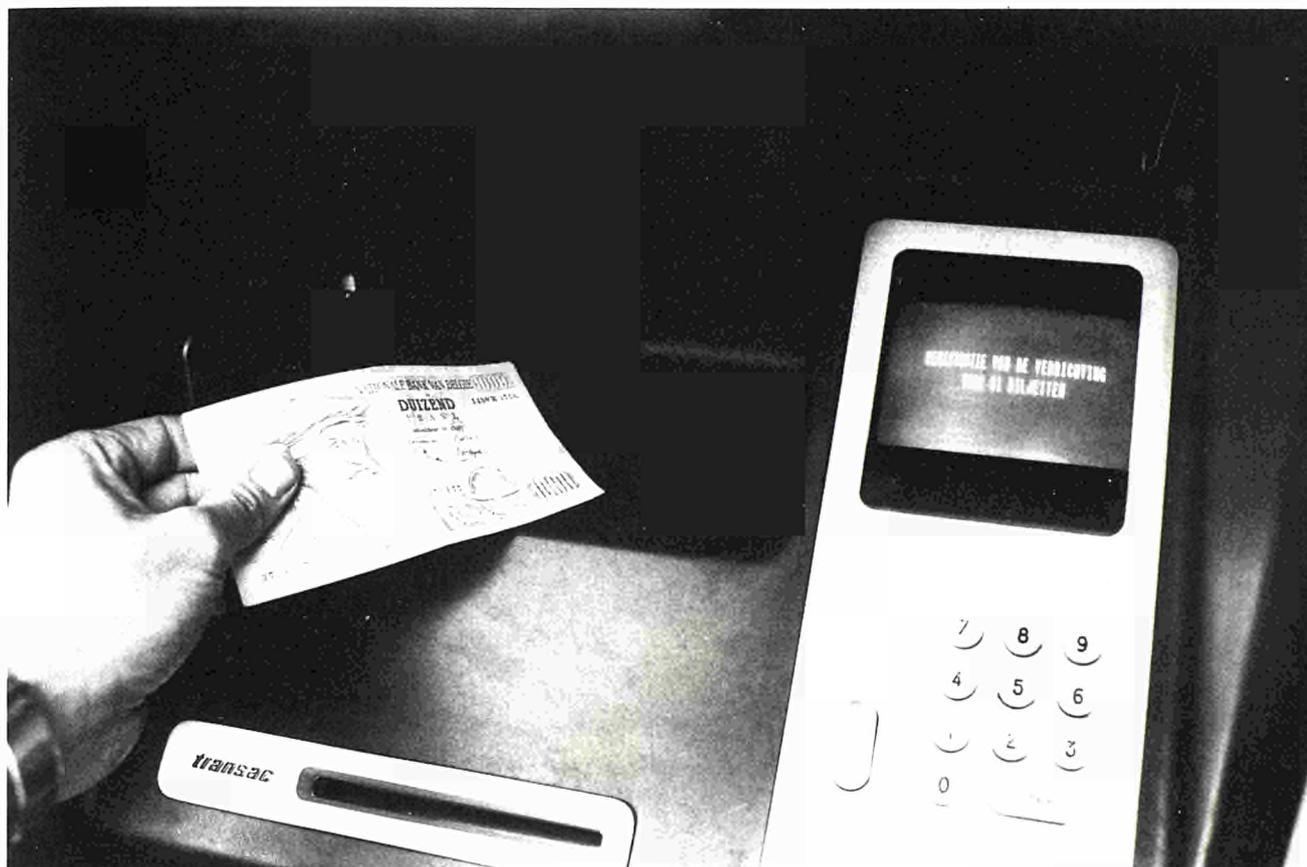
A controversial topic: Reorganization of working time

While there was general agreement that attempts to reorganize work should move generally towards a more versatile, multi-skilled approach and job diversification, there was sharp disagreement over the question of reorganizing working time.

Bank employees in the Community currently work between a 35 and 40 hour week. Banks are only open to customers for around 2/3 of that time, the remainder being taken up by administrative work. The introduction of new technology brings with it the possibility of extending bank opening hours, while at the same time reducing the

¹ E. Kirchner, N. Hewlett and F. Sobirey. Available from the Office for Official Publications of the European Communities, Luxembourg. Published in English, French and German.

² A full report of all speeches and discussions is shortly to be published by the Commission.



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working week. Banks in some Member States have already made some headway with longer business hours, such as by staying open later one day a week or by introducing or re-introducing Saturday opening.

The banks felt that if they were to hold costs down, and thus remain competitive, they could not submit to an across-the-board reduction in working hours. They felt other ways could be found of adjusting working time, and particularly favoured an increase in part-time working. The unions on the other hand demanded a shorter working week and voiced concern at the spread of part-time working. Some union representatives felt that an extension in bank opening hours might be acceptable as a basis for negotiating a real reduction in working time.

Fostering contact between management and labour

The Commission's action in organizing this seminar falls squarely within the context of the requests addressed to it by the Council of Ministers on 7 June 1984: ³ 'to identify and analyze, in conjunction with the Member States and both sides of industry, short- and medium-term sectoral trends with a view to pinpointing in particular the prospects for the development of employment which may result from the introduction of new technologies'.

This seminar established both the usefulness and necessity of this type of exercise at Community level, a point also emphasized by several of the participants.

It provided an opportunity for individuals directly concerned with the issues involved to mount a constructive debate. The fact that industrial relations in the banking sector are less confrontational than in other industries in no way detracts from the fact that, at a time when labour/management tensions are showing the strain, this seminar demonstrated that dialogue at Community level is not only possible, but that, by providing a forum for the open expression of different points of view, it can enhance analysis and discussion.

The Savings Bank Group of the EEC, the Association of Cooperative Banks of the EEC and the Banking

³ Conclusions of the Council on 'technological change and social adjustment'.



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Federation of the EEC indicated that 'employer/employee relations are not within the competence of these three Associations' and that their members were attending in their personal capacities as experts only and not as representatives of the employers.

It is clear that none of the participants was looking to transform the semi-

nar into a negotiating forum to establish rules for banking at a Community level. But by the same token, all the experts and representatives from both management and labour, were unanimous in agreeing on the importance and the potential value attaching to an exchange of information, shared discussions, the improvement of mutual understanding and respect for various

points of view. They also agreed that this was a sound basis for pressing forward with the work already begun.

Brigitte Favarel

Vocational training for long-term unemployed young people

Introduction

The Commission recently asked a team of consultants (Quatenaire Education, Paris) to undertake a review of vocational training provision for long-term unemployed young people. Their final report has now been received and a summary is available from the Commission (in English, French and German).

Where we are now

The study starts with a brief review of the phenomenon of long-term youth unemployment and the policy responses to it.

Long-term youth unemployment is no longer confined to relatively small numbers of young people with specific handicaps (the disabled, or children of migrant workers, for example). It is now a mass phenomenon. In fact the category includes a number of populations with quite different needs – for example, young people who have never worked since leaving school have different needs from those with some experience of work, however unsatisfactory.

Nonetheless, the Quatenaire Education team found that as the months passed, the young unemployed – whatever their individual circumstances – all tended to experience demotivation and loss of the skills and competences needed in working life.

In general, the study found that Member States had responded to the problem – where they had responded at all – by making special efforts to assist the long-term unemployed within existing youth training programmes. Few training programmes had been developed specifically for this group. While accepting this overall approach, the team found much in need of improvement in current approaches in the Community.

For example, they noted that even when special efforts to assist the young long-term unemployed were attempted, powerful selection mechanisms (both formal and informal) tended to

exclude many such young people in practice from education, training and employment opportunities. And they recognized that effective work with such demotivated young people required special skills from teachers, trainers, and counsellors which were often not recognized nor rewarded. Finally, they commented that the problems resulting from 12 months or more of unemployment required long-term solutions. It was not sufficient simply to place such young people in a job or training place: they might need continuing access to advice and information for a considerable period of time.

How to move forward

Following this rather depressing analysis, the team were asked to look at a number of case studies in France, Italy and the United Kingdom, and then to suggest the possible elements of a coherent approach to training the long-term unemployed.

Quatenaire Education made three preliminary points:

- (i) first, that we lack data about the long-term unemployed, apart from the most basic of statistics;
- (ii) second, that it was vital, in taking special measures to assist the young long-term unemployed, not to reinforce the fragility and isolation of their situation;
- (iii) third, that vocational training policies for this group could not be discussed without reference to wider social and economic considerations, such as the poverty and poor housing from which many of them suffer.

Among the team's recommendations for effective action to assist the young long-term unemployed are the following:

- (a) project-based approaches can be very effective, because the young people can participate in the design and management of the projects and thus regain some of the skills and confidence they have lost;
- (b) systematic and regular efforts are needed to review the situation of

each individual until he or she is well-established in society: where possible, in a career;

- (c) vocational training programmes should recognize the differing needs of young people by facilitating entry and exit at different stages;
- (d) short but intensive training linked with the new technologies has already proved an effective means of improving the job prospects of the young long-term unemployed;
- (e) employers should be encouraged to change their recruitment practices in order to give the young long-term unemployed a chance;
- (f) vocational training programmes for the young long-term unemployed should recognize that many have no immediate prospects of finding work. They should thus help equip them to survive – and use productively – periods of unemployment;
- (g) programmes should be related directly to the local economic context;
- (h) where there are enterprises which are expanding and creating jobs, these should be encouraged to offer training – and perhaps subsequent employment – to the young long-term unemployed.

Finally, the Commission asked the study team to pay particular attention to the costs of their proposals, because measures in favour of specific disadvantaged groups can be expensive, for example where they involve counselling on an individual basis. The team made a number of suggestions in this area, emphasizing in particular the need to maximize the use of existing resources (personnel, plant and equipment). For example, they pointed out that even the young long-term unemployed themselves have a great deal they can teach other, and such mutual learning can be highly cost-effective.

Conclusion

This study is one of a series undertaken to assist the Commission in the

implementation of the common vocational training strategy agreed by the Community in 1983. It concentrates upon a group of young people whose needs are often neglected but whose

numbers are likely to grow over the next few years. It offers a number of practical suggestions for action at Community, national and local level. The Commission services will be taking its

conclusions further forward in consultation with the Member States; meantime, a second and related study on the adult long-term unemployed is under way.

Comparative study of methods of remote transmission and telecommunication for teaching and training:

Proposed structures, infrastructure and implementation of systems

This study has a dual objective: to review the existing potential for applying new information technology in education, and to analyse the technical constraints and determinants of those applications. The final report includes chapters on:

- (i) the nature and function of telecommunications networks (architecture, transmission media, size and location of equipment standards, etc.);
- (ii) an analysis of the *videotex* systems in Europe:
 - videotex: mass audience, business, collective – interactive or broadcast

- videotex systems applied to education and training: Savant (F), Prestel, Ceefax/Oracle (UK), Teletel, Sevil (F), Telidon (Canada), etc.

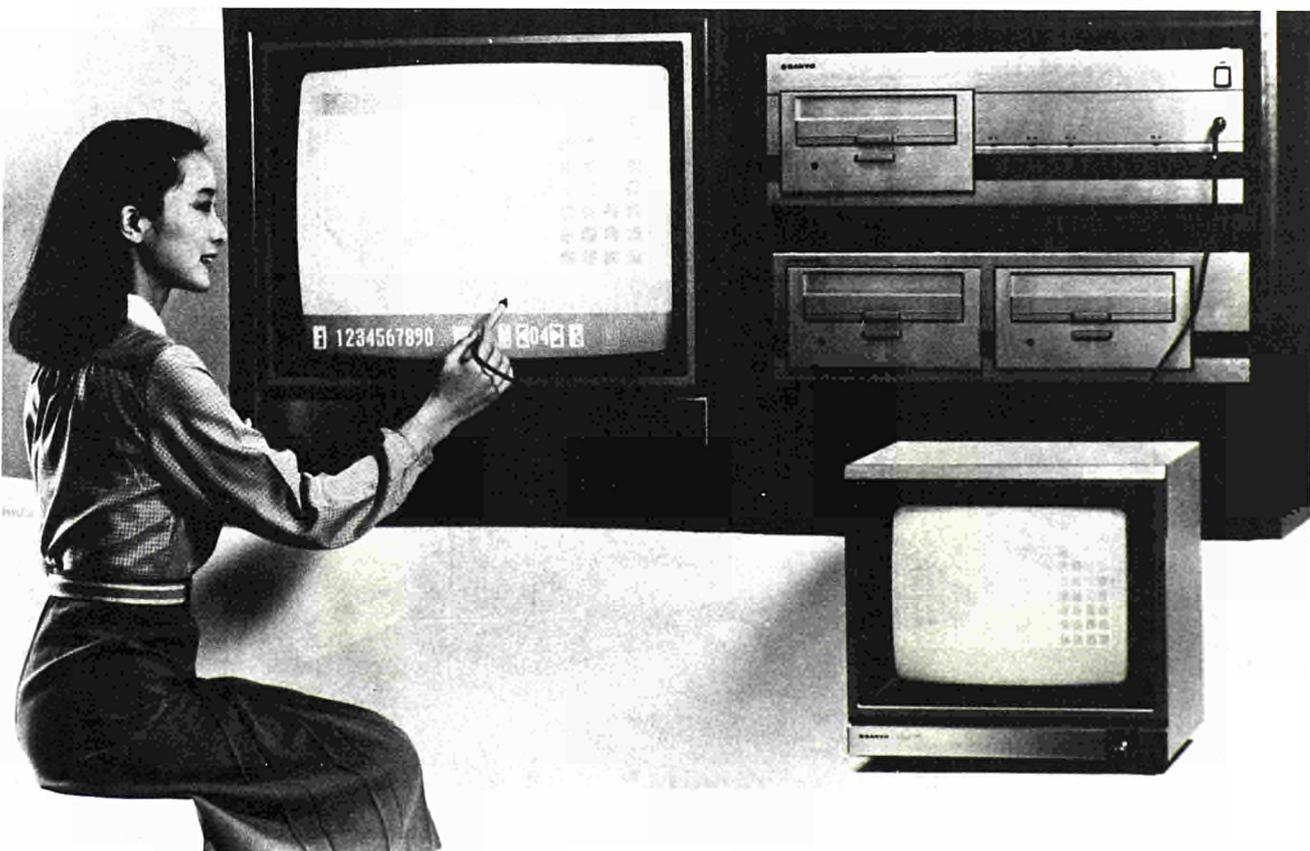
- a description of a number of operative pilot schemes linking telematics to computer-assisted teaching: Velizy and the CRDP in Bordeaux (France), and Prestel-Gateway in the United Kingdom.

The final report points up the potential benefits offered by this form of information technology (rapid access to a variety of databanks, real time use, etc.). The conclusions, however, offer

the caveat that a number of technical constraints surround its use in education and training, including:

- (i) large storage capacity,
- (ii) local access and interactivity,
- (iii) quality graphics transmission,
- (iv) more advanced terminals (flat screens, display possibilities, etc.).

It is already clear, however, that information technology can make a considerable contribution to enriching the teaching process – particularly insofar as it makes the work of both teacher and student easier.



Picture screens for teaching at home or at a distance (Sanyo).

Photo: Greg Davis · Copyright VAN PARIJS Press Agency, Brussels

Study on the adaptation of training programmes for young people in the field of new information technology to facilitate their transition from school to working life

The objective of this study was to examine how well-adapted training programmes offered to young people in the field of new information technology were in preparing them for working life.

The study covers three Member States: France, Italy and Greece. The final report details for each country:

- (i) the most significant institutional machinery established;
- (ii) a systematic classification of the training opportunities offered to young people in the field of new information technology;
- (iii) summarized examples of the practical applications of both the foregoing.

The study was conducted as a field survey. Meetings with those involved with training from all angles enabled the author to chart out both the initiatives taken and the machinery from which they stem, both in the public sector and as the result of private agreements with professional associations and the two sides of industry. A sectoral approach was adopted in the priority fields of: energy management, the agri-food industry, industrial electronics and data processing, new technologies and communication, new occupations in the information technology field, booster training in data processing techniques, computer assisted teaching systems.

The final report warns that what we are now witnessing in the information technology field, is the development of a process whereby certain groups of society, particularly unemployed, un-

qualified young people, are being thrust further towards the margins of, if not totally shut out from, the world of work.

These phenomena of exclusion, which are a core issue in the design of training policies, are complex and stem from a multitude of interacting causes. The following list, while by no means exhaustive, illustrates some of the decisive factors:

- (i) company recruitment policies increasingly targeted towards qualified young people with good potential (e.g., in France, A-level sciences, advanced technician diplomas or technology degrees);
- (ii) the general climate of uncertainty over the recasting of qualifications, the emergence of new types of job, and the development of new ways of organizing work;



Privileged?

... what we are not witnessing in the information technology field is the development of a process whereby certain groups of society, particularly unemployed, unqualified young people are being thrust further towards the margins of, if not totally shut out from, the world of work'.

Photo: Simonpietri - Copyright VAN PARIJS Press Agency, Brussels

(iii) the difficulties of developing a curriculum setting out expected levels of attainment, to help students make the transition from a sensorimotor mode of perception to more abstract reasoning;

(iv) the potency of the cultural values distinguishing practice from theory and attaching more value to the latter;

(v) an inadequate supply of training opportunities, principally attributable to:

(a) a lack of existing training programmes usable as a benchmark,

(b) poorly-equipped training centres which are unable to depreciate certain types of hardware,

(c) a lack of qualified instructors.

Above and beyond its purely analytical aspect, the final report of this study stresses the paramount need to introduce machinery to give dynamic impetus to, and further develop, innovative actions with future potential taken by Member States. It also suggests solutions to overcome on-the-ground problems encountered in implementing a training policy in new information technology.

Study on post-secondary school training in new information technology and cooperation between industry and university

The brief of this study was to identify the quantitative and qualitative requirements for advanced training in new information technology (NIT) within a regional development setting associating local industry with higher education establishments.

The final report falls into two parts:

- (i) the main body of the report, consisting of an analysis and recommendations, in which the author identifies and then reviews the principal issues at stake in advanced training courses in NIT;
- (ii) a series of appendices giving a more in-depth treatment of the situation in three particular fields: engineering training, management teaching and computer engineering.

The report concludes by stressing the need for Community action in this field, and puts forward a number of proposals:

1. A declaration by the Commission or Council positively asserting the responsibility owed by European higher education to training and research in new information technology and its social impact could make a significant contribution to heightening higher educational institutions' awareness of their obligations in this field.
2. The Commission could initiate, and subsequently evaluate, a limited number of multi-disciplinary pilot projects involving different departments or institutes within the same higher education establishment – particularly the social sciences, pure sciences and engineering studies – centred on an innovative training and/or research programme (perhaps under the general title of 'NIT and Society').
3. The three types of training analyzed in this report – 'pure' specialists, the 'dual skilled' and 'users' – should be indexed, even if to do no more than a profile a representative cross-section of the methods employed in each Member State.
4. The Commission should support the different types of training in NIT, but especially the training of 'pure' and 'dual skilled' specialists, using the 'Common Study Programmes' tailored as far as possible to the individual case.
5. A special supplementary quota of study grants available under the 'short study trip' programme could be earmarked specifically for applicants wishing to study methods of advanced training in NIT subjects in another Member State, and also for a closer working relationship between university and industry in this field.
6. The Commission could point the way by conducting or commissioning a survey on the problems of 'awareness' training for teachers in higher education, i.e., those needing no more than foundation training in new information technology.
7. The Commission should launch a study into the possibilities of Member States using existing decentralized training packages and study programmes in NIT, such as those developed by the Open University in the United Kingdom.
8. Some of the methods of cooperation and the ties between higher education and industry merit a more in-depth comparative study, carried out under the aegis of the Commission and extending to several or all of the Member States.
9. It would be desirable for some of the Common Programmes mentioned under point 4 to involve a 'sandwich course' element, in which a period of study in a higher education institution in one Member State would be followed by a period of training and experience in an information technology industry, or an industry using NIT, in another Member State.
10. The Community could offer part-funding of contracts of the following type: a post-graduate student preparing for his doctorate in the field of new information technology could be employed on a 2–3 year contract by a manufacturing firm, which would be eligible for a 50 % 'apprentice' payroll subsidy, the three partners to this contract – the student, the university and the company – belonging to at least

two Member States. Such contracts could be directly or indirectly linked to the Esprit programme.

11. The 'partnership programmes' to be set up by the Commission should provide the maximum

possible scope for higher education institutions to upgrade their existing resources position in state-of-the-art data processing equipment.

12. Some of the 'partnership pro-

grammes' should focus on university-industry associations within the framework, and for the purposes, of regional development, with special emphasis on small and medium sized firms.

The access of young disabled people to post-compulsory education

This study has been prepared for the Commissions's Bureau for Action in Favour of Disabled People by the UK National Bureau for Handicapped Students (NBHS). To ensure a broad European approach at all stages of the study, the NBHS worked closely with an 'inner group' of experts drawn from bodies active in the field in the Federal Republic of Germany, France, Italy and the Netherlands. This group supported the NBHS both in the planning of the study and in the assessment of data and opinion collected from all Member States.

The context of the study is situated at the intersection of the Community's activity in the fields of education and training with the programme to promote the social integration of disabled people. On the education and training side, the report will make a direct contribution to the activity concerning the educational integration of the young handicapped which was launched by the Conclusions of the Council and Ministers of Education meeting on 4 June this year; more generally, it relates, as far as the young disabled are concerned, to the programme to facilitate the transition of young people from school to adult life, to the follow-up of the Commission's Communication on Vocational Training in the 1980s and to the general development of Community youth policy.

As far as concerns problems specific to disabled people, the report is addressed to a point of high risk, when the young disabled are likely to lose much of the legal protection and service support they have depended on in childhood. It also contributes to the whole package of work concerning the mobility and access problems of disabled people in which the Commission is currently engaged.

