

# *European*

# **TRADE UNION**

## *Information Bulletin*

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## **Putting Employment At The Heart Of Europe**

The importance of employment creation as the driving force of economic regeneration has been emphasised by both the European Commission and the European trade union movement. The creation of a strong economy in order to create jobs was a central feature of the European Commission's 1995 Work Programme which was published earlier this year. Fighting unemployment is also identified as the paramount task of the European Union and its Member States in the recently published Medium-Term Social Action Programme (1995-1997). The Action Programme identifies a range of initiatives which will be pursued during the coming three years. These include continued efforts to achieve the adoption and implementation of proposals contained in the last Social Action Programme.

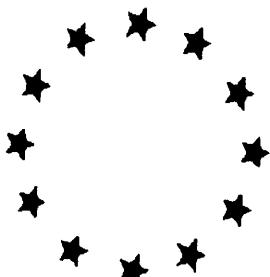
Whilst there are some new legislative proposals contained within the Action Programme, the emphasis is more on both consolidation of existing initiatives and the launching of debates in areas of key importance for social policy. Important Commission Communications, Green and White Papers, and Reports are scheduled on subjects such as education and training, homeworking, the re-organisation of working time, equal opportunities, and the development of the social dialogue. The Commission will also convene a new European Forum on Social Policy and consult it, along with the European Parliament, about the future development and possible extension of the 1989 European Charter on Fundamental Social Rights.

The central importance of employment creation was also emphasised at the 8th Statutory Congress of the European Trade Union Confederation, which was held in Brussels in May. Congress overwhelmingly adopted the policy statement "Jobs and solidarity at the heart of Europe" which calls for the implementation of a European action plan to take concrete measures aimed at giving everyone an equal chance of getting work.

Over recent months, there appears to have emerged a broad measure of agreement within the European Commission, the European Parliament, the Council and the European Trade Union Movement. The upturn in economic activity presents a unique opportunity to build the foundations of long-term, sustainable economic growth which could lead to a much-needed growth in job opportunities. It is an opportunity that Europe cannot afford to miss.

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## **Commissioner Flynn Calls For Adaption and Change To European Social Model In Order To Protect and Sustain It**

European Social Affairs Commissioner, Padraig Flynn, spoke on the opening day of the 8th European Trade Union Confederation Congress which was held in Brussels between the 9th and 12th of May. In calling for a new approach to the achievements of the objectives which were still an essential part of the European social model - a firm commitment to social justice and social solidarity, protection of the weak, equal access for all to health, education and work, high standards of protection for employees, and a structured dialogue between management and labour - he said the model must be adapted and changed in order to protect and sustain it. He cautioned against confusing means with objectives: "the objectives we share, but the means by which they are to be pursued must change", he said. The Commissioner criticised the approach of many employers who take a "one dimensional view of competitiveness based mainly on labour costs". Competitiveness required a stable society and a stable skilled workforce. Employers must take a broader role than just shedding labour and reducing labour costs, he said.

The Commissioner defended the recently published Social Action Programme 1995-97 which has been criticised for its lack of legislative proposals. The lower level of legislative activity in the Social Action Programme was merely a reflection of current reality. Where he was convinced that legislation was useful and possible, he told delegates, he would not hesitate to recommend legislation. He also called for the support of trade unions in helping to mobilise public opinion in support of the agreements and arrangements on employment policy adopted by the Essen Council.

Mr Flynn congratulated the ETUC on their document "Jobs and Solidarity at the Heart of Europe" and remarked on how closely the Commission's views and concerns converge on the key issue of jobs, income and social solidarity. He said "our common objective must be the quality of life and access to sustainable employment for all our citizens".

### **The European Social Model**

The Commissioner said that the European social model "is not working as it was once intended to. It is under serious pressure on many fronts. We must accept and change it in order to protect and sustain it". The challenge ahead is to preserve the essential features of the European model, i.e.

- a firm commitment to social justice and social solidarity;
- protection for the weak;
- equal access for all to health, education and work;
- high standards of protection for employees, and
- a structured dialogue between management and labour.

in a way which is better adapted to the reality of the 21st century.

The Commissioner said that all too often people worry more about maintaining the old means by which these objectives were pursued than about the objectives themselves. "Let us not confuse means and objectives. The objectives we share. But the means by which they are to be pursued must change."

He went on to list some of the conditions which need to be met to achieve employment intensive growth in Europe:

- investment in continuous training;
- reducing non-wage labour costs;
- redirecting welfare efforts away from passive support towards active reintegration into the labour market;
- giving young people their first step in the labour market

He stressed that "we have to find a new European way out of the United States paradox of high job generation and poverty wages while breaking out of the European paradox of high welfare and low employment".

### **Social Partnership**

The Commissioner emphasised the key role which the social partners have to play in employment creation. He said "in the collective bargaining process, we must translate productivity gains into employment creation, rather than simply income or investment, or profit growth". In his view employers must stop overstating the case for, and narrowly emphasising, a one dimensional view of competitiveness based mainly on labour costs,

"We all agree competitiveness is the key to prosperity but long run economic competitiveness requires a stable society and a stable skilled workforce. Employers must take the longer view and aspire to a broader role than just shedding labour and reducing unit costs".

Mr. Flynn said that while he detested the word "deregulation" because it has become a loaded term, he believed passionately that we must re-regulate for today's realities. "This means that there needs also to be a new role for Trade Unions. Trade Unions are vitally important for economic and social success, and for solidarity. But the centralised mass production model, on which defence of workers rights has been structured to date, is disappearing. Unions must change, to address new preoccupations, new patterns of work, and a much more heterogeneous nature of work and worker, including the self-employed and the unemployed. And Unions must do much more to address the needs and aspirations of the great and growing numbers of women in the labour market".

### **Social Action Programme 1995-97**

On the subject of the new Social Action Programme 1995-7, Mr Flynn said that the focus is now on consolidation of

rights and ensuring the effective implementation of legislation in the workplace throughout the entire Union, as the White Paper consultation process overwhelmingly directed the Commission to do. He said that the lower level of legislative activity in the Social Action Programme "is not the result of a decision to legislate less. It is merely a reflection of the current reality. The Commission has not decided to propose less legislation because we think legislation is bad, but simply because there is not the demand or the need for the kind of social legislation which the Treaty allows us to propose.... Where I am convinced that legislation is useful and possible, I will not hesitate to recommend legislation and I will make no apologies to anyone for so doing. But I will not make proposals without being absolutely clear about their value, their legal soundness and the prospect of their getting at least a fair hearing in the Council".

### Post-Essen Employment Process

The Commissioner concluded his remarks by saying that we now have a systematic process for the promotion of an active European employment policy through the detailed employment performance monitoring arrangements agreed at Essen. He said that we now need, above all, a concerted European approach from the Member States. He warned: "I fear that their occasionally misplaced preoccupation with subsidiarity blinds them to the reality that the people of Europe expect concerted action at European level on employment". He went on to say that he was "already worried at some evidence that Member States are not really investing in following up the commitments entered into in Essen particularly in regard to the drawing up of national multi-annual programmes". He appealed to the Congress to help in mobilising public opinion to prevent this from happening.

## Jobs and solidarity at the heart of Europe

The main policy document before the 8th ETUC Statutory Congress was entitled "Jobs and solidarity at the heart of Europe". The policy document takes as its starting point the economic and social crisis which Europe has been going through for some time and which today is still far from being overcome despite the current economic recovery. The document acknowledges the widespread structural and social changes which have been produced by an increasingly post-industrial society within a radically altered international context. But it rejects the claim that such challenges mean that the acquired social rights and advantages which constitute the European social model are obstacles to maintaining competitiveness on a market whose global dimension is steadily growing. On the contrary, it claims that the renewal of the European economy needs to be based on the values and principles of this model - of which public services are one of the essential pillars - which must be adapted to the new economic and social realities.

The policy document is then divided into seven key areas, reflecting demands which the ETUC consider essential if the economic renewal is to be successful.

### 1. The Central Challenge of Employment:

The policy document calls for an employment action plan to be implemented through concerted action at national and European level. It also calls for action to ensure that the multilateral surveillance of employment policies in the EU really makes employment the key concern of economic policy, and it calls for the development of an active industrial policy.

### 2. Sustainable and Lasting Development:

It calls on public authorities and employers at all levels to promote sustainable and lasting development which protects the environment, improves quality of life and takes into account social needs.

### 3. Enhancing the European Social Model:

The document calls for continued efforts to strengthen the integration of economic and social concerns and categorically rejects any attempt to dismantle social security schemes. It opposes indiscriminate and widespread privatisation and seeks to foster reform by collective bargaining.

### 4. Revitalising the Labour Market:

It calls on the EU to ensure that all policies are based on equal opportunity principles, calls for the recognition at European level of the right of all workers to access to education and training throughout their working lives. It calls for the promotion of regulation based on collective bargaining and the encouragement of active labour market policies geared to reintegrating young people and the long-term unemployed.

### 5. Negotiation and Reorganisation of Working Time:

It calls on the ETUC to conduct a European campaign to obtain negotiated general reductions in working time in pursuit of the objective of a 35 hour week. It also seeks to ensure that part-time work is chosen freely and voluntarily and based on collective agreements which guarantee equal treatment and social rights.

### 6. Social Europe - the Vehicle for European Integration:

It calls for the ETUC to rally support for the establishment of a Social Union in 1996 based on the Social Charter and the Maastricht Social Policy Agreement. It also calls for the completion of the current Social Action Programme.

### 7. Building a More Powerful European TU Movement:

It calls for a large-scale Europe-wide unionisation campaign, the promotion of greater involvement of women in trade union organisations and efforts to free the social dialogue from its current stranglehold.

# Commission Launches Funding Initiative In Support Of European Works Councils

The European Commission (DG V) has announced the launch of a funding initiative in support of the implementation of the 1994 European Works Council Directive (94/45/EC). 17 million ECU will be available during 1995 designed to:-

- help train representatives of management and labour in the exercise of the rights provided for by the Directive;
- support meetings between employers' and workers' representatives in undertakings covered by the Directive;
- support projects undertaken by employers and workers to improve the understanding and implementation of the Directive.

Full information about the initiative is provided in a Users' Guide produced by the Commission which is available from The European Commission (DGV-D) Rue Joseph II, 37 B-1049 Brussels, Belgium. (Fax +32 2 295 91 33). The following is a summary of the main points contained in the Users' Guide.

## PROJECT APPLICATIONS:

Projects selected for support will be those which propose practical ways of improving the information and consultation of workers in transnational undertakings. Funding will be for specific projects rather than financing the normal running or meetings of bodies representing management and labour. Project applications must be submitted directly by representatives of the undertakings concerned. No individual person may submit an application for funding and training organisations, advisory bodies and non-profit-making organisations may only submit projects where expressly authorised to do so by representatives of management or labour who are eligible. Applications must come from within the European Union.

Projects must be structured in terms of either:

- (1) the organisation of the project itself: aims, preparation, involvement of the two sides of industry concerned, content, internal evaluation and follow-up, or
- (2) the information/consultation activities: Member State and sectors concerned, group to which the undertaking belongs, etc.

One-off projects which are unlinked in anyway will not be eligible. Studies, meetings of experts and publications may be financed provided that they are directly linked with and an integral part of the project. Priority will be given to projects aimed at:

- improving understanding and furthering implementation of the Directive;
- establishing contact between representatives of employees and/or management in the undertakings concerned;
- developing a strategy for setting up a consultation and information structure;
- training the representatives of the two sides of industry to play their part in such a structure.

## ELIGIBLE MEASURES:

Eligible measures fall within three broad categories.

### **Training representatives in the exercise of the rights provided for by the Directive:**

Projects may be at national or transnational level, but projects involving the representatives of only one group must have a strong transnational emphasis. Projects can be proposed by either workers' representatives (or their regional, national or European trade union organisations) or employers (or regional, national or European employers' associations). In addition to workers' representatives and management, beneficiaries can include experts appointed to assist representatives and trainers. Projects should aim to help train representatives of management and labour for their new role in information and consultation by equipping them with the skills they need to act as negotiators or as members of European information/consultation bodies. Projects should aim to train rather than just inform and they must be geared to the needs of the beneficiaries.