Traditionally, the general word to describe the processes which enable people with disabilities to reach their potential has been 'rehabilitation' – understandably so, since priority in the past was given to the victims of war and of industrial accident or industrially derived disease. Increasingly since the last war, European society has recognized the need to balance these preoccupations with an equal concern for those whose need is for systems of support for which the term 'rehabilitation' is a misnomer – those, that is, with congenital impairments (genetic or other), or who have suffered accident or the onset of disease during childhood or adolescence, reentering the education system (whether in integrated or special schools) as disabled youth. It is for this reason that, as well as rehabilitation, the concepts of educational integration and transition must

now be seen as central to the problems of disability in the Community.

It is the problems of this young population which the NBHS study has addressed. In order to give depth to the analysis, the situation is presented from two points of view, first by means of 10 country reports, then in the form of discussion by themes. The country reports are brief and concentrated, systematic in structure and supported by tables which update the statistics presented in the Commission's 1980 study report on special education (the Jorgensen Report). Of particular value are the summaries of 'general points' which come at the end of each country section. Also brief and concentrated, these statements are evaluative as well as descriptive, touching for example in the extent to which established goals are achieved, and therefore present the reader with a much more lively impression of each national reality than is normally available.

The second main section, that organized by themes, takes the reader more deeply into an understanding of the problems. Topics treated include the forms and extent of provision, problems of entry (age, qualifications), legal rights, freedoms (independence, participation), guidance and information, mobility, other technical support and assessment. Here again the presentation is refreshingly terse and enlivened by well-chosen and generally practical recommendations concerning each topic. The reader is thus given a substantial but digestible corpus of material which enables him to reflect on the matching of solutions to problems as he goes along. He is further helped towards a positive view by means of a set of 48 case studies of relevant innovation and effective practice which are given in an Annex to the report.

The structure of the report therefore fully prepares us both to understand the final recommendations and to accept their validity. Two problems emerge as of salient importance, both for their gravity and universality. The take-up of post-compulsory education by the young disabled appears to be



A young blind person.

'The take-up of post-compulsory education by the young disabled is far lower than it should be, especially in the case of physically or motor handicapped young people of good intellectual capacity'.

Photo: Yves Smets · Copyright 'Photo News', Brussels

everywhere critically less than should be expected, the off-fall being most serious in the case of physically or sensorily impaired young people of good intellectual capacity. Secondly the apprehension that transition may be a period of especially high risk for the young disabled is verified by the evidence: the articulation is generally inadequate between often highly structured and coherent systems of support for the younger adolescent on the one hand and on the other the relatively undeveloped and diverse services available to the young adult.

In the face of these two key issues, and the cluster of negative consequences to which they give rise, the NBHS recommends a number of actions to be undertaken at national and Community levels. For the readers of *Social Europe* it is the latter which will be of special interest. The report has these proposals for the future work of the Commission:

- (i) further, more detailed, studies should be undertaken, especially concerning statistics, flexible forms of provision and the problems of physical access;
- (ii) a comparable terminology of handicap needs to be established for all Member States;
- (iii) exchange visits and encounters should be organized, involving professionals, non-governmental organizations and disabled people;
- (iv) the study should be published and widely disseminated;
- (v) the study should also be used as the base for a European Community Conference on the chief issues, the participants being disabled people with the representatives of both governmental and non-governmental bodies.

Patrick E. Daunt
Bureau for Action in
Favour of Disabled People



'The transition to adult life for the young handicapped, for whom facilities are still underdeveloped, is now a period of high risk'.
Photo: Paul Versele · Copyright 'Photo News', Brussels

Part Three

Developments in Member States

***Employment policy
in the Member States***

- Developments at a glance
- Overall developments
- Aid to the unemployed
- Training
- Job creation
- Special categories of workers
- Working time
- Placement
- Miscellaneous

In response to the wish expressed by Member States' delegations in the Council to receive information on developments in national employment policies the Commission set up a mutual information system called MISEP. The system operates on the basis of contributions from correspondents in public administrations or organizations and a Commission representative.

It provides the relevant authorities in each Member State with regular quarterly information on measures and trends in the employment policies conducted in the other Member States.

Social Europe presents a selection of the information exchanged through MISEP in each issue. The Commission accepts no responsibility for the use of this information, which comes from official national sources. It is presented as a summary, on a regular basis to enlighten the reader on the evolution of various aspects linked to national employment policies.

Developments at a glance

Belgium

Wage moderation is continuing into 1986 with wage-earners having their first annual 2% index linked increases paid to the government. To maintain both civil service recruitment and public expenditure within limits, the government has introduced an 80% working time and pay scheme. Various aspects of recruiting and selecting procedures have been made compulsory by royal decree.

Art. 64 of the law of July 13 enables companies which increase employment and the production of goods/services at the same time as reducing weekly working hours to 34 or less to write off BFR 2m over six years from corporate profits per additional worker hired. The government has brought in a ruling authorizing 'contractual' early pensioners to undertake certain unpaid work.

Denmark

The modernization of the public employment service, with higher priority being given to ordinary services, closer contacts with employers, self-service information and computerization requires more intensive staff training. Each Danish county now has an equality consultant to give training and advice both in schools and afterwards.

France

The decree of 17. 7. 84 appoints a single minister for the fields of labour, employment and vocational training. The decree of 27. 6. 84 brings in State aid for permanently hiring wage-earners for a 28–32 hour working week. Two measures were brought in in April and May 1984 to facilitate workers' return to their country of origin. The Council of Ministers drew up in September a series of measures aimed at fighting youth unemployment. They are intended to achieve the government's aim of providing 100 000 persons under 21 years of age by the end of 1985 with an alternative to unemployment in the form of training, employment or work of collective utility. ANPE's medium term (1984–88) development plan will enable it to adapt its approaches to changing environmental conditions and to strengthen its functioning; it also outlines 6 multi-year programmes.

Germany

The repatriation law is encouraging the return of some 60 000 non-EC citizens – particularly Turks – to their countries of origin. Amendments are being introduced to the Disabled-Persons Act to provide those concerned with improved chances of finding a job or training place. The Employment Protection Act which will come into force in January 1985 provides for increased flexibility in 11 fields: limited term employment contracts; part-time work; social plan; payment of wages during sickness; placement through third parties; job creation measures: overtime; illegal employment of foreign workers; apprentices in trades; building workers; and . . . health cures. The evolving costs of unemployment in Germany are shown by expenditures of the Federal Institute of Employment. An update is given on the implementation of the early retirement act.

Greece

Within its job creation programme, the government is granting employers hiring recently returning migrants a daily amount equivalent to nearly $\frac{2}{3}$ current wages for one year.

Ireland

A voluntary work scheme has been introduced to enable the unemployed to serve the community and develop their work skills. The aim of the LINC training programme is to provide the maximum employment potential in a given locality. Demand for the Enterprise Allowance Scheme to start one's own business has been so great that the ceiling on applications has been lifted.

Italy New scales have been introduced for supplementary allowances. Beneficiaries of the CIG (Earnings Supplement Fund) can be employed, for the time being, in public works or services and as vocational instructors. An act of July encourages young people to be hired or establish their own companies (especially in management services) in the Mezzogiorno. The Ministry of Labour has established a national committee for implementing the principles of equality of treatment of men and women at work.

The Netherlands As regards job creation, estimates have been made on the impact of speeding up urban renewal, atlases on local initiatives have been published and the government has started two new schemes: to help women establish their own businesses and to help backward areas. The government has introduced a new grant scheme to combat youth unemployment. As START, the temporary employment agency, is booming, the government is encouraging more young unemployed to take temporary jobs. The 1975 extended short-term working scheme has been abrogated at a time when there are indications that reducing working hours generates jobs.

United Kingdom The Disablement Advisory Service of small MSC advisory teams for employers became nationwide in March 1984. The Young Workers Scheme (wage subsidization) has been modified to fit it better with the Youth Training Scheme. The entry to the Enterprise Allowance Scheme to encourage business creations was boosted from 600 to 1 000 per week from May. The Community Programme for the long-term unemployed is now being linked to short-term courses.

Overall developments

Germany: Employment Protection Act

The following are the main features of the bill which has been accepted by the government and should pass its three readings in parliament to become law on 1 January 1985.

Limited term employment contracts

As companies' order books improve, employers are being encouraged to hire unemployed workers instead of making use of overtime or additional shifts. To this end the law authorizes up to 31 December 1991 a one-off limitation of up to one year for employment contracts if this enables an unemployed person to be taken on or an apprentice, having finished his vocational training, to be kept in temporary employment because there is no permanent job. In the case of company start-ups with those employed not exceeding 20 persons, the maximum term for a limited employment contract is two years.

Making part-time employment more attractive

The law provides for a series of regulations aiming notably at making part-time work attractive for those workers who, currently having a full-time job, are interested in a part-time job. This is done by means of improving labour law protection. Furthermore, the law improves the employment chances of unemployed people seeking part-time work and protects all part-time workers from unequal treatment in their relationships with their employer at work. All existing forms of part-time work, such as flexible working hours and job-sharing, will be integrated into social protection.

With the particular view to raising the willingness of small companies to hire, the law maximum of 10 hours a week or 45 hours a month, shall in future no longer be counted in the threshold number of wage and salary earners above which companies are

subject to the statutory protection against dismissal.

Modification of the 'social plan system'

('Sozialplanregelung')

Several items of the social plan regulation in the Works Constitution Act should be modified. The aim is to overcome the reluctance of a number of employers to hire additional workers because they want to avoid having to face high unpredictable social plan costs incurred in cases of dismissals caused by subsequent corporate restructuring.

The law currently in force stipulates that, when drawing up social plans, the settlement authority ('Einigungsstelle') has to observe the 'social interests of the workers concerned' and the 'economics for the company'. These criteria will be clearly spelled out, as will the conditions which have been established solely by jurisprudence for the enforcement of social plans in cases of pure reductions in personnel. Furthermore, during their first four years, newly created companies will not be required to have a social plan enforced through the settlement authority.

The federal government's initiative to improve the currently unsatisfactory legal position as regards social plans of workers involved in cases of bankruptcy has to be seen in this context.

Wage compensation scheme and smaller companies

The Continued Payment of Wages Act enables small companies with up to 20 employees to foresee the expenses they have to incur when continuing to pay wages to a sick worker, since this wage compensation scheme is financed jointly by all employers in this category through a cost splitting system. This statutory compensation scheme will be extended in scope.

To date, part-time and full-time workers were counted alike when determining the number of the workforce. This could lead to companies being

excluded from the compensation scheme simply because they employ part-time workers. To overcome the negative effects in the employment of part-time workers, the Employment Promotion Act now foresees that part-time workers will be counted handicapped persons will not be counted at all in the number of the workforce.

Until now, if a trainee falls ill, the employer has to continue to pay his/her training remuneration for six weeks. Since bearing such costs will have an adverse effect on small companies' readiness to train young people, the new law provides for the continued payment of a sick trainee's remuneration to be integrated in the existing statutory compensation scheme.

Under the Employment Promotion Act the sickness insurance institutes are entrusted with the implementation of the statutory compensation scheme. They will now be enabled to extend the group of employers participating in this scheme to all employers employing 30 workers (rather than 20 workers as at present). They will furthermore be statutorily enabled to include the employer's contribution to maternity allowances in the statutory compensation scheme, thereby improving the employment chances particularly of young women.

Placement by third parties' services

In order to make use of every single training opportunity, the Federal Employment Institute will be authorized – as had been the case until 1969 – to commission third parties to place trainees in vocational training places, provided the placement is free of charge. This regulation is valid until 1991. Even now the Federal Employment Institute can commission third parties to place special groups of employees.

Promoting job creation measures (ABM)

The funds available for job creation measures, and consequently for reliev-

ing the labour market are to be used still more economically. The catalogue of priority projects is to be completed by projects aiming at maintaining and improving the environment. Wage cost subsidies for older unemployed persons (55 years and above) who have been hired additionally will in future also be paid to public employers.

Temporary employment versus overtime

To enable companies to hire more temporary workers instead of using overtime, the maximum term of employment of a temporary worker will be extended from 3 to 6 months. This will allow absences for maternity leave to be compensated for by employing temporary workers. This regulation is valid until the end of 1991.

Italy: Modified scales for supplementary allowances

Decree No 70 of 14. 4. 1984 set out urgent measures regarding government controlled rates and prices and inflation compensation. It has now been converted into Law No 209 of 12. 6. 1984. This law modifies slightly the scale adopted for calculating the supplementary allowance ('assegno integrativo') to be paid in addition to the family allowances and family allowance supplements for dependent children

under 18 years of age, scaled according to the annual family income liable to IRPEF tax (see table).

Belgium: The policy of wage moderation (Royal decree No 278 of 30. 3. 84)

The government has once again imposed moderation on wage increases in 1984 and 1985 as well as conceivably 1986. Through the outcome the government is striving to restore public finance and bring about a sharing of the available work.

The decree foresees that in both 1984 and 1985 the first 2% increase in wages in line with the price index will not be paid to the wage-earners. In the public sector the 2% adjustment will be paid directly to the Treasury. In the private sector they will on the one hand be earmarked for the Treasury and for the social security system to the extent that there is no shortfall for either resulting from wage moderation. The remaining part will be earmarked for various approaches to sharing working time which will have been the subject of an agreement between the social partners.

Discussions are currently (July 1984) under way with a view to reaching a general agreement. The general framework will thus be determined for reaching agreements by sector or by

enterprise which would enable realistic approaches to be decided on taking account of the diversity of situations.

France: New ministerial structure

The decree of 17 July 1984 appointed M. Delebarre Minister for Labour, Employment and Vocational Training.

Thus are brought together in one single ministry the tasks concerning labour previously performed by the Ministry of Social Affairs and of national solidarity as well as those of the delegated minister entrusted with employment and those of the ministry of vocational training.

Aid to the unemployed

Belgium: Recruiting and selecting regulations (Royal decree of 11. 7. 84)

Collective agreement No 38 concerning recruiting and selecting workers has been made compulsory by articles 1 to 6 and 19 of the royal decree of 11 July 1984. The aim of this agreement was to draft a system setting out the rights and duties of employers and applicants during recruitment and selection procedures.

Thus it is foreseen that expenses incurred by taking tests and exams organized for the selection procedure be covered by the employers if they have ordered them. In cases where an applicant who is being checked as regards his/her being unemployed takes part in a selection test, the employer is requested to give the applicant on his/her request written attestation indicating the dates and hours when he/she was present as well as, where necessary, the reason for not employing him/her. It is also foreseen that when an applicant is not accepted, the employer provides him/her within a reasonable period of time with the

Annual family income liable to IRPEF tax	1 child	2 children	3 children	4 children or more
	amount per month	amount per month	amount per month	amount per month
up to 9 200 000	45 000	90 000	135 000	180 000
9 200 001 – 10 350 000	39 000	82 000	127 000	171 000
10 350 001 – 11 500 000	33 000	74 000	119 000	162 000
11 500 001 – 12 700 000	27 000	66 000	111 000	153 000
12 700 001 – 13 800 000	21 000	58 000	103 000	144 000
13 800 001 – 14 900 000	15 000	50 000	95 000	135 000
14 900 001 – 16 100 000	–	42 000	87 000	126 000
16 100 001 – 17 250 000	–	31 000	79 000	117 000
17 250 001 – 18 400 000	–	26 000	71 000	108 000
18 400 001 – 19 500 000	–	20 000	55 000	99 000
19 500 001 – 20 700 000	–	13 000	39 000	90 000
20 700 001 – 21 800 000	–	–	23 000	81 000
21 800 001 – 23 000 000	–	–	15 000	72 000
23 000 001 – 24 000 000	–	–	–	54 000

documents attached to his/her application. Furthermore, handing over copies of diplomas, certificates, attestations and other documents duly stamped and certified can only be required by the employer at the end of the selection procedure.

Articles 7 to 18 of the agreement concerning in particular information about the applicant, equality of treatment, respect of private life, confidential handling of data, the duties of the applicant, the length of the selection procedure, probationary work and travelling expenses have not been made compulsory by the royal decree. Although the non-respect of these clauses is not penally sanctioned, the complementary provisions bind the contracting parties.

Ireland: Voluntary work for the unemployed

A Voluntary Work Scheme has been introduced by the Department of Social Welfare. The objective of the scheme is to encourage people receiving unemployment benefit or assistance to do voluntary work. Many forms of voluntary work are covered under the scheme including the following:

- (i) helping the elderly, sick or handicapped;
- (ii) helping church groups, youth clubs, residents or local development associations.

It is hoped that the scheme will be of benefit both to the unemployed people involved (by developing their existing skills or by providing them with work preparation) and to the community.

A person engaging in voluntary work must continue to satisfy the conditions for receiving unemployment benefit/assistance, i.e., being available for paid employment and actively looking for, yet unable to find, paid employment.

Italy: Work by CIG beneficiaries

By Law No 18 of 27 February 1984 and Law No 39 of 24 July 1981 beneficiaries of the Earnings Supplement Fund ('Cassa integrazione guadagni' - CIG) can for the time being be employed in public works or public utility services and as instructors for vocational training initiatives.

Law No 18 extends to the whole of Italy provisions of Law No 39 pertaining

to the Mezzogiorno (South of Italy). It stipulates in particular that, if it is not possible or necessary to set up vocational skills or retraining courses for the workers who benefit from the special allowance paid by the CIG, the regional employment commissions can make arrangements for the workers in question to be temporarily taken on in an activity compatible with their occupation. This can be either in public works and public utility services or else as instructors for vocational training measures in agreement with the public authorities concerned. Such use does not, however, imply the establishment of any type of work contract and it must end as soon as the benefit period of the CIG allowance ends.

The earnings supplement allowance which is due to the workers employed in the public works and services referred to above, is increased to 90% with a ceiling which cannot exceed the monthly salary or wage which would have been paid in a permanent work contract with an individual worker.

Workers who refuse to be sent to courses, who do not attend courses regularly or who refuse to be employed in public works or public utility services referred to above, lose their right to the special CIG benefit, as well as to any social security or compensatory allocation to be borne by the company, with the exception of those rights which have already matured.

Workers employed in public works and public utility services have the right not to work in all cases where the requested work contravenes the legal regulations pertaining to work contracts for wage and salary earners.

Germany: The cost of unemployment

Income and expenditure of the Federal Institute of Employment in millions of DM¹

Year	1970	1975	1980	1983	1984 ²
Total income	3 574	9 224	19 050	31 039	33 400
Total expenditure including	3 907	17 836	21 674	32 644	29 900
Unemployment benefit	651	7 765	8 110	17 103	14 400
Bad weather allowance	1 222	396	983	597	1 400
Short-time allowance	12	2 207	471	3 075	1 700
Vocational training	764	2 304	2 878	3 468	3 800
Rehabilitation	67	434	1 650	1 884	1 900
Job creation	14	127	1 025	1 229	1 800
Carrying out professional duties	844	2 004	2 909	3 420	—
Bankruptcy compensation payment	—	262	206	465	—
Unemployment assistance	71	979	1 903	7 124	9 000

¹ Source: Federal Institute of Employment.

² Estimation of the Hamburg HWWA institute.

Training

Ireland: LINC training programme

The LINC programme is one of AnCO's major training initiatives. It aims to provide, through training, the maximum employment potential for the

unemployed of a particular area. LINC achieves this by raising the skill levels of the unemployed over a wide range of business and life skills. Local voluntary steering groups are being set up and these will identify potential projects offering employment and training opportunities. As a result of this new initiative in community based training, unemployed jobseekers can be linked through training and development to local job opportunities.

At present there are four regional LINC programmes which are fully supported by the representatives of the main State or semi-State agencies with an interest in the designated areas. In each region an area management board has been established which is comprised of representatives from these agencies. Some of the types of training courses being run are electronics/light skills, welding/light engineering, word processing, micro book-keeping, office procedures, sales/driving, craft studies and start your own business courses. A total of 2 000 persons to date have received training through this programme.

Job creation

Greece: Job creation programme for migrant workers returning home

According to decision No 311411/18.4.84 of the Minister for Labour for 'financing employers for the creation of new jobs' all enterprises whether private or public, local administrations, co-operatives, etc., receive financial support amounting to DR 800 per day (DR 1285 is the current daily wage rate) for every person hired who has returned to Greece after at least two years of employment abroad and has settled in the country during the two years before his/her hiring. Subsidies are given for a period of one year.

The employer who receives the aid must not have dismissed anyone during the three months previous to the hiring; furthermore, he/she must agree

to employ the person taken on for 18 months. The subsidy is discontinued in cases where the employer dismisses the worker newly hired or taken on previously and does not replace him/her within a period of 10 working days. The employer has the same duty in the case of voluntary departure or departure for military service.

Persons hired to replace those covered by the scheme can remain employed under the scheme for the remaining months of the 12 month period of subsidy if they fulfill the above-mentioned conditions.

Belgium: Fiscal aids for corporate job creation

Among the recovery measures foreseen by the law of 13 July 1984, Article 64 is an interesting fiscal innovation.

There have been several fiscal incentives introduced over the past few years to encourage corporate investments. But though new investments can encourage technological innovation – a matter which is of itself worthwhile – it so happens that many of these investments bring about rationalization which does not create jobs. It is just this situation which is corrected by Article 64.

Contrary to the approach of employment zones which provide enterprises with tax relief for investing in leading areas, the new approach seeks to foster labour rather than capital. For it can be more advantageous for an enterprise which detects opportunities for expanding an (existing) product to make greater use of capital investment (i.e. the production system), for instance by bringing in new shifts and additional labour in the framework of a proportional reduction in working time, than to make new investment in machinery for instance.

This scheme, which comes in the wake of experiments successfully implemented by the government over the past years, seeks to bring about a reorganization of production by re-

arranging working time backed up by fiscal incentives. It foresees that corporate profits resulting from such rearrangements will be exempt from tax up to BFR 2m per worker hired. The amount is spread over six years according to the number of hirings made by companies to compensate for reducing working time.

More specifically, companies which reach a collective working agreement having the following provisions can make use of the fiscal concession:

- (i) reducing the length of weekly working time by at least 8 % in the whole company (and not, as is the case of working time experiments falling under A.R. 179, for one plant or sector – see inforMISEP No 6) to 34 hours or less without there being any reduction in the average weekly wages (which means an increase in the individual's hourly wage);
- (ii) increasing the net number of persons employed, converted into full-time jobs to at least equal the reduction in working time (i.e. at least 8 %);
- (iii) organizing working time to ensure the maintaining or the increase of operating time of the system producing goods and services.

The new scheme could mean reducing shift work in companies working shifts since breaks of 2 x 6 hours or 2 x 4 hours could be envisaged.

Such agreements must come into force on 1 January 1985 at the earliest and on 31 December 1987 at the latest. They must be approved by the Minister for Employment and Labour.

The BFR 2m tax concession per unit of personnel hired will be spread as follows:

- BFR 500 000 for the first two years;
- BFR 400 000 for the third year and thereafter in diminishing amounts to BFR 100 000 in the last year.

Furthermore, should the net increase in the personnel foreseen in the collective working agreement be cut down during any fiscal period, the pro-



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fits or losses of that period would, according to the case, be increased or decreased per diminished unit of personnel by a sum equal to the relief given for the three previous taxable periods.

This incentive cannot be cumulated with either the outcome of the new incomes policy (moderation of wage increases – see above) aimed at encouraging employment (1984 – 1985 – 1986), or with specific incentives for experiments in re-arranging working time (A.R. No 179).

As regards the impact on the State budget, the system could be in balance in the first year and even positive afterwards. The drop in fiscal revenues will be compensated for by the lack of expenditure (reduced expenditure) on unemployment benefits and the contribution of the worker hired to taxes and social security.

Ireland: Enterprise Allowance Scheme

The initial ceiling of 500 participants on the pilot scheme was lifted in March 1984 as a result of the heavy demand for places. By October 5 there were over 3 600 persons on the scheme and this figure is expected to reach 5 500 by the end of 1984.

Regulations introduced on 13 August 1984 allow for participants entering the scheme on or after this date to capitalize a certain element of pay-related benefit (PRB – payable with unemployment benefit). This means that participants who have some residual entitlement to PRB can apply and will be eligible in the case of suitable projects to capitalize their PRB up to a maximum of 26 weeks or the actual number of weeks PRB to which there is entitlement, whichever is the least.

The purpose of this change is to cover the start up costs of the enterprise over and above the first IRL 500 which participants are expected to cover from their own resources.

Italy: Bill to foster youth employment in the Mezzogiorno

The Council of Ministers in its session of 30. 7. 84 approved a bill which contains provisions for the employment of young people in the Mezzogiorno. The measure is divided into two distinct provisions. The first aims at fostering the employment of young people in companies in the Mezzogiorno by means of incentives paid directly to the companies to the extent of 40 % of the labour cost (60 % of the labour cost in the more advanced sectors).

The second provision aims at encouraging new entrepreneurship in the Mezzogiorno and thus goes beyond simple assistance. Monetary and real incentives are foreseen for cooperative societies or companies set up in the main by young people between 18 and 29 years of age. The mechanism of giving incentives aims at progressively fostering the integration of initiatives into the mechanisms of the market.

Projects presented by the cooperative societies can concern all productive sectors with particular reference to the provision of services to companies (accounting, marketing, organization and fiscal consulting and data processing services). Within the scope of the special plan, projects can be presented by local enterprises; however, certain requirements are specified for projects to avoid any degeneration of assistance. An amount of LIT 3 000 000 million has been earmarked for the scheme until the end of 1987.

United Kingdom: Enterprise Allowance Scheme: increase in number of places

The Enterprise Allowance Scheme provides a taxable allowance of UKL 40 a week for a year to those unemployed people wishing to set up a business who may be deterred by the fact that they would lose their entitlement to unemployment or supplementary benefit.

The scheme is encouraging the creation of new businesses over a wide

range of activities from traditional craft work to high technology microcomputer programming, though most businesses, as may be expected, are covering more conventional activities such as shops, cafes, hairdressing, light haulage, general building repairs and maintenance, motor repairs, clothes design and manufacture and contract cleaning. More imaginative ventures have included a private ambulance service, constructing architectural models, raising calves for beef and a workshop to help unemployed young people into self-employment.

On 1 May 1984 there were 29 000 people on this highly successful and popular scheme. It was therefore announced that the weekly allocation of places was to be raised from 600 to 1 000 from the beginning of May in order to cope with increased demand. The future development of this scheme is currently under consideration.

Netherlands: Green atlas on local initiatives

The Ministry has published a 1984 (green) 'Atlas of local initiatives in the Netherlands: Work projects and supporting bodies' following the (blue) atlas published by the Institute of Economics in Tilburg. The two atlases have the same contents and form. Together they provide a broad overview of the spread and concentration of the various types of local initiatives.

750 municipalities participated in the stock-taking exercise. The blue atlas is intended for start-ups and small enterprises, with the green atlas providing information on projects and the supporting bodies so that it can be used as a handbook. The work projects are subdivided into social projects, training projects, service and assistance projects and workshops. The supporting bodies are not further subdivided since they are engaged in a variety of activities varying from advice and counselling to monitoring and placement. Information is provided for each municipality.

Netherlands: Facilitating start-ups of businesses run by women – pilot scheme

Women wishing to start a business of their own can, under specific conditions, obtain an interest-free loan from the government. The loans are granted through the pilot scheme for facilitating start-ups of businesses by women (ERSV).

The ERSV scheme is aimed at women who cannot raise the starting capital they need through the usual channels and who, after not having worked outside their home for several years, want to have an income again by starting up a business of their own. The scheme assumes that, through their day-to-day job practice and ensuing training, participants will gain sufficient knowledge and experience to be able to continue running the business after some time without needing any support.

The maximum loan for a business amounts to HFL 50 000, reimbursable over seven years.

The scheme runs provisionally for three years (1984, 1985 and 1986). HFL 700 000 has been earmarked for 1984.

Special categories of workers

France: Repatriation schemes for immigrant workers

Two arrangements have been made to facilitate the return of foreign workers to their country of origin:

- (i) public aid brought in by the decree of 27 April 1984;
- (ii) aid by written agreement following a convention signed on 14 May 1984 between the trade unions and employer organizations.

Public aid is added to the measures taken by the employer for rein-

tegrating a foreign worker in his/her country of origin according to an agreement with the State or the national immigration office – ONI. Public aid is thus subordinated to there being such an agreement. (One such agreement has been signed by the Citroen company and another by the trade association of public works; negotiations are underway at Renault.) Public aid consists of:

- (i) an allowance 'which should cover all or part of the beneficiary's expenses to ensure his/her successful reintegration in his/her country of origin' (vocational training, purchase of equipment), the amount of which cannot exceed FF 20 000;
- (ii) an allowance for covering travel costs (air ticket for him/herself, his/her spouse and under-aged children) and removal costs (a lump sum amounting to at most FF 6 700 for Europe and to FF 10 000 outside Europe).

Aid by agreement complements public aid and, like it, can only be given to workers whose employer has signed an agreement with the State or ONI. Such aid is provided by the unemployment insurance system. It consists of a one-off payment of the two thirds of the unemployment allowances the worker would be entitled to on the date of his/her departure.

Germany: Foreigners repatriation scheme's progress

The number of persons applying for repatriation allowances and repayment of contributions to the statutory pensions insurance rapidly rose in May. The allowance amounts to up to DM 10 500 per unemployed or short-time working foreign worker from non-EC countries and DM 1 500 per dependent child provided the application is made by 30 June 1984 and the country left by 30 September 1984.

By May a total of some 9 900 foreign workers – including some 8 400 Turks – had applied for repatriation help. This represented an increase of almost

2 500 over the April figure, when the rise was higher than average.

The pre-financing of 75% of the repatriation aid has been operating since the end of March by the Federal Employment Institute. Since then more than 1 200 foreign workers have made use of this scheme.

Some 57 000 foreign workers – including nearly 48 000 Turks – have so far (June 1984) applied for repayment of their (employee) contributions to the statutory pensions insurance. Preliminary information from companies indicates that the rise in applications for repatriation help continued in June.

Irrespective of future developments, the federal government does not intend to take any initiative to renew this law.

The strict criteria for repatriation aid – bankruptcies, corporate closure or lengthy short-time working were deliberately chosen to minimize possible take-up effects, i.e., having foreigners apply who were in any case intending to return home. For these reasons repatriation aid is only given to those persons who met the legal conditions once the law was in force.

Germany: Amendment to the disabled persons' act

In June 1984 the draft of an amendment to the disabled persons' act was sent out for comment to the provincial governments ('Länder'), the social partners and the associations concerned. This act has now been in force for 10 years. During this period, the number of recognized disabled persons has risen to about 4.5 m. Of these some 1.1 m belong to the labour force. In May 1984 136 694 disabled persons were unemployed.

The **main objective** of the amendment is to offer disabled persons better chances of finding a job or a training place. The bill seeks to ensure that the experience gained be turned to good account, that problems which have become apparent during the implementa-

tion of the act be rectified and that employment obstacles be reduced.

The draft bill makes the **following provisions:**

The amount of the compensation which employers have to pay if they, contrary to their legal obligation, do not employ disabled persons or do not employ them to the extent laid down by law, will be increased from DM 100 to DM 150 in line with increases in gross wages since 1974. The aim is to put increased pressure on those employers having to employ a certain quota of disabled people to hire and employ these people to the extent laid down by law.

Training places will no longer be taken into account for calculating the minimum number of 16 workplaces and the number of disabled persons to be employed. The aim here is to increase the readiness of companies to train people.

The aids granted to disabled trainees will be increased. One disabled trainee shall count towards two quota jobs. Furthermore, the provision of training places for disabled persons in companies will be fostered by means of additional financial aids granted from the compensatory funds.

The special protection against dismissal for disabled persons is maintained. To give employers the opportunity to try out disabled persons at a specific workplace, general protection against dismissal will come into force, i.e., after a six month period of employment.

There will be an additional holiday for disabled persons of one working week, this including health cures. This has been done to increase the employers' readiness to hire and employ disabled people, bearing in mind that the basic holiday has been extended considerably since 1974.

Financial incentives from the compensatory funds are intended to bring about the hiring and employment of disabled persons. What has been achieved through four special program-

mes should now become a continuous legal scheme.

The legal status of the disabled persons' representative is being strengthened. The representative makes a special contribution to unemployed disabled persons being offered a training place or a job. Experience has shown that the legal status of the representative has to be improved in order to enable him/her to fulfil his/her task responsibly.

France: Youth measures for the 1984-85 campaign

Meeting on 26 September the Council of Ministers drew up a series of measures aimed at fighting youth unemployment. They are intended to achieve the **government's aim** of providing all persons under 21 years of age by the end of 1985 with an alternative to unemployment in the form of training, employment or work of collective utility.

The scheme adopted is based in the main on:

- (i) bringing in works of collective utility aimed at young people aged 16 to 21 years;
- (ii) undertaking to provide an additional 480 000 training places for young people aged 18 to 25 years (and, by special dispensation, to 16 to 18 year olds) made up of:

- 300 000 training places within companies;
- 100 000 introductory training periods for working life;
- 60 000 places in teaching establishments;
- 20 000 apprenticeship places.

This set of measures will be completed by an improvement in the system for helping unemployed workers to set up their own business, the development of 'intermediary enterprises' able to take in jobseekers whose integration into working life is particularly difficult, and, finally, by the creation of a 'youth initiative fund' endowed with FF 1 m in each 'département', to finance initia-

tives taken by young people themselves for their training and integration into working life (creating enterprises, study visits, computer clubs, etc.). In the same spirit, to speed up awareness of the complementarity of the worlds of teaching and of working, the government will enhance the systematic twinning of every school with at least one enterprise.

Works of collective utility

This programme is open to young people aged 16 to 21 years who have no job and are undergoing no training or studies. Such youths can, for a maximum period of one year, perform part-time collective utility work in such areas as helping the elderly, environmental protection, family help and pre-school services. This work will be proposed, defined and managed by local level units, both public establishments and non-profit associations or foundations.

Participants will have the status of 'vocational trainee' ('stagiaire de formation professionnelle') and in this capacity will benefit from social coverage, in particular as regards accidents at work. Basic remuneration is set at FF 1 200 financed by the State for 80 hours of work per month. To this sum can be added a complement of FF 500 paid by the host body.

Work must at the same time meet a real unsatisfied need and not compete with activities provided by the market sector or public employment. It must seek to ensure the integration of the young beneficiaries on both the social and occupational levels. Thus, projects must have a proper framework and be of sufficient interest in themselves for the young beneficiaries.

Alternating training

The government is putting into operation the 26 October 1983 national agreement by completing the scheme of alternating training (sandwich courses) for young people aged 18 to 25 years and, by special dispensation, 16 to 18 years old.

The **three types of training** newly brought in are:

- (i) the **initiation into working life training** period: three months within an enterprise for contact and work during which time the young person is followed by an outside body;
- (ii) the **qualification contract**: six months to two years of work and training within the enterprise aimed at obtaining a diploma or a recognized skill;
- (iii) the **adaptation to employment contract**: a one year minimum to confirm previous training.

The last two are both work contracts.

The three approaches provide a sort of complete course – without all the stages being compulsory – which should enable the young person to gradually become integrated into the enterprise.

An important innovation concerns the ways of **financing**, with a redistribution of responsibilities between the State and enterprises. Initiation into working life traineeships are paid for by the State, but enterprises finance the qualification and adaptation to employment contracts in compensation for their charges being reduced: until now they had to pay the Treasury for training purposes 0.1% of their payroll liable to apprenticeship tax and a payment of 0.2% of their payroll as a down-payment on the compulsory expenditure for recurrent education. From now on, enterprises are freed from these payments and can make the corresponding expenditure directly according to suitable methods: this expenditure totalling some FF 3 000 million can be incurred within the framework of collective agreements between employers' and employees' representatives or, should such an agreement not exist, by payment to a friendly society ('organisme de mutualisation des fonds') or, finally, by directly paying the expenditure.

Since the new approaches have been born of a national agreement, the State is striving to limit its action to

simply supporting their implementation by the social partners within the framework of a broader agreement and ex post monitoring progress.

Greece: Changes in family benefits

By a new Presidential Decree – pending signature (October 1984) – the existing regulations dealing with family allowances are being amended, so as to attenuate social imbalances of workers and give to family benefits a social character.

The main point introduced by the new provisions is the calculation of family benefits according to the family's annual income and the number of children. This new instrument introduces radical innovations in the legal as well as in the operating procedure of granting family allowances. It has the following characteristics:

- (i) relief to low income families and to families with temporary social and economic problems;
- (ii) income increase to those families without any increase in the contributions of employers or of employees;

- (iii) significant increase in the income of certain categories of people (the sick, the unemployed, the divorced, etc.) who were not covered by the existing legislation.

Netherlands: New plan for employment projects for young people

A new grant scheme will be brought in for employment projects for young people: the Employment Projects Scheme for Unemployed Young People (WJW). This supersedes the Experimental Job Creation Scheme for Unemployed Young People (EAJ).

The **aim of this new scheme** is to create permanent employment for unemployed young people up to 25 years of age by setting up subsidized work projects. There will no longer be any rules as regards training and length of unemployment.

The government aid will be concentrated on the start-up phase of the project. The contribution will run for a three year period from the actual start of the project. Subsidies will no longer be granted towards possible operating



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deficits. Income and contributions from third parties will no longer be deducted from the grant given.

The scheme will **focus** on projects from the **market sector** without excluding projects from other sectors. A bi-partite body, outside the government apparatus, might be entrusted with implementing the new scheme. The steering committee of the EAJ projects will probably be discontinued.

HFL 18m have been earmarked for the WJW projects for next year. As the current EAJ projects are completed, this amount will increase every year up to some HFL 35m.

United Kingdom: Disablement Advisory Service

The United Kingdom believes in the importance of a programme of educating and persuading employers about the abilities and achievements of disabled people as a means of improving their employment opportunities.

In order to give clearer expression to their '**Fit for Work**' campaign of public education, the Manpower Services Commission (MSC) has introduced a new service for employers. This service – **The Disablement Advisory Service** – comprises small teams of two to three staff whose job is to provide the employers in their locality with practical advice, guidance and help on how to make full use of the skills and abilities of disabled workers. The service was introduced on a phased basis throughout 1983, and became available nationwide in March 1984.

The Disablement Advisory Service complements the work of **Disablement Resettlement Officers** (DROs), who are responsible for giving advice and guidance to disabled jobseekers with special employment problems, and of **Employment Advisers** in Jobcentres who can help those disabled people who do not consider themselves to be in need of special assistance.

Staff of the new service are able to give employers **expert advice** on:

- (i) the wide range of practical and financial help available from the MSC to help overcome problems associated with disability at work (e.g. special aids for employment, cash grants towards the conversion of premises or equipment);
- (ii) ways in which employers can retain the services of a good employee who has become disabled or whose disability has increased;
- (iii) employing disabled people under the MSC's Community Programme which helps the long-term unemployed gain valuable work experience on projects of benefit to their local community;
- (iv) the establishment of a Sheltered Industrial Group on employers' premises for severely disabled workers;
- (v) the Fit for Work Award Scheme and how employers might participate in it;
- (vi) employers' legal obligations towards employing disabled people.

The **view of employers** on the new service will be sought in its early stages so that any changes might be considered in the interests of making the service as effective and cost-effective as possible.

United Kingdom: Young Workers Scheme (YWS)

The Young Workers Scheme provides financial incentives to employers who recruit young people at wage rates that reflect their value to an employer.

To ensure that the scheme complements more closely the Youth Training Scheme (YTS), changes were made to the YWS conditions with effect from 1 April 1984. These changes aim to encourage employers to provide young people with training under YTS, and permanent jobs when the scheme has ended.

To be **eligible for the Scheme's support**, a young person must be:

- Under 18 years of age on the date the job starts *and* have been away from full-time education for at least a year if he/she left school at 16 years of age;
- or
- 17 years of age on the date he/she left full-time education.

For all jobs starting on or after 1 April 1984 employers who **pay** an average weekly wage not exceeding UKL 50 a week may claim payment of UKL 15 a week for a period of up to one year.

United Kingdom: Community Programme

At the end of July 1984 changes were announced to the Community Programme, the United Kingdom's principal scheme to **help long-term unemployed people**.

The programme, which was introduced in October 1982, provides temporary employment for unemployed adults on projects of benefit to the community such as environmental improvement and nature conservation work, with priority being given to those projects which do most to improve the long-term employment prospects of participants, while providing something of practical benefit to the community. Recruitment to the 130 000 job opportunities available under the programme is normally restricted to people aged 18 to 24 who have been unemployed for six of the last nine months, and those aged 25 and over who have been unemployed for at least 12 of the last 15 months. In addition, they need to have been unemployed for the last two months immediately before joining the programme.

In July it was announced that, as part of the United Kingdom's adult training strategy, participation in the programme will **be linked with short courses** of work preparation and basic skills training. This will increase the effectiveness of the programme in im-

proving the prospects of resettling the long-term unemployed into regular employment. Of the 200 000 who are expected to pass through the programme in a year, some 50 000 are likely to benefit from such training when the arrangements are fully in operation.

An **increase in the average wage payable** to the participants in the programme was also announced. Sponsors of projects under the programme are required to pay participants the local going rate for the job within an overall average. From 1 October 1984 this average was increased by 5% from UKL 60 to UKL 63 a week. This will help sponsors in the management of their projects.

Also from 1 October to ensure that the limited number of places available on the programme go to those most in need, eligibility will normally be confined to those long-term unemployed who are also in receipt of State benefits.

Working time

Belgium: Authorized work for early pensioners

The regulations on what work early pensioners are allowed to do have recently been altered. This ends the difference that previously existed in the way they and pensioners were treated as regards cumulated activities for which they are not indemnified and social allowances.

The amount of a 'prépension conventionnelle' (early retirement by collective agreement) is made up of two parts: the unemployment allowance paid by the national employment office, ONEm, and the complementary allowance paid for by the last employer. Regulations which had been drafted for the unemployed were also applied to the early pensioner.

As regards authorized work, these regulations had been established to fight against illicit work and thus left little scope for what early pensioners

could do. As a result a big gap opened up between work which pensioners were allowed to do (as well as early retirement pensioners – 'prépensionnés de retraite' – which were assimilated with pensioners) and that of recipients of an early retirement pension based on a collective agreement who were suddenly barred from all activities.

Thus did certain early pensioners not even dare, for instance, to do little jobs around the house, help their relatives or children to do them, or work voluntarily for a cultural club or an association at the very time that sociologists and those in charge of centres preparing for retirement were unanimous in stating that activity by pensioners should be encouraged, not only for the sake of their own personal development but also for the contribution they could make to economic and social development.

Under the new regulations, early retirees are still not allowed to **work for third parties** if, in exchange, they receive any income whatsoever or payment in kind. But the following work can be done, provided it meets **certain conditions**:

- (i) unpaid work for the person's own account or for relatives or relations by marriage up to the second degree;
2. unpaid work for any non-profit de facto or legal body or association having as its purpose:
 - the public good;
 - cultural, social or humanitarian ends;
 - to meet collective needs which would not otherwise have been met.

The body concerned must previously be examined by the regional ONEm unemployment inspector to see whether it meets these conditions.

From now on early pensioners can also carry out, for their own use and without making a profit, any kind of non-remunerated work concerning their own property, including in particular maintenance, alterations and en-

hancing the value of their property, even when this work can be a part of the flow of economic transactions in goods and services.