### **Meetings between workers' and employers' representatives in undertakings or groups of undertakings covered by the Directive:**

In this case, projects must be transnational. Proposers can be either management or labour either within the undertaking or at sectoral level. Applications must be submitted by one of the two sides of industry with the agreement of the other. Projects should allow the representatives of workers and management in the undertakings or sectors concerned:

- to make initial contact with representatives from other Member States, learn more about Community policy in the field, exchange information about the undertaking and/or sector and obtain basic information on industrial relations in other Member States;
- to learn more about the implementation of the Directive so that joint guidelines can be worked out;
- to develop joint training activities.

Financial support is not intended to cover the negotiations provided for in the Directive on the establishment of the European Works Council or the running of the European Works Council.

### **Projects undertaken by employers and workers to improve understanding and implementation of the Directive:**

Such projects can be at national or transnational level and applications can be submitted by organisations representing employers or workers at multisectoral (European, national, local) or sectoral (European, national) level. Projects should be designed for senior representatives of either management or labour. Funding will be provided for seminars or conferences on the content and transposition of the Directive

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## European Foundation Publications Examine Communication Systems in European Multinationals

A significant contribution to the body of available research work on consultation systems in European multinational companies has been provided by two recent publications from the Dublin-based European Foundation For The Improvement of Living and Working Conditions.

### **Voluntary Agreements On Information and Consultation In European Multinationals.**

**Working Paper No: WP/94/50 (1994)**

**Available in English, German, Italian and French.**

This is a very valuable compendium of the texts of some 35 voluntary agreements on information and consultation within European multinational companies. Although obviously not exhaustive, the Paper provides a wide range of diverse examples of existing agreements which range in complexity from a simple exchange of letters between the social partners to formal signed agreements. A comparison of the content of the various agreements also shows considerable differences in such matters as the size of consultation committees, the frequency of meetings and the determination of the agenda.

The agreements reproduced in the Working Paper cover almost the entire range of industrial and commercial sectors and involve trade unions and workers representatives from almost every EU Member State. They include several agreements in the motor industry (Renault, Volkswagen, Volvo) and other manufacturing sectors (Airbus Industrie, Bayer AG, Groupe Bull, Grundig, United Biscuits, for example), along with several examples from the banking, insurance and finance sector (Assurances Generales De France (AGF), Crédit Lyonnais etc).

With the coming into force of Directive 94/45/EU this is, of course, an area where developments are rapidly taking place. The European Foundation is already preparing an updated version of the Working Paper which will include the texts of some 53 agreements along with a comparative study of the content of the agreements.

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and the definition of reference frameworks for its application. Projects must not be used to fund the day-to-day running of proposer organisations.

### **SELECTION AND EVALUATION OF PROJECTS:**

Project applications must be submitted by 31st October 1995. Only projects commencing in 1995 and scheduled for completion by the 1st April 1996 will be considered. Project application forms are available from:-

The European Commission (DGV-D)  
Rue Joseph II, 37 B-1049 Brussels, Belgium.  
Fax +32 2 295 91 33.

### **Direct Communications In European Multinationals : a case Study Approach.**

**Michael Gold (1994)**

**Available in English only. ECU 8.50**

This report was written by Michael Gold of the University of Westminster, London, who has long-standing research interests in the area of employee participation at European level. The focus of the report is direct communication between management and employees as opposed to representational forms of participation in multinational companies which operate through works councils and/or trade unions. Thus the report looks at the effectiveness of alternatives to works councils, at their effectiveness and limitations. It also examines to what extent it is possible to combine different models of participation to ensure that they operate in a complementary way to the benefit of the company and its employees.

The report is based upon eight case studies which were based upon extensive interviews with both management and workers. The eight companies were selected on the basis of being multinational companies characterised by innovative practices in direct communications. The companies concerned were Barclays, IBM, ICI, Rhône-Poulenc, Unilever, Bristol-Myers-Squibb, Elf, and Ely-Lilly. The conclusions drawn from the study suggest that direct communication systems provide a useful means of improving motivation and commitment to work, but they can not replace representational forms of participation which are designed to reflect and express the collective views of employees.

Further information about both these publications can be obtained from:-

**The European Foundation For The Improvement Of Living And Working Conditions.**  
**Loughlinstown House,**  
**Shankill, Co. Dublin, Ireland.**  
**Fax: +353 1 282 6456**

Applications must be submitted in duplicate, preferably at least two months before the project is scheduled to begin. Applicants will be notified as soon as possible by the Commission of its decision. Successful applicants must provide budget records, supporting documents and complete an evaluation form. The Commission will also carry out a qualitative evaluation of all projects by, for example, organising evaluation days, study days and other initiatives. As far as possible, the Commission will make available to project proposers both assistance in the launching of the projects and expert advisers.

# European Commission Publishes New Medium-Term Social Action Programme

Following on from the publication of the Green and White Papers on European social policy (1993 and 1994), the European commission has now published its new Social Policy Medium-Term Action Programme covering the years 1995 to 1997. The Programme takes careful account of the extensive consultation and debate stimulated by the Green and White Papers and also the 1993 Growth, Competitiveness and Employment White Paper. According to the Commission, the consultation process highlighted a broad agreement on a number of key themes that underpin the new Action Programme:

**The Need For Balance:** The building of Europe is a unique undertaking, based on achieving a balance between a commitment to competition, co-operation and solidarity. The social dimension has a key role to play in the development of this balanced relationship. At the same time the diversity of national European cultures and practices must be preserved whilst remaining compatible with the process of building Europe and with the Treaty. The total harmonisation of social policies is therefore not an objective of the Commission or of the European Union. The common social heritage of Member States lies mainly in the general provision of high levels of social protection and solidarity, the quality of education and training systems, high levels of protection at the workplace, efforts to ensure equal opportunities and the role played by the social partners and by public authorities at different levels.

**Economic Integration and Social Policy:** The progressive economic integration of the Union and the Single Market have raised a wide range of social issues. Equally, the unemployment crisis of recent years has heightened the need to find the right mix of policies to promote growth and competitiveness and at the same time guarantee social protection and solidarity. There is a very clear conviction that the fundamental objective of the European Union - "to promote economic and social progress which is balanced and sustainable" - must apply to all. The building of Europe must be seen by people to be for them and not to their detriment and social policy constitutes one of the principle instruments in this respect.

**Employment Creation:** The creation of jobs remains the top priority. Whilst responsibility lies mainly with the individual Member States, the Commission has a special role to play in promoting the changes needed to enable European economies to overcome their serious structural deficiencies. This requires the adaptation of the overall employment systems, including the interplay of taxation and social policies, of lifelong education and training, and of industrial, environmental and regional policies. Such adaptation does not imply dismantling social protection arrangements, but defining new ways of providing incentives towards changing patterns of work, leisure, and family roles.