Finally, the regulations concerning legal early retirement ('prépension légale') will be altered in the near future so that recipients of a legal early retirement pension will in turn and under the same conditions benefit from the improved status of early pensioner by being able to undertake unpaid work.

The **body issuing decrees** will be authorized to provide for further restrictions on women's employment in case of danger to their health.

In principle, all further bans and restrictions written into the previous working time regulation which are not needed for reasons of differences between the sexes will be lifted. These include the specific limits of maximum working hours for women, early stopping for women on the days preceding Sundays and bank holidays, the regulations dealing with one day per month paid holiday for female workers who are housewives as well as the regulation on the employment of women on vehicles, except for the clause on lifting and carrying loads.

Belgium: Reduced working time during the first year of working life in public administrations (Royal decree No 259 of 31.12.83)

During their first year of employment in public administration, both the duration of working time and the salaries of new recruits are now limited by decree to 80% of those of persons working full-time.

This measure will enable the costs of recruitment covered by the State budget to be reduced. It is a part of the actions aimed at improving public finances. It has enabled recruitment to be resumed, which thus contributes to safeguarding employment while at the same time respecting the general desire of moderating public expenditure. Within the budgetary constraints, promoting a form of compulsory part-time

work seems to be a positive approach to maintaining employment.

France: Aids to hiring within a reduced working hours contract

The decree of 27 June 1984 brings in aids from the State for every hiring of a wage-earner by a working contract which foresees an average length of real weekly working time of between 28 and 32 hours.

This scheme seeks to develop reduced hours' work as an element of an active employment policy, as part-time work currently concerns only a relatively small proportion of the workforce: 5.1% of jobs in establishments with more than 10 wage-earners according to a survey carried out in 1982.

Developing forms of reducing working time to around 30 hours would seem to be particularly worthwhile from the employment viewpoint. Less marginalizing as regards occupational integration than traditional half-time work, it should hence be encouraged.

The amount of the aid is set at FF 6000 per employee hired. This is only given to enterprises with a part-time workforce not exceeding 25% of the total workforce. Granting the aid is subject to there having been no redundancies during the three months which preceded and the 12 months which follow the hiring.

Germany: Early Retirement Act

The Early Retirement Act (see information No 5 and 6) came into force on 1 May 1984. It stipulates that when, on the basis of a collective or individual agreement between the worker and the employer, a firm grants early retirement to a 58 year old (or older) worker, it receives a subsidy from the Federal Employment Institute, provided it replaces the retiree by an unemployed person. The subsidy is calculated on the basis of an early retirement allowance of 65% of the last gross salary/wage of the worker. It amounts to 35%

of the early retirement allowance plus the employer's contribution to health and pension insurance. The Early Retirement Act is part of the federal government's policy aimed at increasing flexibility of the working time spread over working life and mopping up unemployment.

By the end of July collective agreements on early retirement benefits, based on the new Early Retirement Act, had been signed for some 5.8 million workers and employees, i.e., one third of the labourforce covered by collective agreements. The agreements are mainly concerned with the following sectors: food and catering, textiles and garments, construction, mining and energy as well as banking and insurance. An early retirement agreement is also foreseen in the metal industry. It is estimated that some 240 000 workers have thus been given the opportunity to withdraw from the labourforce before time. Since further collective agreements of this kind are to be expected, the number of beneficiaries is expected to rise still more.

Netherlands: Suitable work through temporary employment agencies

Until now, only unemployed persons who have been registered with the employment office and who have already done some temporary work could be referred to an employment agency. Through this policy young school leavers in particular have been excluded from being referred to job openings which an employment agency has to offer.

A temporary job, even one on a part-time basis, offers young jobseekers without any work experience a better starting position to being permanently involved in working life than being unemployed. This is equally true when such a temporary job is found through an employment agency.

Given the rapidly rising proportion of unemployed young people overall

and the criteria developed by jurisprudence that no legal means must be spared in the search for a suitable job to shorten the length of unemployment, it has been decided to abandon these policy guidelines. Henceforth, unemployed persons who have not previously worked as temporaries can also be referred to a temporary employment agency within the limits of what must be considered as suitable work.

START, the temporary employment agency foundation, reached a milestone in 1983 with the 100 000th person being offered temporary work.

START, which is governed by representatives of the Ministry of Social Affairs and Employment as well as employers' organizations and trade unions, receives no subsidy and works as a non-profit organization. From 5 offices with a turnover of HFL 13.5m in 1978 (the year of its launch), START had by December 1983 grown to 78 offices with a total turnover of some HFL 266m, with further growth expected in 1984 and beyond.

Netherlands: Abrogation of the extended short-time working scheme

The Minister for Social Affairs and Employment has decided to abrogate with immediate effect the extended short-time working scheme.

This scheme has been applied since 1975 to prevent forced dismissals resulting from the expectation of temporary, but protracted, economic down-turns. It specifies that in addition to the allowance paid by the trade associations under the normal short-time working scheme (i.e., 80% of the regular daily wages for the hours not worked) the State grants an additional allowance amounting to 25% of the wages for hours not worked.

From 1975 to the end of 1978 there were 35 cases of this aid actually being granted involving some 12 000 workers. Since then the scheme has seldom been applied.

Netherlands: Reducing working hours leads to new jobs

The Wage Systems Service of the Ministry of Social Affairs and Employment recently concluded an investigation of the employment effects of various forms of reducing working hours in a cross section of companies employing more than 10 persons. New jobs will be generated this year in 26% of companies in which a reduction of working hours had been introduced. In 16.6% of the enterprises new employment had been created by 1 January 1983. In more than half the companies which had reduced working hours, the reduction was in the form of rota-free days or hours.

Placement

Denmark: Modernization of the public employment service

The tasks of the public employment service system – PES – are laid down in the Act on Public Employment Service and the Unemployment Insurance System, etc.

Developments on the labour market in recent years have meant that the activities of the PES to assist disadvantaged groups, such as young unemployed persons or long-term unemployed persons, have come to play a very important role and there has been a trend to use comparatively fewer resources for the ordinary PES services.

In the light of this precarious state of affairs, the National Labour Board which assists the Directorate of Labour in running the PES started discussions about the future of the PES system in May 1983.

The result of this debate – a March 1984 paper entitled 'The Public Employment Service – Targets and Instruments' – fixes the objectives for the future activities of the PES and contains proposals for individual activities to achieve these objectives.

The National Labour Board states that the **main objectives** of the PES should be to give higher priority to the ordinary services, but this should not be done at the expense of the efforts to assist the groups for whom various forms of employment promoting measures have been initiated. The PES is to be made more efficient and modernized.

Servicing employers is a **central element** in the modernization process. The PES is to assist the employers in the form of general placement activities. Contact with employers, the reach-out activities, is to be improved. Activities must be selective, directly oriented and effective.

With a view to achieving these objectives **staff training** initiatives must be intensified. Also the services offered to jobseekers must be improved and made more effective.

Among other things, collective information meetings are to be held. This will ensure a broader effect and will require less resources. The job centres are to be improved, i.e., the notice boards with job offers must be extended and provide a clearer picture.

Furthermore, it is proposed to set up **information centres** in all major employment offices. An information centre functions as an open offer of information on jobs, occupational fields and labour market matters generally to all those who come to the public employment office. The centre should be open to all irrespective of whether they are registered as jobseekers at the public employment office or not. In this way the centre may play an important role not only in relation to the many direct users of the public employment service, but also in relation to the many persons who receive vocational guidance and information about training and employment matters from bodies other than the PES.

Computerization must be used as a central and necessary instrument in connection with the placement activities. The number of jobseekers and the increasingly specialized skill re-

quirements have made it difficult to find the persons best suited for a particular vacancy on the basis of the manual files. The so-called AF-MATCH-system which is being implemented in the metropolitan area is an important instrument in solving these problems. Future work with these matters is to be based on the experience obtained with this system. It is important for labour market policy to be instrumental in solving the problems of adaptation arising on the labour market. Forecasts concerning future developments on the labour market must therefore be an important instrument in labour market policy activities. It is therefore proposed to extend and further develop the activities in connection with preparation of analyses and forecasts.

The Directorate of Labour and the Ministry of Labour have to evaluate to what extent these proposals are to be implemented. In this connection the consequences in terms of resources must necessarily be taken into account. The first decisions are likely to be taken in 1984.

The implementation of the proposals has already started. Several information centres have been set up and more are on the way. The job centre notice boards are being modernized. The services to employers and the reach-out activities are being improved. Training courses have been held for the staff which is to be responsible for these reach-out activities.

France: Planning ANPE's future

The board of directors¹ of the national employment agency – ANPE – adopted ANPE's medium term (1984–88) strategic development orientations on 12 July. This document fits into the overall vision of the IX Plan voted by parliament which defines the strategic thrusts of the country for the same period.

¹ The board is composed of trade unions, professional organizations and representatives of five administrations.

Prepared with the help of all regional heads of ANPE and with the agreement of its staff representatives, this document makes a detailed analysis of the changing context of ANPE's activities and the orientations which should guide its activities over the five coming years. On this basis, the main lines of development are set out, which will enable ANPE to adapt its approaches to the changing conditions of its environment and to imbue its operations with more dynamism. Six strategic orientations have been outlined which need fleshing out in physical and financial terms in multiannual programmes in a first stage for 1985; they will be adopted by the Agency's board of directors in the near future.

The changing context

As the labour market has experienced considerable disequilibrium between the supply of jobs and the available labour supply, increased selectivity has emerged on the labour market. ANPE is furthermore associated with implementing various employment policy measures which have been decided on by the public authorities to attenuate the effects of a deteriorating labour market. In this framework numerous institutions or bodies are involved in the areas complementary to those of ANPE: information for jobseekers, guidance and training, aids to integrating young people, etc. Set up to accompany natural movements of the labour market, ANPE needs, now that it is faced with this new situation, to redefine where its own activities fit in. To do this it will have to adapt its own approaches both towards users and its partners which work together with ANPE at the local level: having a network of 650 outlets it has to have a **pivotal role** to maintain coherence among all employment-enhancing aids. This is expressed in particular by governmental action aimed at bringing closer the work of ANPE, AFPA (the vocational training agency) and the Ministry of Labour's services.

Changing approaches

Over and above its traditional functions (help for vocationally integrating

jobseekers, collecting information on job opportunities within enterprises, etc.) ANPE needs to **develop and diversify its activities:**

- (i) **for jobseekers** by strengthening information on all elements which could contribute to re-integrating them, helping them through guidance, developing services for the placement of jobseekers (job search techniques, in-depth guidance sessions, assessing the level of vocational competence, etc.) and systematically making use of all data available to ANPE;
- (ii) **for enterprises** by improving procedures for dealing with job offers, developing specialist services for certain professional sectors, running information campaigns on aids for hiring and by participating in programmes for retraining and re-integrating individuals affected by the restructuring processes in enterprises.

ANPE will seek to improve its activities by drawing on **intermediaries** (vocational bodies, local groupings, etc.), by developing, wherever possible, personalized contacts and by working flexibly.

Transforming its managerial style

The continuing computerization of the agency and the introduction of modern information technology will speed up the development of these new activities.

Widening the range of services offered and developing connections with all persons involved at the local level will very rapidly require change within ANPE's own internal structure: changing the internal organization of the local agencies and new links between them, improving staff competence and establishing new professional networks, decentralizing operational programmes and strengthening technical support from headquarters.

Multi-year programmes

Programmes spread over a number of years must translate the overall strategic thrusts decided on into specific actions according to a clear timetable:

- (i) developing information technologies and restructuring the network;
- (ii) methodology for learning about the environment;
- (iii) relationships with enterprises;
- (iv) involvement of ANPE in activities carried out during industrial restructuring;
- (v) involvement of ANPE in promoting publicly financed employment schemes;
- (vi) acquiring and building up staff competence.

Miscellaneous

Denmark: Equality consultants

Equality between the sexes on the labour market is one of the responsibilities of the Public Employment Service – PES. With a view to promoting it, equality consultants have been employed within the PES system in Denmark since April 1981. There are now 14 such consultants – one attached to the PES in each of the 14 counties of Denmark.

Their **responsibilities** are:

- (i) to instruct, guide and advise the staff of the public employment offices so that their work is carried out in accordance with the provisions laid down in the Act on Equal Treatment for Men and Women as regards Access to Training and Employment, etc.;
- (ii) to develop – in cooperation with educational and training institutions, the social partners and others – strategies which may contribute to dismantling the sex-segregated labour market; and

(iii) to ensure that experience obtained from such experiments is disseminated and used so that the regional labour market and the educational system develop in accordance with the objective of equal treatment for men and women.

The equality consultants perform their work in close cooperation with the other members of the PES staff.

'Women in men's jobs'

The choice of education/training is a very central question to focus on in practical work. Young women are extremely traditional in their choices; their knowledge about the subsequent employment opportunities is very limited. The assistance and support they have had so far have not assisted them very much in extending and increasing their knowledge in these fields.

The key words in connection with the efforts to be undertaken in these fields are:

- Introductory courses where the training comprises, *inter alia*, practical work with tools, knowledge about crafts through work in workshops, knowledge about economic and educational/training conditions and discussion of the women's situation in traditional male occupations.
- Support groups for women in 'men's jobs': support groups have been set up to offer mutual support in personal and occupational matters, to carry out information activities in schools and other educational/training institutions, to give lectures and to offer other types of information to groups of supervisors, workers, etc.
- Apprenticeships and training places: a framework must be set up to facilitate the transition of young women from education/training to continued education/training or working life. This could be done in various ways: through establishing contacts at the local level between the young women and local employers, through visits to educational/

training institutions, special information campaigns aimed at the employers, etc.

It is essential that young women are offered thorough personal counselling so that the individual woman can discuss what occupational and personal problems an untraditional choice of education/training may give. It is important to strengthen her motivation.

Training teachers to make them realize the necessity of getting more women into traditionally men's jobs is a prerequisite for the positive outcome of the education/training situation.

Guidance in schools

Activities to promote equality have concentrated on providing:

- (i) knowledge for pupils in schools about the labour market by means of practical experience at workplaces where they are confronted with views on equality and other attitudes;
- (ii) pupils with the opportunity of meeting people who have themselves chosen untraditional types of training/education;
- (iii) pupils with the opportunity of themselves working in untraditional jobs, for example through work at the workshops of technical schools, etc.;
- (iv) the possibility of obtaining experience which can be used by pupils and communicated to friends and others;
- (v) a possibility of discussing in groups the problems which arise for women on the labour market and in combination with family responsibilities, adult roles, father roles, solidarity in adult life, etc.

Activities such as these will ensure that young women have a broader basis of knowledge when making their choice of education/training and are less reluctant to make untraditional choices.

Perspectives in equality work

Technological development will introduce changes in many occupational fields and will thus have an important impact on men and women's future employment opportunities. Employment opportunities will, *inter alia*, depend on whether the labour force possesses the skills for which there will be a demand in the future.

Technical occupations and the new fields which are expected to derive their existence from technological development will have a growing need for labour with the requisite skills. On the basis of current knowledge there is likely to be a need for labour knowledgeable about computerization, programming, word processing, etc. On the other hand, there will be a fall in the demand for labour in the social, health and associated sectors.

In order to create the broadest possible understanding for and acceptance of developments which are taking place at work in the education/training system and in people's daily life knowledge about data technologies must be increased.

This calls for training, initiatives for adults and especially for developing training offers aimed at women who already have some work experience. Day high schools with their combination of practical and theoretical training offer a good preparation for changes on the labour market.

Data rooms and study circles in edp/computers especially designed for women and suited to women's needs are another possibility for preparing women for the future labour market. Initiatives aimed at arousing young women's interest in technical occupations at all levels must play an important role in future work to ensure that women obtain their fair share of the jobs created by new technology.

Italy: Equal opportunities committee

A national committee for implementing the principles of equality of

treatment and opportunity of men and women at work is being established by the decree of the Ministry of Labour of 2 December 1983, published in the Official Gazette No 196 of 18 July 1984.

The committee is located within the Ministry of Labour. Its **objectives** are to guarantee the removal of discrimination and of any obstacle which *de facto* restricts real equality in work among citizens of different sexes and to foster women's access to work and to vocational advance. Chaired by the Ministry of Labour, the committee is composed of representatives of the social partners and experts. Its **main functions** will be:

- (i) to examine and draft proposals on general issues concerning the implementation of the principles of equality in accordance with Law No 903 of 9 December 1977, indicating the ways and means for removing discrimination and any obstacles which impede the achievement of the objectives of equality;
- (ii) to monitor permanently and systematically the application of the equality law as well as the terms and conditions of employment of women with a view to fostering and coordinating suitable measures;
- (iii) to draft proposals for developing and improving laws in force and for their coordination with other current regulations;
- (iv) to draw up, subject to consultations with the social partners, codes of behaviour, aimed at specifying rules of conduct which are consistent with equality and at singling out the signs of discrimination, even those of an indirect nature;
- (v) to express their views on initiatives for law reform pertaining, directly or indirectly, to the conditions of women at work;
- (vi) to work for the removal of all forms of discrimination, including individual cases, by means of:
 - suggesting solutions to controversies;
 - encouraging, at the competent places, conciliation attempts between the parties;
 - providing advice and technical consultation both to those having been discriminated against and to organizations; and
 - disseminating knowledge on the actions aimed at overcoming discrimination;
- (vii) to express, at the request of competent ministries, views on questions concerning the application of the regulations in force pertaining to equality of men and women at work;
- (viii) to ensure and promote, possibly by nominating their own delegates, an adequate representation of women in the committees and in international, national and local public bodies concerned with questions of labour and vocational training which are important for the objectives pursued by the committee;
- (ix) to provide advice on guidelines, actions and measures – possibly agreed on by the interested parties and the governmental bodies concerned – and express positive views on and even encourage, within international or Community institutions, the accomplishment of the objectives of equal treatment and equality of opportunity;
- (x) to collect and disseminate all information concerning the activity of the committee pertaining to the condition of women.

New technology and social change: overview of recent events in the Community countries

Introduction

I – Government policies

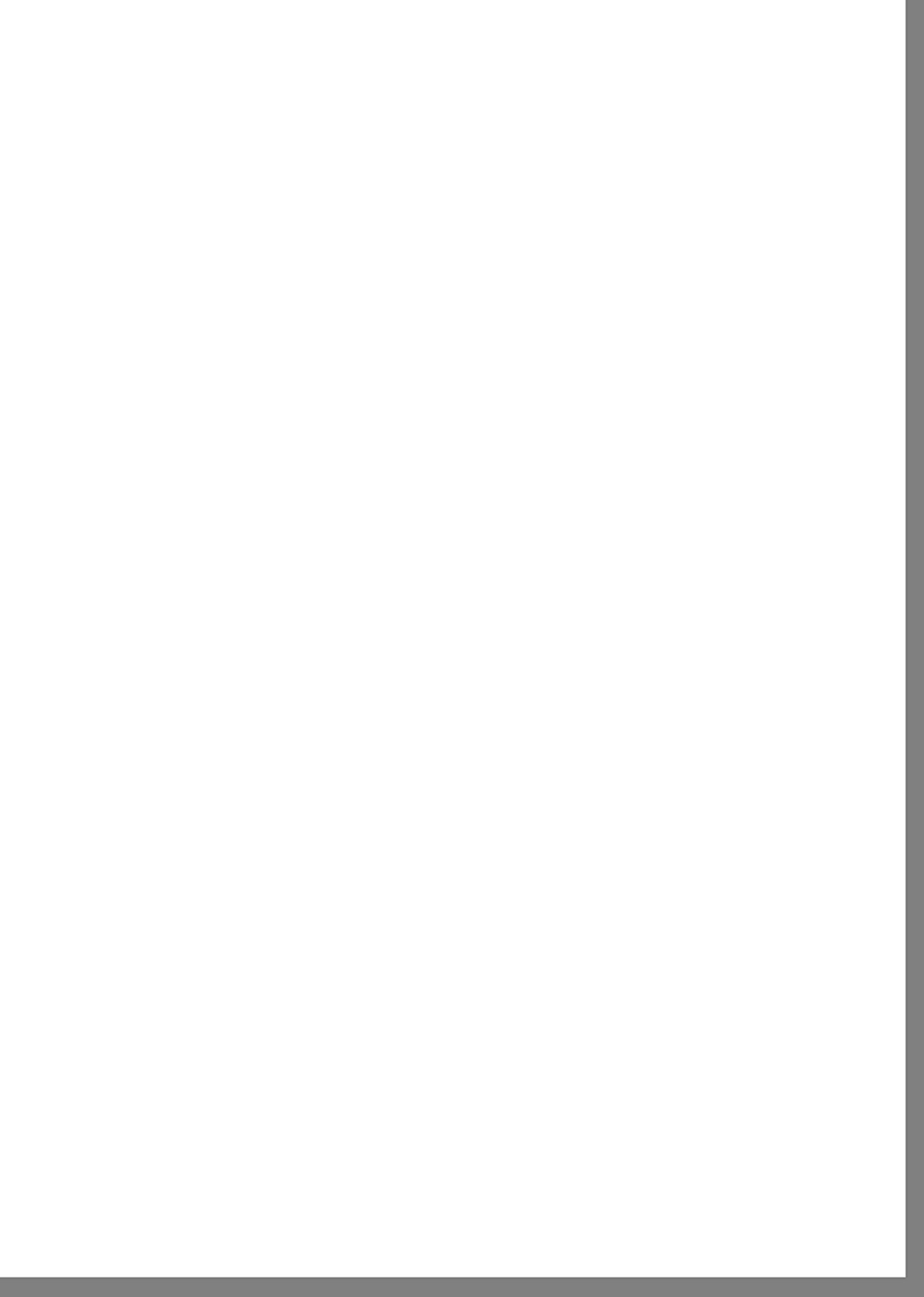
1. Promotion of research and development
2. Industrial policy
3. Health and safety
4. Educational and vocational training
5. Data protection

II – The attitudes of the two sides of industry to the new technologies

1. Employers
2. Trade unions
3. Collective agreements

III – Studies and research on social effects of new technologies

1. Spread of information technologies
2. Employment effects
3. Qualifications



Introduction

The previous issue (No 3, 1984) of *Social Europe*¹ presented a first survey of recent developments in the Community countries as regards government policy towards research and development (R&D) and innovation, the positions of the two sides of industry, and the results of studies on employment and social effects of new technologies.