**Interdependence of Economic and Social Dimensions:** The economic and social dimensions are interdependent - there cannot be social progress without competitiveness, nor is it possible to ensure sustainable growth without taking the social dimension into account. A new balance must be achieved between the economic and social dimensions, in which they are treated as mutually reinforcing, rather than conflicting, objectives.

**Wider Social Policy:** Community action in the social field cannot be restricted to the world of work. Further support for the future construction of Europe will be forthcoming only through action which is both credible and visible, in which all the citizens of the Union feel involved. Through mutually supporting economic and social policies, Europe should aim to provide opportunities for all to play an active part in society in the years ahead. The role of civic and voluntary bodies has to be recognised, as well as the wide range of organisations representing firms, and the different public and private sectors.

Although the Commission stresses that there was a wide convergence of opinion on these key themes, they also accept that views on some aspects of social policy differ widely, and are, in some cases, contradictory. Member States, for example, were divided in their opinions about the need for further legislative action at European level, particularly in relation to labour standards. At the same time there is increasing pressure for Union-level activity in a range of areas that go beyond the traditional focus of European social policy. This implies the development of an additional type of response at European level to complement and reinforce the legislative activity which has formed the backbone of the social dimension in the past, and which will continue to be taken forward where necessary. In particular, it means the development of the role to be played at Community level in terms of providing a catalyst in promoting joint discussion, exchange of experience, and concerted action on a transnational basis in responding to common problems.

The Commission is seeking particularly to step up its efforts in the areas of analysis and research and this is reflected in the new Action Programme. Equally, the Programme places a special emphasis on promoting opportunities for all. In this context, the proposal to launch a debate on the future of the Social Charter and its possible extension to cover a wider range of individual rights and responsibilities is particularly important. In these respects, the new Action Programme differs from the 1989 Programme - which primarily had a legislative focus - in that it presents a broader and more detailed overview of action in the social policy field. The main proposals featured in the Programme are summarised in the following tables, which will be regularly updated in future issues of the Bulletin.

## FOCUS - MEDIUM TERM SOCIAL ACTION PROGRAMME 1995 - 1997

Heading/Sub Heading	Action Proposed	Deadline / Progress
<b>1. JOBS - THE TOP PRIORITY</b>		
Economic Policy Guidelines.	Larger and more developed employment chapter to be incorporated into "broad guidelines" for economic policies of Member States.	To commence with the guidelines published in the first half of 1995.
Follow-up to Essen	Commission Report on the progress made by Member States in applying the Essen Council Conclusions.	To be published in second half of 1995.
Annual Employment Report	Subject focus for future reports agreed: 1995 - Essen priorities; 1996 - Employment and information society; 1997 - Work Organisation and Local Employment Initiatives.	Reports will continue to be published annually (usually July each year).
Intensifying Collaboration	Regular meetings between Commission Directors General for Employment and Social Security.	On-going.
Employment Action Research Programmes.	Commission to present proposals to develop closer and more structured collaboration with Member States in field of employment and labour market policy. Proposals will incorporate idea of European Platform to pool experience about local employment initiatives.	Proposals to be presented in first half of 1995 to cover the period 1996-98.
European Employment Observatory (EEO)	Report on functioning of EEO and report on labour market data collection.	EEO Report - 2nd half of 1995 Data Report - 1996
Social Dialogue	Social Dialogue Committee to assess developments in Member States in relation to bargaining and job creation.	First Report due in the second half of 1995.
Standing Committee For Employment (SCE)	Commission to present proposal for new Council Decision to update role, composition and functioning of SCE.	Commission proposal due during 1995.
Monitoring Structural Funds	The Commission will follow-up and assess the operation of the Structural Funds and report in the context of its triennial report on Economic and Social Cohesion.	First triennial report will be issued in 1996.
Structural Funds and Equal Opportunities.	Commission will regularly review the contribution of the Structural Funds to equal opportunities and report.	First Report before end of 1995. European Conference in 1996.
ESF and Social Partners	Review of the active participation of the social partners in the European Social Fund.	Review by ESF Committee during second half of 1995.
Structural Funds & Human Resource Development	Commission to undertake an analysis of the contribution of the Structural Funds to human resource development.	Analysis to be undertaken during 1996.
Objective 4	European Conference to be organised to study implementation of objective 4 and report to be published.	Conference - September 1995 Report published in 1996.
Community Initiatives	Report on progress and impact of Community Initiatives.	Second half of 1996.
European Coal and Steel Community (ECSC)	Commission to review the effects of phasing out ECSC measures for readaption of workers.	Review to be presented before end of 1996.
<b>2. EDUCATION &amp; TRAINING : KEY FACTORS FOR SOCIAL STABILITY IN THE COMMUNITY</b>		
LEONARDO Programme	The Commission will closely monitor the implementation of objectives set in the Leonardo Programme.	Report on vocational training to be published in 1997.
Integration of Young People Into the Labour Market	Commission to present proposals for more effective integration of young people into the labour market and report on situation of unqualified, untrained young people in the EU.	Enquiry into unqualified, untrained young people to be launched in 1996. Reports in 1997.
Education and Training White Paper	Commission to issue White Paper on education and training and publish new initiatives on quality training and policies to promote lifelong learning.	White Paper - 2nd half of 1995. Proposals for quality training and lifelong learning - 1996.