This survey continues on the same pattern, presenting the main events in the first half of 1984. As was pointed out in the previous issue, these surveys are not exhaustive: they are meant only to provide a succinct overview to interested readers and the references for further investigation.

I – Government policies

1. Promotion of research and development

The development and implementation of new technologies continue to

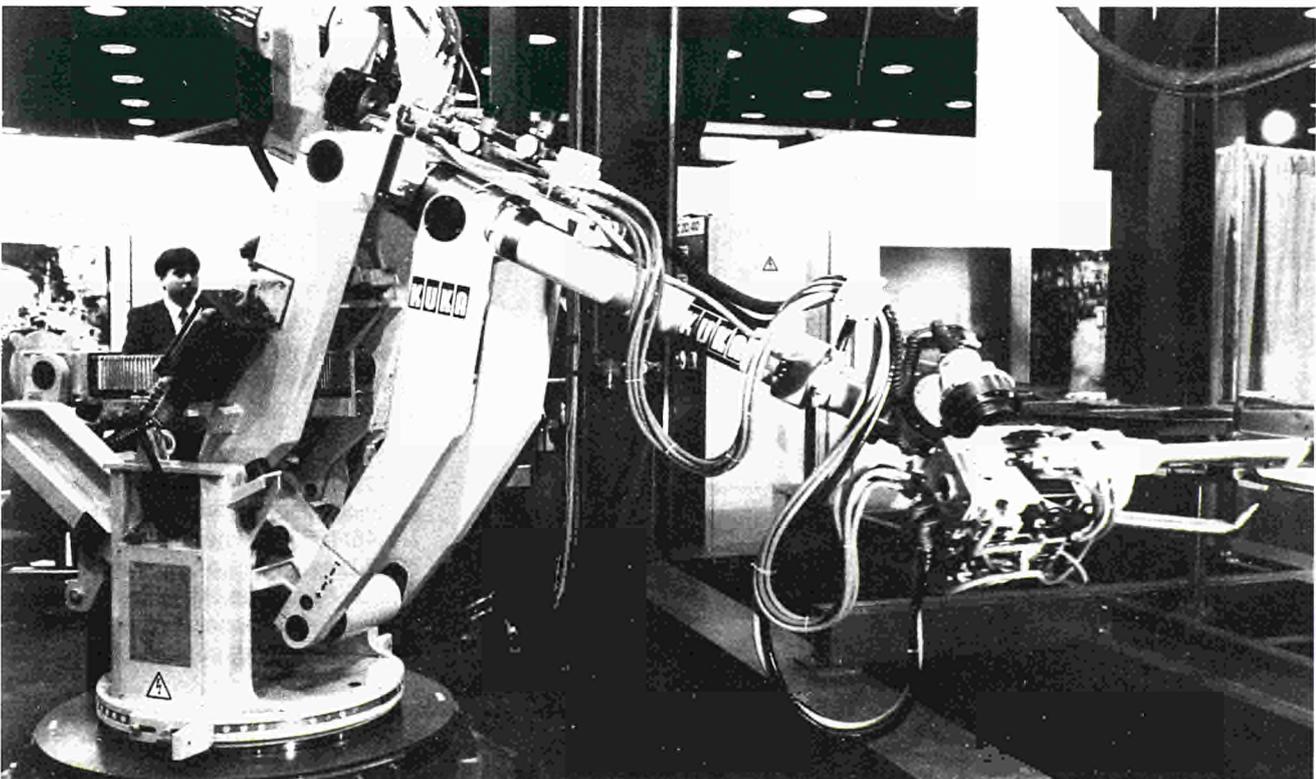
receive a great amount of attention by national authorities. A number of new programmes and initiatives were presented in the previous report. The period under consideration (January to August 1984) saw the first development or the continuation of such programmes; with the exception of a German plan, no new long-term initiatives were launched. In some countries official reports of evaluation and assessment of ongoing activities were also published.

In the *United Kingdom*, the main government-funded scheme to promote R&D in the area of new information technology – the Alvey Programme – continues to develop, concentrating on four main technologies: Intelligent Knowledge-based Systems, Software Engineering, Man-Machine Interface, and Very Large Scale Integration. All this concerns precompetitive research. The programme, however, also includes large scale demonstration projects: the first ones approved concern the application of computing tech-

nologies in public organizations which formulate, interpret and implement a complex body of legislation; the automation of production processes from design to maintenance; the development of highly intelligent terminals for use in a variety of sectors; and the development of speech recognition for word processors and work stations.

In all major projects of the Alvey programme a number of universities are involved, alongside with private companies. While inducing a closer cooperation between academic institutions and the industrial sector, the implementation of the programme has, however, given rise to disputes over who owns intellectual property rights.

¹ Prepared by the Commission on the basis of information provided by the Epos network of correspondents on new information technologies, which comprises the following experts: L. Lohle-Tart and P. M. Boulanger (B); A. J. Hingel (DK); V. Volkholz (D); M. Nikolinakos (GR); B. Quelin (F); M. E. J. O'Kelly (IRL); P. Piacentini (I); C. Rottländer-Meijer (NL); T. Brady (UK).



A prototype of an industrial robot.

Photo: Diego Goldberg · Copyright VAN PARIJS Press Agency, Brussels

The universities are now much more aware of the possible commercial aspects of their work and the negotiation on the sharing of such benefits has sometimes delayed the start of the projects.

An additional package of financial measures to assist the development of new technologies is announced under the Microelectronics Industrial Support Programme (MISP). This is not a new programme, as it was launched in 1978 with a five-year budget. With the sub-

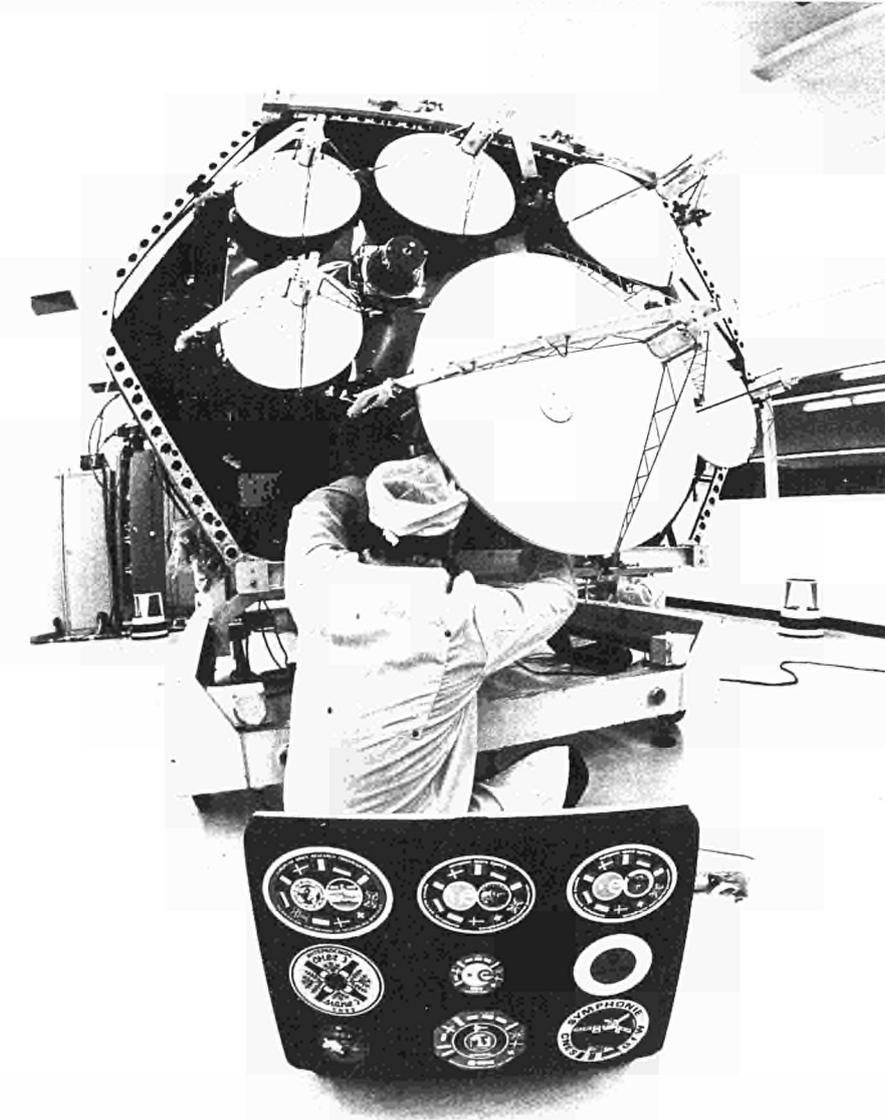
sequent change in government the project was, however, at first shelved and then reduced in amount. It is now refinanced (UKL 120 million) with the aim to support the design and manufacture of chip-making equipment and computer-aided design of semi-specialized chips.

In the *Federal Republic of Germany*, a plan to boost the development and application of microelectronics, computing and communications technologies was launched in March 1984.

The plan earmarks DM 2960 million of budgetary funds between 1984 and 1988 to induce research on advanced microchips and future generations of high performance computers, and applications notably in the fields of computer-aided engineering, robotics and sensor devices. The plan involves both direct and indirect State support and a package of measures ranging from the design of a telecommunications strategy to the adaptation of public procurement policies, from the encouragement of venture capital to the expansion of training schemes. Two ongoing programmes on computer-aided engineering/robotics and microelectronics applications, launched a few months earlier, were very well received, in so far as both programmes have been over-subscribed. They involve the set-up of 2000 projects in microelectronics and the support of 1500 producers and utilizers of CAD/CAM units. In 1984, the microelectronics programmes will be allocated an amount of DM 150 million and a further DM 40 million will be earmarked for the CAD/CAM-industrial robots programme.¹

In *Italy*, in the framework of the Finalized Project on Information Technologies (Progetto Finalizzato Informatica) of the National Research Council, due to elapse at the end of 1984, some results have been presented concerning in particular the development of an integrated system for CAD (Computer Aided Design) applications: the objective is to develop an easy-to-use and cost-effective software package suitable for CAD applications in small- and medium-sized enterprises.²

The launching of new programmes is constrained by financial shortages. State-sponsored research under Law No 46/1982 – aimed at the promotion of R&D expenditure by industrial enterprises – used up available funds and, although a refinancing of the law has been announced, some projects could



The ultimate goal of telecommunications. Here, the preparation of a European communications satellite.

Photo: Philippe Ledru · Copyright VAN PARIJS Press Agency, Brussels

¹ *Bundesbericht*, Forschung 1984.

² See *Il Sole* – 24 Ore of 11. 9. 1984 for a more detailed description of CADME's architecture.

not get off the ground due to lack of funds.¹

A new development concerns the location of high-technology industries in 'science parks': this idea follows the pattern set by foreign experiences, and will concern, in the first instance, a location in the South (near Bari), building upon the activity of the Centre for the Study and Application of Advanced Technologies (CSATA), which engages the University of Bari and other scientific institutions and industrial groups in joint research efforts. The planned 'science and technology park' will be equipped for experimental and teaching activities.

In *Denmark*, the Technological Development Programme² is due to start in 1985, pending the approval by the Parliament of the first year's budget (DKR 250 million). The programme has been well received by both employers and trade unions.

Proposals for some changes in the administration and organization of research in Denmark have been presented in a report of the Council of Scientific Policy and Research (Planlægningsrådet for Forskningen).³ The report proposes the creation of a Ministry of Research with its own budget, as it already exists in many countries; a long-term planning of scientific research in universities and higher education institutions, to be prepared by the Council itself; the coordination of all research programmes carried out under the aegis of ministries and public institutions (the so-called sectoral research, which accounts for about 34 % of public research expenditure); this coordination would be guaranteed by the Council of Scientific Policy and Research, and by the scientific councils under the Danish Research Administration (Forskningssekretariatet); the Council would also carry out the evaluation of research and control the setting up and running of research institutions outside universities. These proposals which imply a much higher degree of centralization are being widely discussed and sometimes criticized.⁴

An assessment and some new proposals on the financing of research activities have also been carried out in the *Netherlands*. Overall, the Dutch expenditure on R&D amounts to slightly below 2% of the GNP and this percentage has remained constant throughout the 1970s. More than half (53%) of total research expenditure is accounted for by trade and industry; however, 70% of the industrial expenditure is concentrated in five multinational corporations, while small companies account for only 10%.⁵

Following the report 'Naar een op de marktsector gericht technologiebeleid' ('A market-oriented technology policy'), the government decided to give higher incentives for the broadening of R&D activities in smaller companies, by granting a hundred percent research subsidy to small, new high-tech enterprises during their first period of operation, and identifying some 'core sectors' where cooperation between government, industry and science will be stimulated. For the transfer of technology, some 30 'transfer points' have been created in connection with universities and research institutes, to act as general consultants for smaller companies. Special attention will also be devoted to research on the social and ethical consequences of the implementation of new technologies.⁶

In the *Federal Republic of Germany*, however, small- and medium-sized enterprises are already extensively participating in research programmes. In the case of direct research promotion, about 85% of the enterprises where personnel expenses are subsidized have less than 200 employees. Even very small companies (1 to 9 employees) are represented at about 20% of the total. Also with regard to the promotional programmes for product developments in microelectronics, and the programme for developing and applying industrial robots and CAD/CAM systems – mentioned above – evidence shows that they are mainly used by small- and medium-sized enterprises.

In *Greece*, in the framework of the Five-Year Plan,² the first research proposals have been submitted to the Ministry of Research and Technology. Out of 293 proposals submitted, only 116 have been accepted, for a total amount of DR 261.8 million. The largest share of projects concerns, at sectoral level, agriculture and biotechnology, followed by energy and health. Industrial projects rank quite low, both in numbers and in total amount involved.

2. Industrial Policy

Two main measures have been adopted in *France* in the first months of 1984: one concerns the financing of industrial modernization, the other is an institutional re-arrangement. The 'Fonds Industriel de Modernisation' is a new fund for granting technological loans. It has three innovative features: it finances both investment in equipment and all other non-material investment, such as those in research, studies, software and training; the loans are guaranteed by the State; and there is no ceiling to the amount of the loans. The Fund will also give loans to leasing companies, and this in view of the fact that leasing is often the most accessible means for small and medium-sized enterprises to carry out a modernization project.

The institutional reform concerns the creation of an Interministerial Committee for Informatics and Office Automation (Comité Interministériel de l'informatique et de la bureautique), with the aim of coordinating all projects and implementations in the different Ministries. A Sub-Committee within the new

¹ See Zerouno, April 1984, No 9.

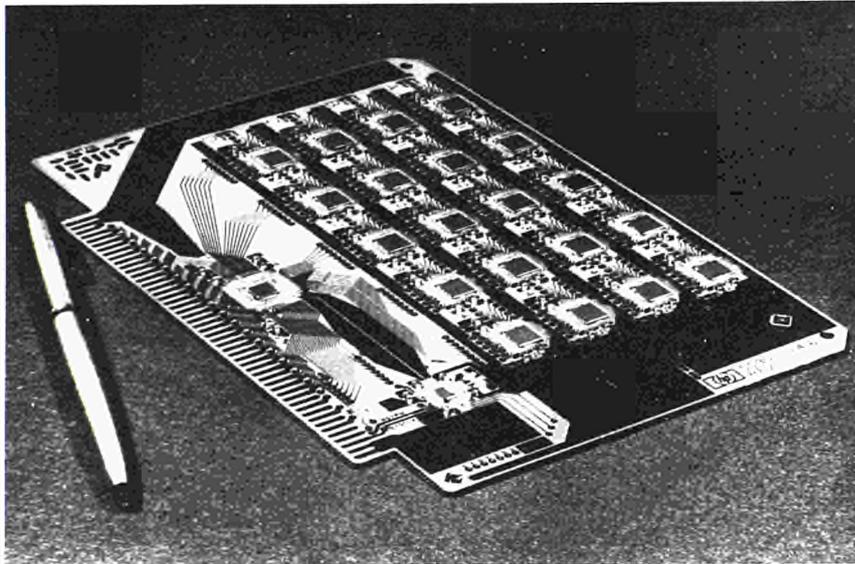
² See *Social Europe*, No 3, 1984.

³ Planlægningsrådet for Forskningen, *Planredøgørelse for forskningen*, Forskningssekretariatet, Copenhagen, 1984.

⁴ For a reader of contributions to the debate see: Jytte Hilden *et al*: *Forskningens politik – en databog om teknologi, forskning og samfund*, Forlaget SOC, Copenhagen, 1984.

⁵ Source: Wetenschapsbudget 1984.

⁶ *IWTS-Nota – Tweede Kamer der Staten-Generaal*, No 18421, June 1984, Staatsuitgeverij, Den Haag (Note on the integration of science and technology in society).



In certain countries 'the launching of new programmes is constrained by a lack of resources'. Here, an integrated circuit with chips. Photo: J. P. Laffont · Copyright VAN PARIJS Press Agency, Brussels

structure will assess projects concerning the computerization and office automation of public enterprises and public organizations of an industrial and commercial character.

Proposals for a major reorganization, in this case of the whole system of industrial policy incentives, have been put forward in *Italy* by a White Paper on the 'Active Management of Industrial Transition' ('La Gestione attiva della transizione industriale'), released by the Ministry of Industry in April 1984. The purpose of the White Paper is to suggest ways of reorganizing and coordinating the large number of existing financial provisions, originally introduced with a number of different aims.

As regards new technologies, there are plans, besides the proposal for a State plan of action in 'crucial' fields (some of which are NT ones), to establish agencies to provide services to enterprises (including technology transfer and the promotion of innovation); moreover, an 'innovation policy' level of intervention is identified, which cuts horizontally across strategic sectors, to provide public funding for research and development programmes.

A White Paper on Industrial Policy has also been published in *Ireland*.¹ It is intended to give a new impetus to industrial development by defining, as primary objectives of the industrial policy, the creation of sustainable jobs in manufacturing and international services, the maximization of value added in industry, and the development of a strong internationally competitive industrial sector.

These objectives are to be achieved by a variety of means, including the selective application of incentives and advisory services, a shift in State resources from fixed asset investment to technology acquisition and marketing development, the attraction of overseas investment to perform key business functions, the creation of a risk capital market, and the promotion of measures for education, training and worker mobility.

As concerns direct investment and divestment activities, in *Belgium* the Excécutif de la Région Wallonne (Wallonian Regional Government) has invested USD 1 million in an American venture capital company, with the aim of being more directly informed and

involved in the new technology activities of its partner. The novelty of this initiative lies in the fact that it is the first investment of this type made by a public authority. The Société régionale d'investissement Wallonne (Wallonian regional investment company) has also invested the majority share in a joint venture with the firm ACEC for a new high-tech company called 'Téléburotec'.

In the *United Kingdom*, on the contrary, government policy is in favour of State divestment and privatization. The British Telecommunications Bill, which will lead to the privatization of British Telecom, completed its passage through both Houses of Parliament after an extremely long debate: 51 % of the Government share in British Telecom will be sold to private investors.

3. Health and Safety

Some new initiatives are reported in the field of health and safety at work, originated either by governments or by local health authorities.

The *Danish* Government introduced a Decree on the execution of work (Bekendtgørelse om arbejdets udførelse) which came into force in September 1983, stating that work should be neither physically, nor mentally straining.² This empowers the Work Inspectorate (Arbejdstilsynet) to regulate psycho-physical aspects of working conditions by means of recommendations, directives, etc. The Work Inspectorate is increasingly concerned about psychological strain (stress, monotony), particularly in working environments involving high technologies: it has consequently produced some information leaflets giving advice and presenting possible solutions. The dissemination of these leaflets has, however, met strong opposition on the part of the employers' organization (DA).³

¹ *White Paper on Industrial Policy*, Government Publication, July 1984.

² *Arbejdslederen*, No 2, 1984.

³ *Pas P8*, No 8, 1984.

In *Italy*, local branches of the National Health Service (Unità Sanitarie locali) conducted surveys on the incidence of occupational diseases connected to the use of electronic equipment. Some recommendations emerged as a result of these surveys, such as the one of a minimum 20 minutes break after two hours of continuous work at video terminals.¹

4. Educational and vocational training

In the previous report a number of initiatives were presented aimed at introducing microcomputers in schools and at making pupils familiar with data processing from an early age. Some new developments can be added: in *Belgium* the 1985 budget of the Ministère de l'Education Nationale (the Ministry of Education for the French speaking part of the country) allocates BFR 200 million for the purchase of more than 1 000 microcomputers and software in schools; in *Denmark*, the government has decided to introduce data processing as a compulsory subject in the first years of the senior grammar-school. Some criticisms have been expressed, on the ground that the subject should be introduced at an earlier stage, and that special attention should be given to the familiarization of girls with computers and their possibilities.²

New higher education courses are also introduced: in *Belgium*, the Université Libre de Bruxelles offers a new robotics option in its advanced courses in automation, and IMOVEC in Leuven focuses on the training of system engineers; in *Greece*, the 'schools of the future' are being created, offering high school-level courses in informatics, computers, biotechnology and ecology; they will be operational in the school year 1984-85.