FOCUS - MEDIUM TERM SOCIAL ACTION PROGRAMME 1995 - 1997		
Heading/Sub Heading	Action Proposed	Deadline / Progress
Mobility of Students and Researchers	Commission to publish Green Paper on the legal and practical obstacles concerning young people, of trans-national placements as part of their vocational training and analyse barriers to mobility of researchers.	Green Paper to be published in second half of 1995. Proposals presented before the end of 1996.
<b>3. BUILDING A EUROPEAN LABOUR MARKET</b>		
Pension Rights	Commission to propose draft directive to establish a general framework to protect individual occupational or supplementary pension rights for people who cross national borders.	Draft directive to be published in the first half of 1995.
Rights of Residence	Commission to propose recasting of current legislation to take account of scope of Union citizenship.	Proposals due in the second half of 1995.
Recognition of Diplomas	Commission to extend general system of recognition of diplomas to professions not yet covered (skilled crafts etc)	Date of proposals to be determined after consultation.
Social Security for Migrant Workers	The Commission will present proposals to: (1) codify the existing regulations; (2) introduce provisions covering early retirement schemes; (3) revise the provisions covering unemployment benefits; (4) facilitate greater access to cross-border health care; (5) extend immediate medical care to 3rd country nationals.	(1) second half of 1995 (2) second half of 1995 (3) second half of 1995 (4) first half of 1996 (5) second half of 1996
Free Movement	Establishment of high-level panel on free movement of persons and workers to report to Commission. Following the report publication of White Paper on integrated strategy for free movement.	Report by panel in mid 1996. Publication of White Paper in late 1996.
Recognition of Prior Learning & Experience	Commission to launch studies, pilot measures and debates on new ways of recognising prior learning and experience of workers to increase transparency of qualifications.	During 1996.
Opening-up Of Public Sector	Commission Memorandum on progress in opening employment opportunities in public sector.	Memorandum to be published in 1996.
Social Security for Migrant Workers	Commission to launch review of existing Regulations	1996 - 1997
Third Country Nationals	Commission to present Recommendation on employment status of third country nationals permanently resident in another Member State.	Recommendation to be published in first half of 1996.
<b>4. ENCOURAGING HIGH LABOUR STANDARDS AS PART OF A COMPETITIVE EUROPE</b>		
Atypical Contracts	The Commission will launch consultations with the social partners under the Maastricht Social Policy Agreement to consider further action. Existing (blocked) proposals will be withdrawn as necessary.	1st Stage consultation with social partners to be launched in second half of 1995.
Individual Dismissals	Commission to undertake study of national rules and practices and launch consultation with social partners.	Report during 1995. Consultation in first half of 1996.
Working Time	Discussions with social partners on means of cover for activities excluded from current Directive.	On-going.
Homeworking	Commission to adopt Recommendation on homeworking and continue to monitor developments.	Recommendation during second half of 1995.
Health and Safety at Work	Commission to present Communication - including a draft Decision - on 4th Health and Safety Programme (1995-2000). This will include proposals for a specific programme - SAFE - to promote better awareness of health and safety legislation in SMEs	1995

## FOCUS - MEDIUM TERM SOCIAL ACTION PROGRAMME 1995 - 1997

<b>Heading/Sub Heading</b>	<b>Action Proposed</b>	<b>Deadline / Progress</b>
Transfer of Undertakings	Current proposals for updating and amending 1977 Directive.	Commission to press for adoption during 1995.
Posting of Workers	Current proposals for Directive on posting of workers in the framework of the provision of services.	Commission to press for adoption during 1995. If not, consultation under Maastricht Agreement.
Information and Consultation of Workers	Commission to examine the effect of the information and consultation Directive on European Company Statute. Commission to consider deleting proposals for information and consultation in 5th Directive and launching consultation with social partners on future direction of Community policy.	On-going.
Health and Safety	Commission to continue to press for adoption of current proposals concerning physical agents, chemical agents, means of transport and work equipment	Commission to formally request Council to take forward proposals during 1995.
Consultation on Internal Company Matters	Commission to carry out study on national legislation and practice and consult with social partners to determine future action.	Study during 1995 Consultations in 1996.
Flexibility and Work Organisation	Commission to carry out further studies and present Communications as appropriate. Possible Green Paper on the Reorganisation of Working Time.	Studies and Communications : on-going. Green Paper : 1996/7
Illegal Work	Green Paper on the scope of EU action in the field of illegal work practices that distort fair competition.	Green Paper - 1996
Telework	Communication on social and health aspects of telework	First half of 1996
Protection of Privacy of Workers	Commission to complete studies on personal data protection in Member States and consider need for action.	1995 - 1996
Insolvency of Undertakings	Report on the application of 1980 Directive and possible revision of Directive.	1995 - 1996

### **5. EQUALITY OF OPPORTUNITIES FOR MEN AND WOMEN**

Equal Opportunities	Commission to present Communication including draft Decision for a 4th Equal Opportunities Action Programme	Second half of 1995
Reconciliation of Family and Professional Life	Commission to launch consultation with social partners. Withdrawal of existing proposals on parental leave. Future action to depend on outcome of consultations.	First stage consultation process launched February 1995
Equality and Occupational Social Security Schemes	Commission to propose amendment to Directive 86/378/EEC to take account of Barber judgement.	First half of 1995.
Burden of Proof	Commission to launch consultations with social partners on changes to the burden of proof in sex discrimination cases.	First half of 1995.
Equal Pay	Commission to adopt Code of Practice on equal pay for work of equal value.	First half of 1995.
Women in Decision Making	Commission to present draft Recommendation on measures to promote participation of women in decision-making in public and private sectors.	Second half of 1995.
Dignity of Women and Men at Work	Commission to report on impact of 1991 Recommendation	Second half of 1995
Equal Treatment in Social Security Schemes	Existing proposals to be relaunched.	1995.

## FOCUS - MEDIUM TERM SOCIAL ACTION PROGRAMME 1995 - 1997

Heading/Sub Heading	Action Proposed	Deadline / Progress
4th UN Conference For Women	Commission to present Communication on Union-level action since last conference in 1985.	First half of 1995.