In the *United Kingdom* increasing concern is expressed about the shortage of skilled graduates for electronics and information technology. A working group on skill shortages, set up by the Minister for IT (Information Technologies), produced a report in July

1984 calling for a broad set of actions, ranging from the establishment of 'IT-training companies' with the participation of private companies, academic institutions and the government, to the exchange of key executives as visiting professors, the supply of equipment on loan to educational institutions, and the creation of greater opportunities for students to gain industrial experience in academic programmes. In *France* a major reform of vocational training was passed by Parliament in February: it broadens the possibilities of access to continuous training for all employees, introduces the obligation to negotiate objectives and means of training at branch level, offers linked work- and training opportunities to young people in the age group 18 to 25. Specific initiatives were also adopted, such as the establishment of a technological training centre for the automobile industry and the decision to set up experimental programmes for training in new occupations. A preliminary step will be the definition of new job profiles.

5. Data protection

In *Belgium*, the 'Registre National' (National Register) is becoming operational, 17 years after the first decision to establish it. It will contain personal information on all residents in the country. This creates a number of problems concerning the protection of privacy. The law establishing the Registre defines some important principles, such as the possibility for individuals to be informed, control and modify the information on their personal status, and the creation of a committee to control data utilization.

On the same issue, in *France*, the 'Commission nationale de l'informatique et des libertés', which was established to investigate and control the utilization of personal data files, has been granted larger means – both financial and in personnel – to fulfill its tasks. The commission, which has only a consultative power, has nevertheless managed to establish some principles in order to avoid the misuse of information collected for specific purposes.

The commission has also remarked that the persons concerned are increasingly making use of their right of access to their personal data files.

II The attitudes of the two sides of industry to the new technologies

1. Employers

Following the publication of a comprehensive study on the development of the iron and metal industry in the next 10 years,³ the *Danish* Engineering Employers' Federation produced a more specific report on future education, vocational training and qualification demands of the industry.⁴ The report forecasts an increase in the demand for engineers and technicians (including highly skilled workers), a decrease in the share of skilled workers, and a substantial decrease in the number of semi-skilled and unskilled workers.

The expected trend by 1993 is in fact the automation of the processes where semi-skilled workers are presently engaged.

As concerns education and training needs, the report identifies the need for a broader educational background, so that specialized knowledge can be acquired throughout the working life, and the demand for broader qualifications that cut across traditional crafts. New qualifications are expected to emerge in the fields of computer application, integrated production equipment, control and maintenance.

In *Belgium*, a study was published by the Société générale de Banque on the effects of automation on office work.⁵ After reviewing different fore-

¹ *Repubblica*, 11 June 1984.

² Aalborg Stiftstidende, 17 January 1984.

³ See *Social Europe*, No 3, 1984.

⁴ Jernets Arbejdsgiverforening *Debatoplæg – Kvalifikations og uddannelsesprofiler*, Copenhagen, 1984.

⁵ 'Conséquences sociales de l'automatisation dans le monde des employés', *Bulletin de la Société Générale de Banque*, No 240, February 1984. (*Social consequences of automation in the employees' world*).

casts on the trends in service employment, the study concludes that the decrease in the number of jobs due to automation will not be very large (in the range 3 to 10 %), and consequently, for the financial sector, it will more or less correspond to natural turnover. This conclusion, which does not envisage dramatic consequences, is based on the expectation of a gradual introduction of automation due to economic (cost), adaptation and marketing factors (customer's acceptance). Union reaction and participation, by introducing a negotiating process and possibly some legislative measures, is expected to be an additional factor which will slow down the pace of introduction.

2. Trade Unions

A round table was held in *Belgium* in February 1984 on 'The trade union movement faced with new technologies'.¹ It was an opportunity for the two main unions to express the first reactions of their respective organizations following the signature of collective agreement No 39 on the introduction of new technologies in private enterprises.²

The debate focused on the control over investment and research: the FGTB (Fédération Générale des Travailleurs de Belgique – General Federation of Belgian Workers) in particular stressed the importance of union control at the stage of investment decision rather than only on social effects, once the investment has been carried out. Labour market fragmentation was also discussed as a consequence of the strategy of restructuring and decentralization, which puts the unions in a difficult position, due to their weaker bargaining power in small sub-contracting enterprises. It has been remarked that wages are much lower, for the same professional groups, in small firms than in large ones, and that State technological support to small- and medium-sized enterprises does not involve a sufficient degree of planning and control.

On more immediate policy issues, the unions put forward the need for

Belgium not to lose its relative advance in the telecommunications sector. The unions are consequently against the privatization of telecommunications and demand a 'transparent' strategy for the sector.

In the *United Kingdom*, the Electrical, Electronic, Telecommunications and Plumbing Union (EETPU) has been negotiating with high-tech companies in order to secure single union agreements. The union is trying to obtain sole bargaining rights for all employees, from management to unskilled workers, in the two high-tech areas of the country, i.e. the so-called 'sunrise industry M4 corridor' and 'Silicon Glen' in Scotland. In order to obtain this sole recognition, the union is offering in exchange a binding arbitration to eliminate strikes.

Although formally this is not a no-strike-agreement, it is opposed by the trade union movement as a whole and is creating conflicts with other unions operating in the same areas.

In another sector where technology is affecting the traditional pattern of industrial relations, the National Graphical Association (NGA) has agreed to take part in a joint study with the Newspaper Society, the employers' body which represents about 1100 publications.

The study will examine the source of the material printed in newspapers, in order to find out how much text can be keyed-in directly to computers by editorial and advertising staff and how much originates from outside and would have to be typed in by NGA members.

Banking unions are taking an increasingly cautious attitude towards the introduction of new technologies.

The British Banking Insurance and Finance Union (BIFU) included a straight-forward motion in its annual conference in May: 'This annual delegate conference reiterates its policy of resistance to new technology in the absence of negotiated new technologies agreements'.

The *Danish* Association of salaried employees in banks (Dansk Bankfunktionærers Landsforening, DBL) has recently produced a report on the 'Bank of the future' in which it denounces the fact that new technology is used as a means of rationalization only and not as a means of expanding present bank activities. Such expansion is considered necessary in order to curtail future cuts in employment levels. The Association is also worried about the increasing competition from other branches (insurance, post offices, etc.) which supply financial services and thus threaten employment levels in the banking sector. It believes that the traditional personal contact with bank customers will be a crucial factor in preserving and expanding demand for banking services, and consequently opposes technological innovations (such as home-banking and self-service banking) which would change the nature of the service provided.³

3. Collective agreements

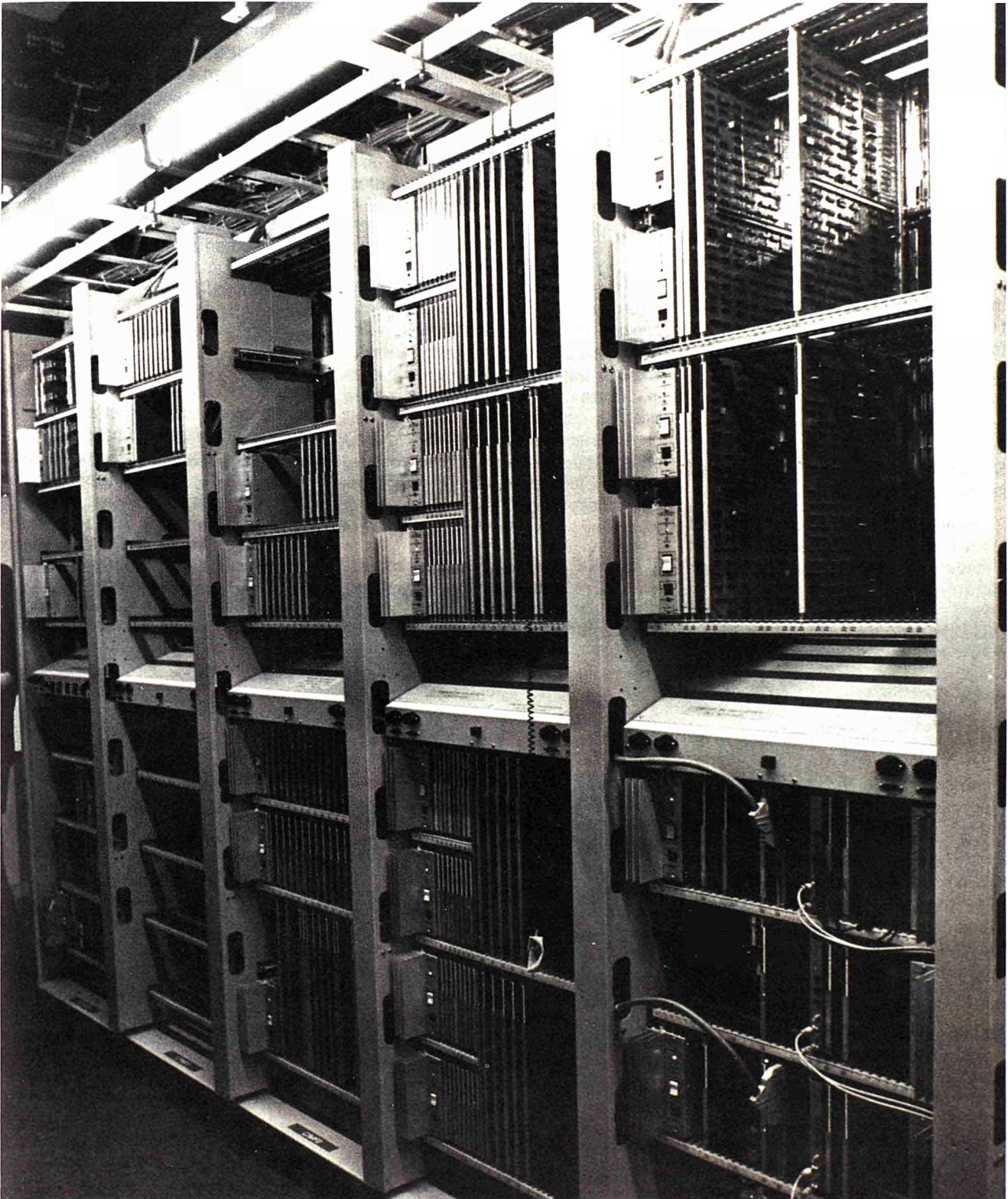
The first solidarity contracts have been stipulated in *Italy* at enterprise level, providing for a reduction and redistribution of working time, with wage compensation partly paid out of the Cassa Integrazione (Wage Supplement) Fund. A first survey of these agreements shows that they have been mainly stipulated in small firms in the textile sector; some cases are also reported in large industrial groups and a wider usage is planned for firms having to face redundancy problems due to technological change (such as Italtel, the major producer of telecommunications equipment in the country).

In some solidarity contracts, productivity clauses have been stipulated, by which the firms grant wage compensation to workers in relation to produc-

¹ Table Ronde 'Le mouvement syndical face aux nouvelles technologies', *Cahiers marxistes*, Mars 1984.

² See *Social Europe*, No 3, 1984.

³ Danske Bankfunktionærers Landsforening 'Oplæg til debat om fremtidens bank', Copenhagen, 1983.



Belgian telephone exchange with a digital communications system with deals with 40 000 calls an hour with only one supervisor.

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tivity gains obtained by reorganizing the work schedule.¹

At sectoral level, two agreements concern civil service employment. In *Denmark*, the National Association of Municipalities (Kommuners Landsforening) has signed a framework agreement on new technology with the Association of Civil Servants in municipalities (KTU). On the basis of the agreement, employees will receive written information on the introduction and use of new technologies and on their possible impact on working conditions, work organization, vocational training, etc.

In *Ireland*, the Government and civil service unions have reached an agreement allowing pregnant women to opt out of work at visual display units. Similar agreements have been reached in private companies.

Finally, in the *United Kingdom*, and in relation to what was mentioned above about a study on work organization in the printing industry, the same union, National Graphical Association (NGA), signed an agreement with the publisher London Portrait Magazine, which marks a breakthrough for the use of new technology in the printing industry. Under the agreement, the publisher will be able to key-in copy from their London office which would normally be processed at the printers. The NGA men will send it via a telephone line to the printers.

The deal, signed by printer, publisher and union is considered by the three signatories as a demonstration that an agreement can be reached on the utilization of new technology in a constructive way.

III Studies and research on social effects of new technologies

1. Spread of information technologies

Some surveys on investment in new technology and household purchase of computers were completed in the *United Kingdom*.

- A survey of Research and Development (R&D) investment by some 500 businesses in Britain, USA, the Federal Republic of Germany, Belgium and Australia, carried out for PA Technology by MORI and PA, shows that Britain comes last when it comes to applying new technology; according to the survey, outdated management structures' are responsible for the poor record of new product development.

- An earlier report from the Policy Studies Institute, which surveyed some 1 200 factories in the United Kingdom, showed that half of the factories were using microelectronics in one form or another, but foreign-owned companies in the sample were nearly twice as likely to use microelectronics in their products and processes than UK-owned ones. Some of this was due to size, smaller factories using microelectronics less than larger ones, and being less likely to use them in the future.²

- A survey of 10 400 households carried out by Cunnington and Associates, indicated that there were over 2 million computers in UK houses by mid-February 1984. The typical computer-using household has a father in the 35-44 age group with a son in his mid-teens.

- A report published in March by Technology Intelligence suggests that every 2 out of 5 suppliers of personal and small business computers will go out of business in the next 5 years. But unit sales of micros are expected to multiply around 6 times over 1983 levels by 1988.³

High rates of growth of the market for personals and micros and a low overall diffusion of big computers are reported also from *Italy*.

- In its annual report the computing equipment suppliers Association Assinform (Associazione costruttori macchine per il trattamento delle informazioni) estimates the average 1983 growth rate for the entire market at 18%; the rate for personal/professional computers is however 40%.

The other report on EDP market trends available in *Italy*, compiled by Honey-

well *Italia*, indicates a 31% growth rate for terminals, 18% for micro/mini computers (personals are not included), and less than 14% for large general-purpose equipment.⁴

- From a report prepared by CENSIS (Centro Studi Investimenti Sociali, a public research agency specialized in socio-economic reports) on the diffusion of information technology based on a survey of 258 users, it emerges that there were in 1983 162 large general-purpose computers per million inhabitants in *Italy*, compared with 277 in *France* and 331 in *Germany*.⁵

- Elea, a consultancy firm of the Olivetti group, carried out a survey on the extent of office automation in industry, banks, insurance companies and public administration offices. Among the industrial firms surveyed, word processors are in use in 70%, electronic telephone systems in 59%, telefax equipment in 40%. The report stresses the limited spread in 'higher functional areas', with respect to lower secretarial and administrative areas.⁶

In the *Netherlands*, similar surveys point out that:

- the *Netherlands* spent 5.2% of the total amount (USD 57 600 million) spent on automation in Western Europe in 1982, which is remarkable as only the four largest EEC countries spent more.

¹ The survey has been carried out by a CGIL (Confederazione Generale Italiana del Lavoro) team, and the main findings are summarized in: P. Negro, 'Nel laboratorio dei contratti di solidarietà', *Politica ed Economia*, No 9, 1984.

² NORTHCOTT J., and ROGERS P.: *Microelectronics in British Industry: the pattern of change*, London: PSI, 1984.

³ *The Micro Business: an examination of the UK home, personal and small business computer market 1984-88*. Technology Intelligence Ltd, 1984.

⁴ *Elettronica*, July/August 1984.

⁵ CENSIS, *L'informatica nella società italiana*, F. Angeli, Milan, 1984.

⁶ Source: report published in *Elettronica*, July/August 1984.

- 20 000 personal computers were sold in the Netherlands in 1983 and they are expected to grow to 50 000 in 1985. The typical user of personal computers is young (under 30) and male; less than 10 % of the users are female.
- Among 900 surveyed managers of automation departments in firms, 60 % expect to invest more in hardware and software. They also expect to have more jobs available for automation staff.¹

2. Employment effects

Sectoral employment estimates in relation to new technology in the *United Kingdom* are gloomy.

A report by the Midlands area of APEX (the Association of Professional Executive Clerical and Computer Staff) points out that technology destroys

considerably more jobs than it creates; according to the survey for every one job created by new technology, 50 others are destroyed by it.²

Another report for the West Midlands Council, carried out by the Technology Policy Unit at Aston University, suggests that up to 12 500 jobs in the area could be lost by 1991 through the introduction of robots. The current 350 robots in the area could rise to 1 500 over the period. Most of the jobs to go would be in boring and hazardous industrial work.

A brighter employment outlook comes from *Ireland*, at least as concerns graduate engineering staff. A composite report produced by the Higher Education Authority under the title 'First Destination of Award Recipients in Higher Education' shows that third level recruitment by industry in-

creased by 16% in 1983 and the greatest demand was for people having engineering qualifications, followed by science and business studies. Out of the graduates recruited by manufacturing, two-thirds were recruited by new technology industries.

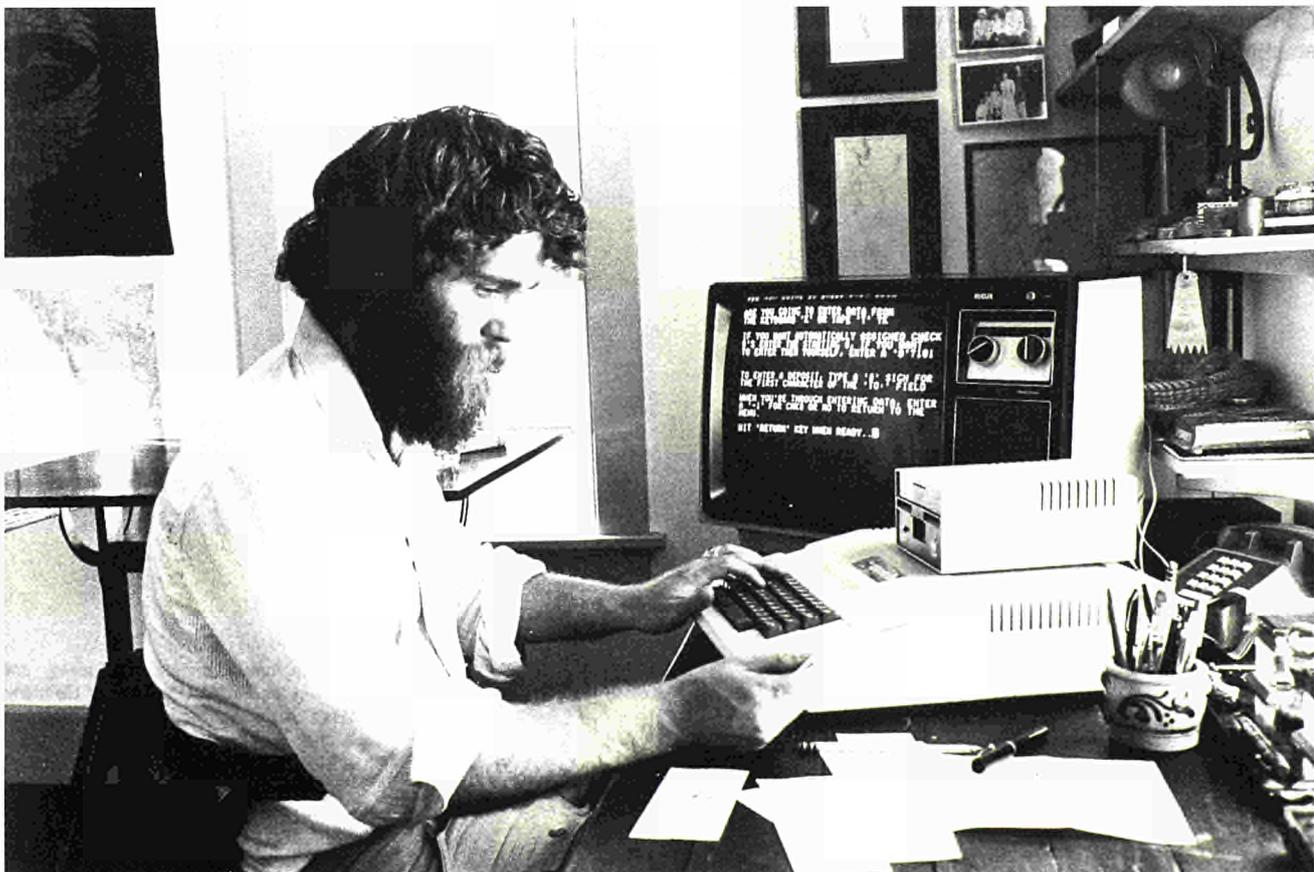
In spite of this favourable trend, however, overall demand for engineering graduates increased less than their supply (21 % for the former, 36 % the latter) and as a result 13 % of new graduates were unemployed in January 1984.

3. Qualifications

Contrary to the Irish situation, in most other countries a shortage of

¹ From the *Journal Computable*, 3 February, 17 February and 27 April 1984.

² *The Impact of Office Technology in the Midlands Area*, APEX, 1984.



The spread of personal computers. In this case an Apple II.

Photo: Tony Korody · Copyright VAN PARIJS Press Agency, Brussels

qualified information technologists is reported.

In *France*, a survey prepared by a professional association SYNTEC-Informatique – Chambre Syndicale des Sociétés de Services et d'Ingénierie en Informatique (EDP Consulting Firms) points to an expected deficit in 1984 of 5 000 graduates in information technology. This deficit results out of an additional demand for 12 800 and an expected supply (all inclusive from the baccalauréat level up to level I, i.e. baccalauréat plus 5 years) of 9 220, out of which only about 85 % are expected, on the basis of the data for previous years, to enter active life.

This situation, according to the report, pushes up salaries and obliges EDP consulting firms to continuously recruit fresh graduates, train them, and pass them on to other employers.

Similarly, in the *United Kingdom*, a survey conducted by the National Computing Centre found that there was an immediate shortfall of some 8 % for

computer professionals and that within two years this could have risen to 20 %. An Institute of Manpower Studies Report, prepared for NEDO and the Manpower Services Commission, attributes this situation to the poor provision of training in the United Kingdom, as compared with Japan, the USA and Germany.¹

Also in the *Netherlands* software houses report a permanent shortage of 5 to 20 % of the required staff. Contrary to what is found in France, however, turnover appears to be low, and the shortage of experienced people is serious and obliges the firms to go through a time-consuming search and selection process.