### **6. SOCIAL POLICY AND SOCIAL PROTECTION - AN ACTIVE SOCIETY FOR ALL**

Social Charter	Commission to hold public hearings with the EP on the 1989 Social Charter and consult the European Forum on Social Policy about possible extension of Charter.	Consultation with European Forum on Social Policy - February 1996.
Future of Social Protection Policy	Commission to launch in partnership with Member States a process of joint medium-term reflection of future of social protection policy.	1995 - 1996
Social Protection Report	The Commission will continue to produce a bi-annual Social Protection Report.	Second half of 1995 and 1997.
Complementary Health Insurance	Commission to present Communication on current situations and problems and obstacles to mobility.	Second half of 1995.
Care Insurance For Dependent Persons	Commission to hold discussions with experts and possible presentation of Recommendation.	Expert discussions in 1995. Possible Recommendation in 1997
Poverty and Social Exclusion.	Commission to continue to press for adoption of Poverty III. Report on relevant Community actions to be presented.	Report to be presented during 1996.
Housing and Urban Development.	Commission to draw together work on urban development and social exclusion to serve as basis for consultation.	1996.
HELIOS Programme	Interim evaluation of programme and consultations on future actions.	1995.
The Disabled and Employment.	Commission to prepare Code of Good Practice on employment of disabled people and issue proposals for future action.	Code of Practice : Second half of 1995. Future Proposals : 1997.
Discrimination and the Disabled	Communication on measures to be taken to remove discriminatory barriers. Recommendation on reciprocal recognition of parking cards for disabled. Recommendation on UN rules on equal opportunities for disabled.	Second half of 1995. Recommendation on UN rules for Equal Opportunities : 1996
Older People.	Adoption of Action Programme following up from European Year of the Elderly.	Proposal published March 1995 (COM(95) 53)
Racism, Xenophobia and Anti-semitism	Communication on action plan against racism. Also continued discussion in framework of social dialogue.	Second half of 1995.
Migrant Workers	Recommendation on adoption of UN convention on migrant workers. Report on evaluation of grants in support of migrant workers.	Recommendation : First half of 1995. Evaluation : second half of 1995.

### **7. PUBLIC HEALTH**

Health Data Indicators	Proposal for EP-Council Decision on comprehensive, comparable data collection on health and health systems.	Second half of 1995.
Pollution-Related Diseases	Communication and draft EP-Council Decision on action programme on pollution-related diseases.	Second half of 1996.
Accidents and Injuries	Analysis of need for programme on voluntary and non-voluntary injuries and possible action programme.	Second half of 1996.
Rare Diseases	Analysis of need for programme on the means of combatting certain rare diseases.	Second half of 1996.

FOCUS - MEDIUM TERM SOCIAL ACTION PROGRAMME 1995 - 1997		
Heading/Sub Heading	Action Proposed	Deadline / Progress
Health Protection and Other Policies	Commission will present report on integration of health protection requirements in other EC policy areas.	First half of 1995
State of Health	Commission Report on state of health in EU.	First half of 1995
Surveillance of Communicable Diseases	Commission to submit discussion paper on a Community System For Surveillance of Communicable Diseases.	Second half of 1995
Drug Prevention	Communication on evaluation of European Drug Prevention Week.	1995.
<b>8. DEVELOPING THE INTERNATIONAL DIMENSION</b>		
Co-operation With International Organisations	Commission to present Framework Communication following on from the Copenhagen Summit Conclusions.	Second half of 1996.
Central and Eastern Europe	Commission to present a programme of cooperation on exchanging information, practices and know-how on implementing social provisions of Europe Agreements.	Second half of 1996.
Mediterranean Region	Commission to support measures to strengthen social dimension in Mediterranean third countries.	1995 - 1996
Social Issues and World Trade	Commission to prepare report on relations between trade and workers' rights.	Second half of 1996.
Multilateral Co-operation in Social Field	Commission to publish bi-annual report on multilateral co-operation in social field.	First report to be published in 1996
<b>9. FOR A MORE ACTIVE SOCIETY</b>		
Social Dialogue	Commission to present a Communication on the development of the social dialogue.	Second half of 1995
Sectoral Social Dialogue	Commission to present Communication on development of sectoral social dialogue committees.	Second half of 1995
Industrial Relations Training	Commission Communication on the recently established European Training Centre for Industrial Relations.	First half of 1995
European Forum on Social Policy	Commission to periodically convene a European Forum on Social Policy representative of wide range of non-governmental organisations.	To be consulted on revision of Social Charter in first half of 1996.
Consultation with Disabled People	Commission to present proposal for Council Decision establishing consultative forum of disability organisations.	1996
European Industrial Relations Observatory	First Report of work of the Observatory to be published.	Before the end of 1996
Support for Social Partners	Commission to present annual report on support provided for social partners.	To be published in second half of each year.
<b>10. MEDIUM-TERM SOCIAL POLICY ANALYSIS AND RESEARCH</b>		
European Observatories	Commission to review work of the various observatories set up in recent years	1995
The Information Society	Commission to launch debate on social and societal implications of information society with help of High Level Expert Group. Commission will then issue Green Paper.	Debate to be launched during 1995. High Level Expert Group Reports in November 1995 and mid 1996. Green Paper in second half of 1996.

FOCUS - MEDIUM TERM SOCIAL ACTION PROGRAMME 1995 - 1997		
Heading/Sub Heading	Action Proposed	Deadline / Progress
<b>11. TOWARDS A MORE EFFECTIVE APPLICATION OF EUROPEAN LAW</b>		
Transposition of Law	The Commission will produce an annual report on the situation with regards to the transposition into national legislation of each Directive in the social field.	Annually.
Committee of Senior Labour Inspectors	The Commission will adopt a Decision establishing a Committee of Senior Labour Inspectors which will contribute to effective enforcement of EU health and safety law.	First half of 1995.
Implementation of EU Law by Collective Agreement	The Commission will present a Communication on the implementation of Directives by collective agreements.	1996
Publications	<p>The Commission will produce the following publications:</p> <ul style="list-style-type: none"> <li>(a) a compendium of all EU social legislation;</li> <li>(b) a guide to national implementing measures;</li> <li>(c) guides on social security for people moving within EU;</li> <li>(d) a Memorandum on the acquired rights of workers;</li> <li>(e) an annual report on equal opportunities for men and women;</li> <li>(f) updating of comparative studies of labour law and IR;</li> <li>(g) a general brochure on the European Social Fund;</li> <li>(h) a health and safety audit manual for SMEs.</li> </ul>	<ul style="list-style-type: none"> <li>(a) second half of 1995</li> <li>(c) first half of 1995</li> <li>(d) second half of 1995</li> <li>(e) 1996</li> </ul>

## NEWS

### European Works Councils

Several developments with regards to the establishment of European Works Councils have been reported by the ETUC recently:

**SARA LEE GROUP:** Workers representatives from the French, German, British, Spanish and Italian companies within the American multinational Sara Lee Group met in Brussels on the 13th and 14th march. The aim of the meeting, sponsored by the ETUC-Textiles, Clothing, Leather Committee was to examine the possibilities of setting up a European works Council. The French affiliated organisations (CFDT and FO) were mandated to approach the Group's senior management.