Differentiated needs for computer knowledge emerge from a *German* study on 'Qualifications and Careers'.² It surveyed the degree of computer knowledge in various professional groups performing functions of different qualification levels, and came to the conclusion that 13 % of employees

need computer knowledge at work, comprising 9 % who need a basic knowledge, and 4 % a more advanced level of knowledge. According to the survey, only 3 % of skilled workers need computer knowledge; large differences emerge among white-collar employees, as 40 % of those performing management functions, but only 14 % of those who carry out routine work, need some degree of knowledge. By comparing the need for computer knowledge and unemployment rates by professional groups, the survey points out that the highest unemployment figures are to be found among the groups which require the lowest level of computer knowledge.

Without drawing too far-reaching conclusions from these findings, they however complement the evidence from other countries, not only showing the need for a more adequate output of highly educated personnel, but also the need to recycle towards more marketable skills the professional groups which are presently at a disadvantage.³

¹ *Competence and Competition: Training and Education in the Federal Republic of Germany, the United States and Japan*, NEDO, 1984.

² Gesellschaft für Arbeitsschutz- und Humanisierungsforschung mbH., – Auswertung der IAB/BIBB – Erhebung über Qualifikation und Berufsverlauf.

³ Results of studies on training, working conditions, health and safety, as well as significant experiences in specific sectors, will be presented in forthcoming issues of the review.

Part Four

Statistical information

- I – Population
- II – Education
- III – Employment
- IV – Unemployment
- V – Industrial relations – Working conditions
- VI – Incomes, wages, labour costs
- VII – Standard of living
- VIII – Social protection

I. Population

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR 10
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1. Total population

(a) 1000 – annual average on 30 June

1960	9 119	4 581	55 433	8 327	45 684	2 832	50 198	315	11 487	52 559	240 534
1970	9 638	4 929	60 651	8 793	50 772	2 950	53 661	340	13 039	55 522	260 293
1980	9 847	5 123	61 566	9 643	53 714	3 401	56 416	365	14 150	56 360	270 585
1981	9 852	5 122	61 682	9 729	53 966	3 443	56 503	366	14 247	56 348	271 258
1982	9 856	5 118	61 638	9 790	54 430	3 483	56 640	366	14 313	56 335	271 969
1983	9 856	5 114	61 423	9 848	54 652	3 508	56 836	366	14 367	56 377	272 347

(b) Average annual increase as %

1960/70	0.6	0.7	0.9	0.5	1.1	0.4	0.7	0.8	1.3	0.5	0.8
1970/80	0.2	0.4	0.1	0.9	0.6	1.4	0.6	0.7	0.8	0.1	0.4
1980/81	0.1	-0.0	0.2	0.9	0.5	1.2	0.2	0.1	0.7	0.0	0.2
1981/82	0.0	-0.1	-0.1	0.6	0.9	1.2	0.2	0.0	0.5	0.0	0.3
1982/83	0.0	-0.1	-0.3	0.6	0.4	0.7	0.3	0.0	0.4	0.1	0.1

(c) By age groups (end of the year) as %

0-14 years	1960	23.7	24.9	21.6	26.1	26.5	31.1	24.5	21.4	30.0	23.3	24.3
	1970	23.6	23.1	23.1	24.6	24.7	31.2	24.4	22.0	27.2	24.0	24.2
	1980	20.0	20.6	18.2	22.6	22.2	30.4	21.7	18.6	22.3	20.9	21.0
	1983	19.6	19.2	16.2	21.6	21.9	30.0	21.4	18.0	20.7	19.8	20.0
15-64 years	1960	64.3	64.4	67.5	65.8	61.9	57.7	66.0	67.8	61.0	65.0	64.9
	1970	63.0	64.5	63.6	64.3	62.4	57.7	65.0	65.4	62.6	63.2	63.4
	1980	65.6	65.0	66.3	64.3	63.9	58.9	64.8	67.8	66.2	64.1	64.8
	1983	66.3	66.0	69.0	65.1	64.8	59.4	65.0	69.6	67.6	65.3	65.7
65 years and over	1960	12.0	10.7	10.9	8.1	11.6	11.2	9.5	10.8	9.0	11.7	10.8
	1970	13.4	12.4	13.3	11.1	12.9	11.1	10.6	12.6	10.2	12.8	12.4
	1980	14.4	14.5	15.5	13.1	13.9	10.7	13.5	13.6	11.5	14.9	14.2
	1983	19.1	14.8	14.8	13.3	13.4	10.6	13.6	13.4	11.8	14.9	14.3

2. Components of population changes

(a) Birth rate (live births per 1 000 inhabitants)

1960	17.0	16.6	17.4	18.9	17.9	21.5	17.9	15.9	20.8	17.5	18.0
1970	14.8	14.4	13.4	16.5	16.8	21.9	16.5	13.0	18.3	16.3	15.9
1980	12.7	11.2	10.1	15.4	14.9	21.8	11.3	11.4	12.8	13.5	12.6
1981	12.6	10.4	10.1	14.5	14.9	21.0	11.0	12.0	12.5	13.0	12.4
1982	12.2	10.3	10.1	14.0	14.6	20.4	10.9	11.8	12.0	12.8	12.2
1983	11.9	9.9	9.7	13.5	13.7	19.0	10.6	11.4	11.8	12.8	11.8

(b) Death rate (deaths per 1 000 inhabitants)

1960	12.5	9.5	11.6	7.3	11.4	11.5	9.4	11.8	7.6	11.5	10.8
1970	12.3	9.8	12.1	8.4	10.7	11.4	9.6	12.2	8.4	11.8	10.9
1980	11.5	10.9	11.6	9.0	10.2	9.8	9.7	11.3	8.1	11.8	10.6
1981	11.2	11.0	11.7	8.9	10.3	9.4	9.6	11.2	8.1	11.7	10.6
1982	11.1	10.8	11.6	8.8	10.0	9.4	9.4	11.3	8.2	11.8	10.5
1983	11.3	11.2	11.7	9.2	10.2	9.6	9.9	11.3	8.2	11.7	10.7

(c) Net migration (per 1 000 inhabitants)

1960	+0.5	+0.7	+6.1	-3.7	+3.1	-14.8	-1.9	+1.7	-1.1	+1.7	+1.6
1970	+0.4	+2.4	+9.2	-5.3	+3.5	- 1.2	-0.9	+3.1	+2.6	-1.5	+2.4
1980	-0.4	+0.1	+5.1	+5.2	+0.0	- 0.4	+1.4	+3.7	+3.7	-0.9	+1.5
1981	-0.7	-0.4	+2.5	+0.7	+0.0	+ 0.1	+0.4	+0.8	+1.2	-0.3	+0.4
1982	-0.5	-0.0	-1.2	+0.8	+0.0	- 2.7	+0.4	-0.1	+0.2	-0.9	+0.4
1983	-0.8	+0.3	-1.9	+0.9	+0.0	-	-	-	+0.4	+0.1	-

Source: Eurostat.

II. Education

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR 10
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1. Compulsory education

(a) Minimum age

1960	6	7	6	7	6	6	6	6	6	5	5-7
1970	6	7	6	7	6	6	6	6	6	5	5-7
1980/82	6	7	6	5½-6	6	6	6	6	6	5	5-7
1983/84	6	7	6	5½-6	6	6	6	6	6	5	5-7

(b) School-leaving age

1960	14	14	14	13	14	14	14	15	14	15	13-15
1970	14	14	14/15	13	16	14	14	15	14	15	13-16
1980/82	14	16	15	14½-15	16	15	14	15	15/16	16	14-16
1983/84	16/18 ¹	16	15	14½-15	16	15	14	15	15/16	16	14-18

2. Numbers of pupils² and students

(a) '000

1960/61	1503	-	7222	-	8469	-	6961	40	2303	-	-
1970/71	1902	930	9866	1560	10183	634	9449	54	2719	10515	47812
1980/81	1904	1040	10912	1764	11059	773	10782	51	3104	10928	52317
1981/82	1887	1037	10742	-	11246	785	10675	50	3071	11022	52259 ³
1982/83	1852	1039	10467	-	10892	796	10445	49	3040	10476	50821 ³

(b) Pupils and students as % of the population

1960/61	16.4	-	12.9	-	18.4	-	13.8	12.7	19.9	-	-
1970/71	19.7	18.8	16.2	17.7	20.0	21.4	17.6	15.7	20.7	19.0	18.3
1980/81	19.3	20.3	17.7	18.2	20.6	22.5	18.9	13.9	21.8	19.4	19.3
1982/83	18.8	20.3	17.0	-	20.1	22.7	18.2	13.4	21.2	18.6	18.7

(c) Pupils and students by level of education as %

<i>First level</i>											
1965/66	57.5	49.3	45.6	-	60.3	72.6	56.9	-	60.1	56.9	55.8 ⁴
1970/71	54.8	48.9	41.4	58.9	50.5	63.0	52.2	60.1	56.3	55.6	51.0
1980/81	45.1	41.8	26.4	51.2	44.4	55.7	41.1	51.0	46.0	45.4	40.7
1982/83	43.9	41.6	24.2	-	41.0	54.2	39.0	48.8	41.8	43.1	38.3
<i>Second level</i>											
1965/66	37.6	44.1	47.9	-	35.2	24.1	38.0	-	35.0	39.7	39.4 ⁴
1970/71	38.6	41.0	51.8	35.6	41.9	32.9	40.6	39.0	37.2	40.0	42.5
1980/81	44.6	47.9	62.6	42.0	46.3	38.9	49.3	47.4	45.0	49.7	50.7
1982/83	45.0	47.7	62.5	-	48.2	39.8	51.0	49.4	48.4	51.5	51.9
<i>Third level</i>											
1965/66	4.9	6.7	6.5	-	4.5	3.3	5.1	-	4.9	3.3	4.8 ⁴
1970/71	6.6	10.1	6.8	5.5	7.5	4.1	7.3	0.9	6.5	4.3	6.5
1980/81	10.3	10.2	11.0	6.8	9.2	5.4	9.6	1.6	9.0	4.9	8.6
1982/83	11.1	10.7	13.3	-	10.8	6.0	10.0	1.8	9.7	5.4	9.8

¹ From 1984: at least participation in part-time education.

² Excluding nursery schools.

³ Estimates: Eurostat.

⁴ Excluding Greece and Luxembourg.

Source: Eurostat.

III. Employment

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR 10
1. Working population											
(a) 1 000 – annual average											
1960	3 598	2 085*	26 517	3 601	19 792	1 118	22 042	133*	4 232*	24 508	107 626*
1970	3 824	2 380	26 817	3 430*	21 430	1 118	20 886	140	4 795*	25 308	110 128*
1980	4 156	2 662	27 191	3 636*	23 147	1 247	22 804	160	5 389	26 819	117 211*
1981	4 173	2 671	27 372	3 863*	23 240	1 272	23 100	160	5 547	26 718	118 116*
1982	4 197	2 694	27 465	3 892*	23 427	1 296	23 188	161	5 696	26 757	118 773*
1983	4 213	2 728	27 445	3 993*	23 306	1 309	23 406	161	5 814	26 776	119 151*
(b) Activity rates (working population as % of total population)											
1960	39.5	45.5*	47.7	43.2*	43.3	39.5	44.4	42.2*	36.8*	46.8	44.6
1970	39.7	48.3	44.2	39.0*	42.2	37.9	39.1	41.3	37.3*	45.6	42.3
1980	42.2	52.0	44.2	37.7*	43.1	36.6	40.2	43.8	38.1	47.6	43.3
1981	42.4	52.2	44.4	39.7*	43.1	36.9	40.6	43.9	38.9	47.4	43.5
1982	42.6	52.6	44.6	39.8*	43.0	37.2	40.7	44.0	39.8	47.5	43.7
1983	42.8	53.3	44.7	40.5*	42.6	37.3	41.0	44.0	40.5	47.5	43.7
2. Employment											
(a) Total employment (1 000) – annual average											
1960	3 481	2 054*	26 246	3 514	19 553	1 055	20 827	132*	4 182*	24 182	105 226*
1970	3 698	2 363	26 668	3 294*	20 920	1 053	19 775	140	4 708*	24 753	107 372*
1980	3 797	2 489	26 302	3 541*	21 695	1 156	21 107	159	5 081	25 306	110 633*
1981	3 721	2 455	26 100	3 714*	21 546	1 146	21 187	159	5 113	24 323	109 464*
1982	3 670	2 461	25 632	3 676*	21 564	1 148	21 120	159	5 094	23 987	108 510*
1983	3 632	2 476	25 187	3 693*	21 442	1 125	21 128	159	5 038	23 792	107 672*
(b) Female employment as % of total employment											
1960	30.4	29.8*	37.1	34.0*	32.7*	26.3*	30.1	25.2*	22.0*	32.8	33.0*
1970	31.9	38.6	35.9	26.4*	34.3	26.7	27.5	26.0*	25.7*	35.8	33.2*
1980	35.1	44.0	37.4	28.1*	37.1	28.8	31.3	30.5*	30.0	39.8	36.0*
1981	35.6	44.9	37.6	29.8*	37.4	29.4	31.2	31.3*	29.6	40.1	36.2*
1982	36.1	44.9	37.8	29.2*	37.8	30.1	31.6	32.5*	32.0	40.6	36.7*
1983	36.5	45.6	38.0	31.0*	38.2	30.8	31.9	32.9*	32.9	41.1	37.1*
(c) Total employment by sectors as %											
<i>Agriculture, fishery</i>											
1960	8.6	17.6*	13.6	57.0*	21.4	37.0	31.7	16.6*	11.2*	4.7*	18.2*
1970	4.6	11.3	8.5	38.8*	13.5	26.9	19.6	9.3	6.1*	3.2	11.2*
1980	2.9	8.0	5.5	28.7*	8.5	18.1	13.9	5.5	4.8	2.5	7.8*
1983	2.9	8.4	5.4	28.5*	7.9	16.8	12.0	4.7	4.9	2.6	7.5*
<i>Industry</i>											
1960	46.3	35.6*	47.7	18.0*	37.4	23.5	33.0	44.8*	41.0*	46.3*	41.0*
1970	41.6	37.1	48.4	23.8*	38.6	29.6	38.4	43.9	38.1*	44.1	41.8*
1980	33.6	28.6	43.3	28.7*	35.0	32.1	36.8	37.9	30.7	37.3	37.2*
1983	30.5	25.8	41.1	27.2*	33.0	29.4	35.1	35.6	27.2	33.2	34.6*
<i>Services</i>											
1960	45.1	46.8*	38.7	25.0*	41.2	39.5	35.3	38.6*	47.8*	49.0*	40.8*
1970	53.8	51.7	43.1	37.4*	47.9	43.5	42.0	46.6	55.7*	52.7	47.0*
1980	63.4	63.4	51.3	42.6*	56.5	49.8	49.3	56.6	64.4	60.2	55.0*
1983	66.6	65.7	53.5	44.4*	59.1	53.8	52.9	59.7	67.8	64.2	57.9*

* Estimates.

Source: Eurostat.

III. – Employment (continued)

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR 10
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3. Employees in employment

(a) Total (1 000) – annual average

1960	2 579	1 580*	20 256	1 130*	13 844	643	12 252	95*	3 296*	22 417	78 092*
1970	3 069	1 885	22 246	1 500*	16 457	725	13 368	113	4 045*	22 851	86 260*
1980	3 174	2 097	22 986	1 853*	18 101	874	15 240	137	4 470	23 295	92 227*
1981	3 100	2 084	22 849	1 854*	17 989	877	15 262	138	4 482	22 205	90 840*
1982	3 050	2 106	22 395	1 899*	18 050	872	15 242	139	4 443	21 797	89 992*
1983	3 006	2 099	21 962	1 882*	17 984	850	15 095	139	4 434	21 532	88 983*

(b) As % of total employment

1960	74.1	76.9*	77.2	32.2*	70.8	61.0	58.8	71.4*	78.8*	92.7	74.2*
1970	81.2	79.8	83.4	45.5*	78.7	68.9	67.6	80.4	85.9*	92.3	80.3*
1980	83.6	84.3	87.4	52.3*	83.4	75.6	72.2	86.3	88.0	92.1	83.4*
1981	83.3	84.9	87.5	50.7*	83.5	76.5	72.0	86.8	87.7	91.3	83.0*
1982	83.1	85.6	87.4	51.7*	83.7	76.0	72.2	87.3	87.2	90.9	82.9*
1983	82.8	84.8	87.2	51.0*	83.9	75.6	71.4	87.4	88.0	90.5	82.7*

4. Employees in the iron and steel industry (ECSC)

(a) '000 – end of the year

1973	62.4	2.7	228.4	–	151.7	0.8	89.7	23.2	23.3	196.2	778.4 ¹
1979	48.7	2.8	204.8	–	120.6	0.7	98.7	16.4	21.2	156.6	670.4 ¹
1980	45.2	2.2	197.4	–	104.9	0.7	99.5	14.9	21.0	112.1	598.0 ¹
1981	44.1	1.7	186.7	–	97.3	0.7	95.7	13.4	20.9	88.2	548.8 ¹
1982	41.7	1.6	175.9	–	95.2	0.6	91.5	12.4	20.2	74.5	513.6 ¹
1983	39.6	1.6	163.7	–	90.7	0.7	87.1	12.9	19.2	63.7	479.2 ¹
1984 ^p	37.4	1.6	152.2	–	85.3	0.7	75.7	12.9	18.8	61.7	446.3 ¹

(b) Average annual increase (+) or decrease (–) as %

1973/79	–4.0	+ 0.6	–1.8	–	– 3.8	– 2.2	+ 1.6	– 5.6	–1.6	– 3.7	– 2.5 ¹
1979/80	–7.2	–21.4	–3.6	–	–13.0	–28.6	+ 0.9	– 9.2	–0.9	–28.4	–10.8 ¹
1980/81	–2.4	–22.7	–5.4	–	– 7.2	–40.0	– 3.9	–10.1	–0.5	–21.3	– 8.2 ¹
1981/82	–5.4	– 5.9	–5.8	–	– 2.2	–14.3	– 4.4	– 7.5	–3.3	–15.5	– 6.4 ¹
1982/83	–5.0	0.0	–6.9	–	– 4.7	+16.7	– 4.8	+ 4.0	–5.0	–14.5	– 6.7 ¹
1983/84 ^p	–5.6	0.0	–7.0	–	– 6.0	0.0	–13.1	0.0	–2.1	– 3.1	– 6.9 ¹

* Estimates.

¹ EUR 9.

Source: Eurostat.

IV. Unemployment

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR 10
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1. Registered unemployed

(a) 1 000 – annual average

1960	128	31	271	87	131	53	1 546	0	29	393	2 669
1970	80*	25*	149	49	262	59	888	0	59*	612	2 183*
1980	369 ¹	176 ¹	889	37	1 451	102	1 776	1.1	325	1 591*	6 717*
1981	454	235	1 272	42	1 773	128	1 993	1.6	480	2 415*	8 793*
1982	535	253	1 833	50	2 008	157	2 379	2.0	655	2 792*	10 664*
1983	589	277	2 258	61	2 041	193	2 707	2.5	801	3 047	11 978
1984	595	272	2 266	70	2 310	214	2 954	2.7	822	3 160	12 666
1984 March	574	300	2 393	77	2 247	214	3 011	2.8	835	3 143	12 796
June	546	245	2 113	54	2 148	211	2 914	2.3	816	3 030	12 078
Sept.	631	254	2 143	48	2 416	212	2 901	2.6	821	3 284	12 713
Dec.	605	263	2 325	108	2 525	225	3 053	2.8	797	3 219	13 123

(b) Unemployment rates (unemployed as % of the civilian working population)

1960	3.6	1.5	1.0	2.4	0.7	4.8	7.2	0.0	0.7	1.6	2.5
1970	2.2	1.0	0.6	1.5	1.3	5.3	4.4	0.0	1.0	2.5	2.0
1980	9.1 ¹	6.7 ¹	3.3	1.1	6.4	8.3	8.0	0.7	6.2 ¹	6.3 ¹	5.9 ¹
1981	11.1	8.9	4.7	1.2	7.8	10.2	8.8	1.0	8.8	9.2	7.6
1982	13.0	9.5	6.8	1.4*	8.8	12.2	10.5	1.3	11.7	10.6	9.2
1983	14.4	10.4	8.4	1.7*	8.9	15.0	12.0	1.5	14.3	11.5	10.3
1984	14.5	10.2	8.4	1.9*	10.1	16.7	13.1	1.7	14.7	12.0	10.9
1984 March	14.0	11.2	8.9	2.1*	9.8	16.7	13.3	1.7	14.9	11.9	11.0*
June	13.3	9.2	7.8	1.5*	9.4	16.5	12.9	1.4	14.6	11.5	10.4*
Sept.	15.4	9.5	8.0	1.3*	10.6	16.5	12.8	1.6	14.7	12.4	10.9*
Dec.	14.7	9.9	8.6	2.9*	11.1	17.6	13.5	1.7	14.3	12.2	11.3*

2. Structure of unemployment

(a) Proportion of women among the unemployed as %

1960	25.4	11.7	34.1	–	37.4	11.5	28.8	–	16.9	27.9	28.8*
1970	42.1	18.0	37.6	–	44.4	16.8	30.1	–	21.6	15.3	27.9*
1980	61.6 ¹	50.0 ¹	52.0	40.6	54.6	23.9	46.0	51.9	35.8 ¹	28.8 ¹	44.5 ¹
1981	56.9	45.7	48.7	39.7	51.5	23.5	47.7	46.8	33.3	27.9	42.4
1982	54.6	46.8	44.3	38.8	50.0	24.1	48.6	46.5	31.9	28.3	41.6
1983	53.5	49.7	43.6	39.8	49.0	25.0	48.1	46.0	31.3	29.1	41.3
1984	54.0	53.7	43.6	41.1	47.6	25.7	48.3	49.7	32.4	30.5	41.8

(b) Proportion of young people² among the unemployed as % – October

1975	43.9*	–	28.6	–	47.7	–	–	–	36.5	–	–
1980	41.4*	30.9*	27.3	12.8	46.4	25.2	51.4	53.3	41.7	42.6*	42.8*
1981	41.4*	29.4*	29.8	13.7	46.9	27.5	54.0	51.8	42.9	43.1*	42.8*
1982	40.4	27.5*	30.3	34.6	46.4	29.5	48.7 ¹	50.9	42.6	41.1	41.1*
1983	39.0	26.4*	29.2 ³	34.5	45.2	30.7	49.0	53.9	41.0	40.8	40.4*
1984	36.9	25.1*	27.2 ³	–	44.9	30.9	48.6	50.9	39.8	39.9	40.2*

* Estimates.

¹ New statistical series.² Aged under 25 years.³ September.

Source: Eurostat.

V. Industrial relations – Working conditions

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR10
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1. Trade union membership* (Union members as % of all employees)

1960	62	70	38	20/25	24	44	50/55	60	38	44	42
1970	66	72	38	25	23	50	50	55	36	46	41
1980/82	70/75	74/75	42/40	30/35	23	50/48	50/45	55/60	35/34	52/50	43/42
1983/84	70/75	75	40	35	23/22	48/47	45/40	60	33/32	50	41

2. Industrial disputes

(a) Average number of working days lost per year (1 000)

1960/69	270	278	219	216*	(17 400)	420	13 993	–	69	3 555	36 420
1970/79	826	507	1 165	–	3 558	585	17 843	1.6	165	12 835	37 485
1980	217	192	128	2 617	1 674	412	13 514	0	54	11 964	30 772
1981	–	651	60	711	1 496	434	8 664	0	24	4 267	16 307 ¹
1982	–	93	15	–	2 327	434	16 243	80	215	5 316	24 723 ²
1983	–	79	41	–	1 321	319	11 648	0	118	3 593	17 119 ²

(b) Average number of working days lost per 1000 employees

1960/69	99	176	11	195*	(1 167)	607	1 137	–	21	154	472
1970/79	269	260	54	–	211	759	1 310	0	41	570	436
1980	70	90	6	1 570	95	480	920	0	13	521	343
1981	–	315	3	420	86	503	589	0	5	195	195 ¹
1982	–	45	1	–	133	506	1 108	579	50	248	300 ²
1983	–	38	2	–	76	382	802	0	27	169	210 ²

3. Hours of work per week

(a) Normal hours of work for industrial workers fixed by collective agreements

1960	45–46	48	40–45	48	40 ³	44	46½–48	44–48	45–48	43–44	40–48
1970	42–44	42½–41¼	40–41	48	40 ³	41–42	42–44	41–45	42½–43¾	40–41	40–48
1980	37½–40	40	40	43–44	40 ³	40	36–40	40	40	39–40	36–44
1981	37½–40	40	40	42–43	40 ³	40	36–40	40	40	38–40	36–43
1982	37½–40	40	40	41	39 ⁴	40	35–40	40	40	37½–40	35–41
1983	36–40	40	40	40	39	40	35–40	40	38–40	35–40	35–40
1984	36–40	40	38–40	40	39	40	35–40	40	38–40	35–40	35–40

(b) Hours of work offered to industrial workers – October

1966	44.2	–	43.9	43.6 ⁵	47.3	–	44.6 ⁶	45.7	45.9	–	–
1970	42.7	–	44.1	44.6 ⁵	45.9	–	42.5	45.0	44.3	–	–
1980	35.7	–	41.6	39.0 ⁵	40.9	42.3	38.4	40.2	40.8	40.7	–
1981	35.9	–	41.3	39.0 ⁵	40.6	42.5	38.6	40.6	40.7	41.4	–
1982	34.9	–	40.0	37.8 ⁵	39.4	41.6	37.5	39.0	40.6	41.4	–
1983	35.1	–	41.0	–	39.0	41.0	–	41.5	40.6	41.8	–

* Estimates.

¹ Excluding Belgium.

² Excluding Belgium and Greece.

³ Normal hours fixed by legislation.

⁴ From 1 February.

⁵ 1967.

⁶ Hours paid for.

Sources: 1., 3. (a) National collective agreements.
2., 3. (b) Eurostat.

V. Industrial relations – Working conditions (continued)

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR 10
4. Basic annual paid holidays for industrial workers fixed by collective agreements in days¹											
1960	12	18	12–18	6–12	18	12	12	8–18 ²	12*–15*	12	6–18
1970	18	18	16*–24	6–12	24	12–18	12–15	18–24	15*–18*	12–18	6–24
1980/81	24	26*–30	21*–30*	10–12	24	17*–19	20*–24	25*	20*–24*	18–23	10–30
1982	24	26*–30	21*–30*	12–24 ³	30	17*–19	20*–24	25*	22*–25*	19–25	12–30
1983	24–25	26*–30	21*–30*	20–24	30	24	25	25*	26*	20–27	20–30

5. Public holidays paid for and not worked (fixed by legislation and laid down in collective agreements)

1960	10	9½	10–13	6–7	4–7	6–7	17	10	7	6–7	4–17
1970	10	9½	10–13	6–7	8–10	6–7	17	10	7	6–7	6–17
1980/83	10	9½	10–13	6–7	11	7–8	10–11	10	7–8	8	6–13

¹ Working days; where the data have been annotated*, it is question of days of work.

² According to some works agreements.

³ After one year of service.

Sources: National legislation and collective agreements.

VI. Incomes, wages, labour costs

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR10
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1. Gross domestic product per inhabitant at current prices and purchasing power parities

1960	1 033	—	1 206	390	1 045	660	833	1 580	1 111	1 247	1 061
1970	2 379	2 733	2 627	1 170	2 456	1 449	2 063	3 155	2 465	2 369	2 345
1980	8 217	8 515	8 791	4 333	8 520	5 082	6 770	9 188	8 159	7 293	7 738
1981	8 871	9 234	9 595	4 671	9 290	5 625	7 392	9 702	8 767	7 882	8 414
1982	9 782	10 429	10 352	5 082	10 275	6 134	8 033	10 217	9 381	8 741	9 203

2. Average annual remuneration of employees

(a) Average annual rates of increase in nominal terms (%)

1960/70	7.8	(10.3)	8.6	9.8	9.4	9.9	10.8	6.7	10.6	7.1	8.9
1970/80	12.0	11.5	8.5	18.3	13.8	18.1	18.5	10.5	11.0	16.1	13.2
1980/81	7.4	10.2	5.3	23.9	14.4	18.5	21.2	7.7	3.5	14.7	11.1
1981/82	7.7	10.8	4.4	27.3	13.5	11.7	17.1	6.3	5.7	9.3	9.4

(b) Average annual rates of increase in real terms (%)

1960/70	4.1	(4.2)	4.8	6.4	4.8	4.2	6.0	2.7	5.2	2.7	4.4
1970/80	4.6	1.7	3.2	4.0	4.0	3.9	3.2	3.9	3.1	1.9	3.1
1980/81	2.2	-0.6	1.2	3.5	2.2	0.7	2.4	-0.1	-2.2	2.3	1.7
1981/82	0.6	0.3	-0.3	4.4	0.9	-5.3	-0.3	0.5	0.1	0.6	0.4

3. Average gross hourly earnings of industrial workers

(a) Converted into current purchasing power standards

October 1975	2.89	3.50	2.77	1.24 ¹	2.02	2.49	2.48	3.51	2.96	2.80	—
October 1980	5.42	5.87	4.96	2.67 ¹	3.78	4.38	4.49	5.84	4.95	4.25	—
October 1981	6.21	6.51	5.52	3.12 ¹	4.27	4.88	5.21	6.42	5.40	4.69	—
October 1982	6.64	6.94	5.96	3.72 ¹	4.63	5.25	5.58	6.49	5.94	5.18	—

(b) Average annual rates of increase as %

Oct. 75/Oct. 80	8.6	10.0	6.4	22.9	13.8	16.2	20.4	7.9	7.1	13.6	—
Oct. 80/Oct. 81	10.4	10.8	5.7	27.5	15.1	20.4	24.1	5.4	5.3	12.2	—
Oct. 81/Oct. 82	5.6	9.7	4.3	36.5	13.1	14.4	17.0	8.2	6.9	8.9	—

(c) Development in real terms (indices, October 1975 = 100)

October 1960	45	48	50	—	50	45	39	50	43	62	—
October 1970	72	75	87	80 ¹	76	72	71	79	75	83	—
October 1975	100	100	100	100	100	100	100	100	100	100	—
October 1980	112.4	94.7	112.5	127.0 ¹	114.9	107.6	114.7	111.1	105.5	99.1	—
October 1981	115.0	94.1	111.4	130.7 ¹	115.9	107.9	119.9	107.4	103.3	99.6	—
October 1982	110.6	93.4	110.7	149.1 ¹	119.8	105.5	119.8	105.2	105.4	101.4	—

4. Labour costs in manufacturing industries

(a) Average hourly costs in ECU

1975	5.89	5.74	5.75	—	4.69	2.66	4.26	5.93	6.46	2.95	4.64
1978	9.36	7.87	8.51	—	6.51	3.65	5.00	9.16	9.16	3.78	6.10
1981	12.16	9.54	10.96	3.83	9.82	5.99	7.34	10.29	10.77	7.32	9.12

(b) Country with the highest level = 100

1975	91	89	89	—	73	41	66	92	100	46	—
1978	100	84	91	—	70	40	54	98	98	40	—
1981	100	78	90	31	81	49	60	85	89	60	—

¹ Manufacturing industries only.

Source: Eurostat.

VII. Standard of living

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR10
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1. Dwellings

(a) Existing dwellings per 1000 inhabitants – end of year

1960	350	328	288	242	349	240	278	309	248	315	302
1970	372	353	341	280	376	244	319	332	295	346	331
1980	386	422	412	354	436	263	380*	383	343	382	394
1982	400 ¹	427	418 ¹	–	437	271	389 ¹	382 ¹	354	388 ¹	405*

(b) Completed dwellings per 1000 inhabitants

1960	5.3	6.1	10.4	6.5 ²	7.0	2.1	5.8	6.0	7.3	5.8	7.1
1970	4.8 ²	10.3	7.8	13.0 ²	9.3	4.6	7.0	5.2	9.1	6.6	7.8
1980	4.8 ²	5.9	6.3	20.2 ^{2,3}	7.3	8.1	4.5	5.6	8.1	4.5	6.9
1981	3.4 ²	4.2	6.0	11.1 ²	7.5	8.4	3.7	5.3	8.2	3.8	5.6
1982	2.9 ²	4.1	5.6	–	7.0	7.7	5.1	5.1	8.6	3.2	5.4

2. Durable consumption goods – end of year

(a) Passenger cars per 1000 inhabitants

1960	83	89	78	5	121	61	40	114	45	108	81
1970	213	218	230	26	254	133	190	278	195	210	212
1980	320	271	377	89	343	215	310	352	322	281	317
1981	325	267	385	94	349	226	330	366	324	303	325
1982	328	276	391	102	–	205	343	378	326	311	–

(b) Television sets per 1000 inhabitants

1960	68	119	83	–	41	17	43	23	69	211	90
1970	217	274	275	19	216	149	181	208	237	294	237
1980	298	362	337	156	297	–	234	247	296	331	290
1981	300	364	348	160	305*	181	235	250	301	330	299*

(c) Installed telephones per 1000 inhabitants

1960	125	234	108	21	95	57	77	163	88	156	108
1970	211	342	228	119	173	104	175	241	169	270	209
1980	366	641	464	290	460	190	337	361	346	496	427
1982	402	702	509	318	483*	226	383	380	370	513	460*

3. Consumer prices

(a) Index 1975 = 100

1960	50 ⁴	36	57	46	44	34	40	55 ⁴	43	37	–
1970	67 ⁴	64	74	56	66	54	58	71 ⁴	66	54	64
1980	136.0 ¹	164.0	122.0	212.6	164.5	193.2	215.7	134.2 ⁴	134.9	195.6	167.4
1981	146.5	183.3	129.2	264.7	186.5	232.6	257.8	145.1 ⁴	144.1	218.9	188.9
1982	159.2	201.9	136.1	320.1	208.9	272.5	300.2	158.6 ⁴	152.7	237.7	209.7
1983	171.4	215.8	140.0	385.8	228.5	300.3	344.3	172.4 ⁴	157.0	248.6	227.5

(b) Annual average rate of increase

1960/70	3.0	5.9	2.7	2.1	4.0	4.8	3.9	2.6	4.5	4.0	–
1970/80	7.4 ¹	9.8	5.1	14.3	9.6	13.7	13.8	6.6	7.4	13.7	10.0
1980/81	7.6	11.7	5.9	24.5	13.4	20.4	19.5	8.1	6.8	11.9	12.8
1981/82	8.7	10.1	5.3	21.0	12.0	17.2	16.4	9.4	6.0	8.6	11.0
1982/83	7.7	6.9	2.9	20.5	9.4	10.2	14.7	8.7	2.8	4.6	8.5

* Estimates.

¹ 1981.

² Buildings started.

³ 1979.

⁴ Excluding rents and associated costs.

Source: Eurostat.

VIII. Social protection

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR10
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1. Total social protection expenditure as a % of the gross domestic product

1970	18.7	19.6	21.5	13.6 ¹	19.2	13.2	17.4	15.9	20.8	15.9	19.0 ³
1975	24.2	25.8	29.8	14.3 ²	22.9	19.4	22.6	22.4	28.1	19.5	24.7 ³
1980	28.1	28.6	28.5	—	25.9	21.8	22.8	26.0	30.4	21.4	25.8 ³
1981 ^P	30.0	29.9	29.4	—	27.5	22.9	25.3	27.9	31.4	23.5	27.2 ³
1982 ^P	30.1	29.4	29.4	—	28.5	24.7	25.4	29.1	—	—	—

2. Social protection benefits
(a) Benefits per inhabitant at 1975 prices and purchasing power parities

1970	670	790	860	—	720	300	510	750	770	590	680 ³
1975	1 190	1 190	1 330	—	1 000	500	760	1 110	1 200	820	1 000 ³
1980	1 280	1 390	1 520	—	1 290	640	930	1 450	1 490	970	1 200 ³
1981 ^P	1 360	1 410	1 530	—	1 350	660	1 030	1 530	1 500	1 030	1 270 ³
1982 ^P	1 360	1 440	1 510	—	1 430	700	1 050	1 530	—	—	—

(b) Benefits per function as %
1970

□ Sickness	22.1	29.2	27.7	—	26.9	28.7	26.3 ⁴	17.2	29.8	26.3	—
□ Invalidity, employment injuries	12.6	14.1	12.6	—	9.9	10.2	21.3	7.8	12.1	9.2	—
□ Old age, survivors	40.6	36.3	45.6	—	41.1	36.9	34.8	63.0	40.4	46.9	—
□ Maternity, family	20.0	14.1	0.2	—	16.8	17.1	12.9	11.5	14.0	10.8	—
□ Unemployment, vocational training, placement	3.7	2.8	2.0	—	2.0	5.7	1.1	0.0	3.3	4.5	—
□ Other	0.9	3.6	1.9	—	3.4	1.4	3.5	0.6	0.3	2.3	—
	100.0	100.0	100.0	—	100.0	100.0	100.0	100.0	100.0	100.0	—

1982

□ Sickness	21.5	24.1	27.1	—	25.1	31.1	23.2	23.5	27.8	22.6	—
□ Invalidity, employment injuries	11.9	8.5	11.2	—	8.7	7.1	15.8	17.5	19.8	9.3	—
□ Old age, survivors	38.5	34.7	43.5	—	40.6	32.5	50.2	47.0	32.3	50.1	—
□ Maternity, family	11.6	10.7	7.7	—	11.7	12.2	7.9	9.2	9.2	10.7	—
□ Unemployment, vocational training, placement	15.6	17.1	8.9	—	9.8	11.7	2.7	2.6	8.8	6.9	—
□ Other	0.9	4.9	1.6	—	4.1	5.4	0.2	0.2	2.2	0.4	—
	100.0	100.0	100.0	—	100.0	100.0	100.0	100.0	100.0	100.0	—

1981

^P Provisional data.

¹ 1969.

² 1977/78.

³ EUR 9.

⁴ Data from the 2nd European social budget.

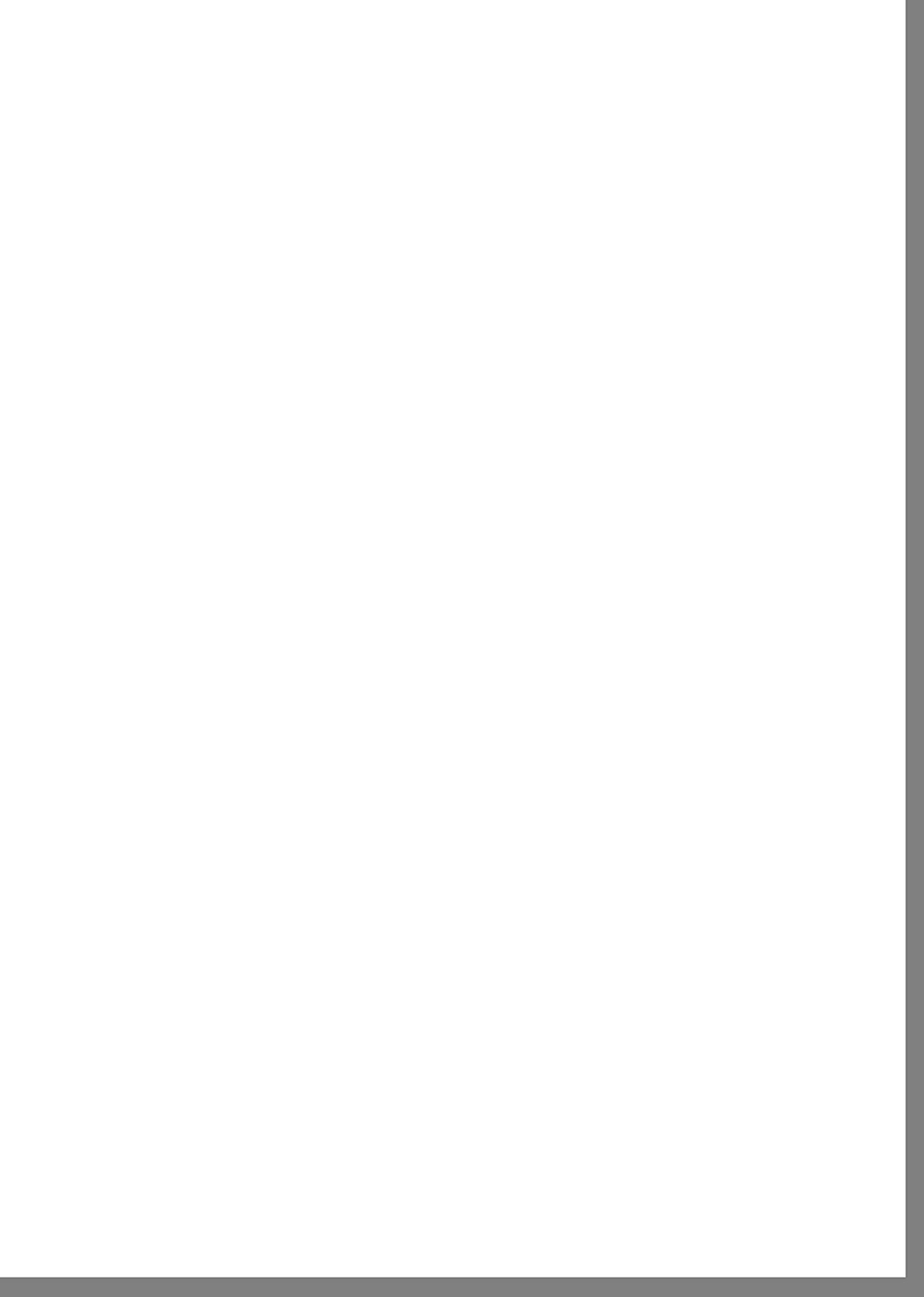
Source: Eurostat.

VIII. Social protection (continued)

Year	B	DK	DE	GR	F	IRL	I	L	NL	UK	EUR10
3. Receipts according to nature (%)											
<i>1970</i>											
□ Employers' contributions	51.0	11.2	47.1	—	59.2	19.3	54.9 ¹	36.0	43.3	33.6	—
□ Contributions from protected persons	21.2	6.4	24.2	—	18.9	12.4	15.4	24.9	35.8	18.0	—
□ Contributions from public funds	23.5	79.6	23.7	—	18.6	67.5	23.3	30.3	12.5	38.4	—
□ Other	4.3	2.8	5.0	—	3.3	0.8	6.3	8.8	8.4	10.0	—
	100.0	100.0	100.0	—	100.0	100.0	100.0	100.0	100.0	100.0	—
<i>1982</i>											
□ Employers' contributions	40.6	9.4	39.6	37.4 ²	54.2	23.6	54.6	33.4	1981 35.4	34.6	—
□ Contributions from protected persons	18.5	2.2	29.6	37.3	23.2	12.2	15.5	23.5	32.1	19.4	—
□ Contributions from public funds	36.3	83.8	27.4	21.7	19.6	62.9	27.5	33.2	19.9	35.2	—
□ Other	4.7	4.6	3.4	3.6	3.0	1.3	2.4	9.9	12.6	10.8	—
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	—

¹ Data from the 2nd European social budget.² 1977/78.

Source: Eurostat.



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