**SOMMER ALLIBERT:** Workers' representatives from the French German and Luxembourg subsidiaries of the Sommer Allibert multinational met in Brussels on the 15th and 16th March to discuss the possibilities of establishing a European works Council. The French unions (CFDT, FO, and CGC) were mandated to approach the Group senior management on conditions for the negotiation of a EWC.

**Marks and Spencers:** The ETUC retail sector organisation (EURO-FIET) has issued a strong criticism of the British retail group, Marks and Spencer. Just days ahead of the meeting of M&S group workers' representatives which took place in Dublin, the Group sent all employees its own proposals for the creation of a "Marks and Spencer European Council". According to EURO-FIET, management wants the sole power to appoint the European representatives to the Council and has at no time consulted the trade unions over its proposals.

**CEMENT INDUSTRY:** On 27/28 March trade union representatives from the three main European cement industry groups - Holderbank, Heidelberger Zement / CBR, and Italcimenti / Ciment Francais / CCB - met in Belgium at the invitation of the ETUC affiliated European Federation of Building and Woodworkers (EFBWW) to discuss the need and possibilities of establishing a European workers' representative body in the three groups. National representatives from Belgium, Germany, France, Italy, Switzerland, and Spain gave the EFBWW a mandate to get practical preparations under way. Working groups for each group concerned were established.

**INGERSOLL-RAND:** American machinery manufacturer, Ingersoll-Rand, has announced its decision to establish a European Works Council. The decision breaches what a representative of the company called "a very solid front" of American owned multinationals who are attempting to avoid establishing European Works Councils. The European Metalworkers Federation has particularly welcomed the announcement, saying that it hopes that other American groups will fall in line behind Ingersoll-Rand before long.

### Commissioner Flynn Visits Sweden

European Social Affairs Commissioner, Padraig Flynn, visited Sweden on the 4th and 5th of May. His visit focused on three main events:

- A visit to Samhall, the Swedish organisation dedicated to the employment of severely disabled workers. Samhall provides employment for 28,000 disabled people throughout Sweden.
- In his address to the Swedish-Irish Business Organisation he spoke of the three main messages contained

## NEWS

in the new Social Policy Action Programme. These were (i) social policy is at the heart of the process of European integration; (ii) the backdrop to European construction is a process of constant change; (iii) forging a closer alignment between social and economic considerations.

- Mr Flynn also concentrated on the new Social Action Programme in his address to the Conference of Nordic Trade Union Leaders, held on the 4th and 5th May. Speaking of the new Social action Programme, Mr Flynn said: "the new Action Programme is a flexible and responsive instrument which will enable us to keep pace with accelerating social change." Mr Flynn acknowledged the value of the experience and perspectives which Sweden will bring to the development of European social policy.

### Flexibility and Work Organisation

Last year, the European Commission appointed a working group of experts from Member states to develop proposals on ways to improve the internal and external flexibility of labour markets and the organisation of work in companies within the Community. The report of this Expert Working Group has now been published as Supplement 1/95 in the European Commission's Social Europe series. In considering their recommendations, the Working Group gave full consideration to the basic assumptions contained in the two Commission White Papers (Growth, Competitiveness and Employment (1993) and Social Policy (1994)).

In most cases the proposals put forward by the Group relate to what should be done but not, generally speaking, how it should be done or by whom. The Group suggests that the social partners will have an important role to play in putting the proposals into practice. The working group make a number of recommendations within the following six areas of activity:

- The Flexible Firm (creation of an action plan for organisational innovation)
- Wage Systems (experience of new wage system to be evaluated and exchanged at EU level)
- Telework (Studies, examples of good practice documented and code of good practice published)
- Working Time (proposals to increase flexibility of working time)
- Part-time (proposals to make part-time working more attractive)
- Retraining, Short-time and Redundancy (proposals relating to training)

### Communication On Employment

The Commission has adopted and published a Communication on the follow-up to the Essen European Council conclusions on employment policy. Following on from the Commission White Paper on Growth, Competitiveness and Employment, the December 1994

Essen European Council highlighted five key areas of action in the field of employment generation. These five areas were (i) improving vocational training, (ii) increasing the employment intensity of economic growth, (iii) reducing non-wage labour costs, (iv) improving the effectiveness of Labour Market policies, and (v) measures to help marginalised groups such as the long-term unemployed. The Essen summit also urged Member States to transpose these recommendations in their individual policies into a multi-annual programme and requested the Council and the Commission to keep close track of employment trends, monitor the relevant policies of the Member States and report annually to the European Council on progress achieved. It is in response to the need for surveillance of employment trends and policies in Member States that the Commission has published the current Communication.

The Communication sets out the necessary elements for the development of a coherent approach to employment generation by the Member States, the ECOFIN Council, and the Social Affairs Council. The Commission is proposing to include a larger and more developed employment chapter in its recommendations for the "broad guidelines" for the economic policies of Member States, the provide a greater focus on the five areas mentioned above within the Annual Employment Report and prepare an overview document each October.

### European Industrial Relations Training

The University of Keele is once again offering its two year distance learning Master of Arts degree in European Industrial Relations and Human Resource Management, or a Diploma of the same title for the successful completion of only the first year of the course. This course offers a unique combination of theoretical and practical study of today's Europe, and is suitable for students from a wide range of backgrounds particularly industrial relations and personnel management. A significant number of trade unionists have so far attended the course predominantly from the U.K, but also other European countries.

The course modules for 1995/96 cover:

- Industry and the Economy in Europe;
- Unions and Labour;
- Employers in Europe;
- Industrial Relations Theory;
- Human Resource Management.

There are bursaries available to assist non UK residents and most self funding students with fees, and a fee reduction facility may be available for trade unions.

For further details please contact:

Dept of Human Resource Management  
and Industrial Relations,  
Keele University, Staffordshire ST5 5BG UK.  
Tel 01782 583254 or 717911;  
Fax 01782 715859

## PUBLICATIONS



### TRANSFER European Review Of Labour And Research

1995 has seen the publication of a new quarterly journal by the European Trade Union Institute (ETUI) - the research institute of the ETUC. "Transfer" is has been designed to:

- stimulate the dialogue between the European trade union movement and the academic and research community;
- help to foster understanding of significant developments in the field of European trade union policy and industrial relations;
- contribute research findings of particular relevance to trade unions and enable the academic and research community to gain access to the world of industrial relations in practice;
- bring together contributions from a wide range of disciplines including sociology, economics, politics, law and history.

Each issue of Transfer focuses on a particular theme. The first issue (January 1995) had as its theme the modernisation of trade unions. Articles examined the situation in a number of European countries including the UK, Denmark, the Netherlands, Spain and Germany. The theme of the second issue (April 1995) is European Works Councils and articles look at both the background to, and the implications of, the 1994 EWC Directive. Specific articles in issue 2 include:

- Gilles Bélier: The European Works Council - an institution yet to be established?
- Jon Erik Dolvik: Nordik trade unions, the EU and European works councils.
- Lionel Fulton: Meetings on European multinationals - the experience so far.
- Carlo Savoini: The prospects for the enactment of Directive 94/45/EC in the Member States of the EU.

In addition to the main articles, each issue of "Transfer" contains a comprehensive book review section and a short collection of contemporary reports (Issue 2, for example, includes a report of the Copenhagen World Social Summit). Transfer is currently only available in an English language edition, but each article is proceeded by a short summary in English, French and German.

Transfer is published by the ETUI on a quarterly basis. The annual subscription is BF 1,200 and individual copies are available at BF 400 each. A 40% discount is available for subscriptions of 10 copies or more. Further information and sample copies can be obtained from:

European Trade Union Institute  
Boulevard Emile Jacqmain 155  
1210 Brussels, Belgium.  
Fax: +32 2 224 05 13



### FREEDOM OF MOVEMENT

Barriers to the free movement of people within the European Union have tumbled over the past 25 years. The creation of a Single Market two and a half years ago was a massive step in the progress towards a frontier-free Europe, but still a few obstacles remain in place, such as identity checks at borders.

European Union governments are now facing the challenge of eliminating the remaining border controls, whilst at the same time, recognising widespread public concerns about security, international terrorism, drug smuggling and criminality. Despite the obvious problems involved, 70% of Europeans believe that free movement is an essential element of a united Europe, as the following table clearly shows.

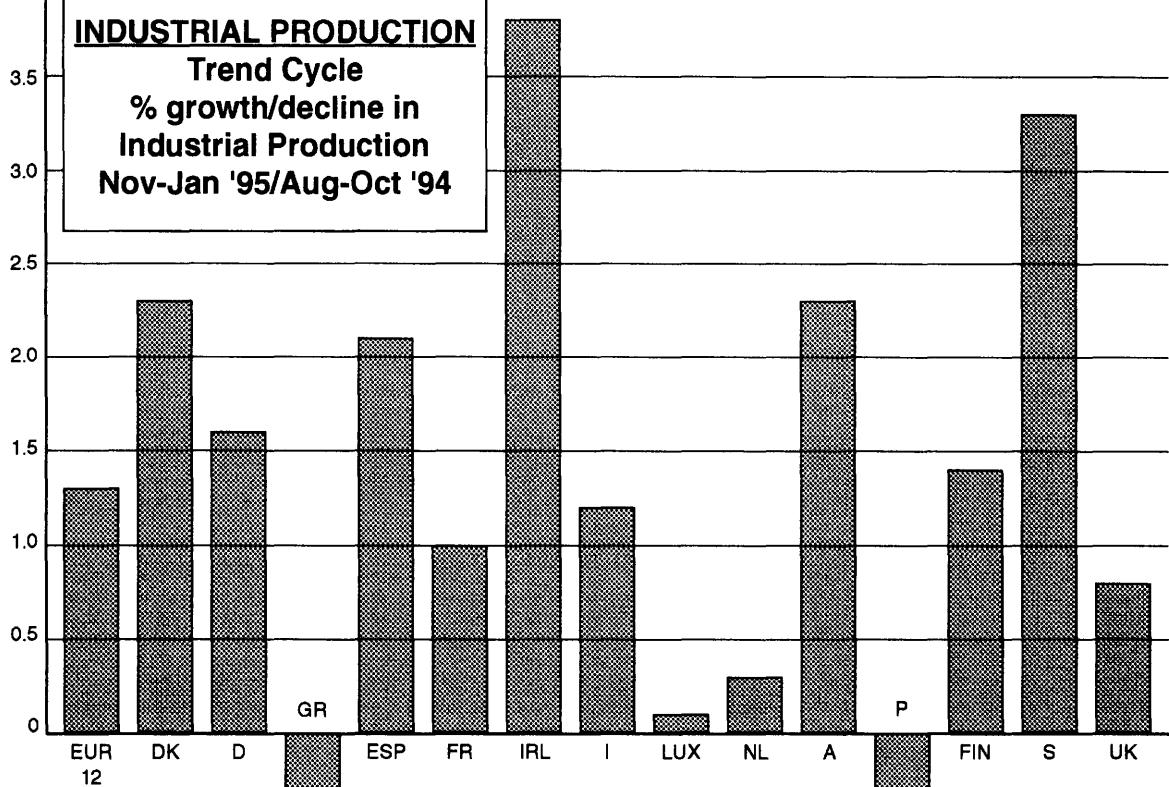
FREE MOVEMENT OF PEOPLE AND EUROPEAN INTEGRATION "No United Europe without free movement of people"					
Country	Agree	Agree to some extent	Disagree to some extent	Fully disagree	Don't know
Belgium	30%	37%	17%	12%	4%
Denmark	21%	35%	18%	14%	12%
Germany	44%	23%	18%	5%	10%
Greece	33%	31%	4%	5%	27%
Spain	46%	28%	11%	6%	9%
France	37%	36%	11%	8%	8%
Ireland	48%	28%	12%	5%	7%
Italy	40%	34%	10%	7%	9%
Lux.	49%	28%	13%	6%	4%
Neth.	30%	47%	13%	7%	3%
Portugal	46%	26%	12%	6%	10%
UK	20%	46%	18%	12%	4%
EU12	36%	345	14%	8%	8%

Source: Eurobarometer No. 40 Spring 1994

The above table is taken from a recently published pamphlet in the European Commissions' "Europe on the move" series which is available, free of charge, in all the official languages of the Community. The pamphlet - "Freedom of Movement" - examines the various aspects of creating true mobility within the EU and what action is currently being taken at European level. The free movement of workers has always been one of the fundamental objectives of the Community. As the pamphlet explains, the objective is close to being achieved - not just for workers, but for all European citizens. The pamphlet is available from the national offices of the European Commission (see page 16 for addresses).

## STATISTICS

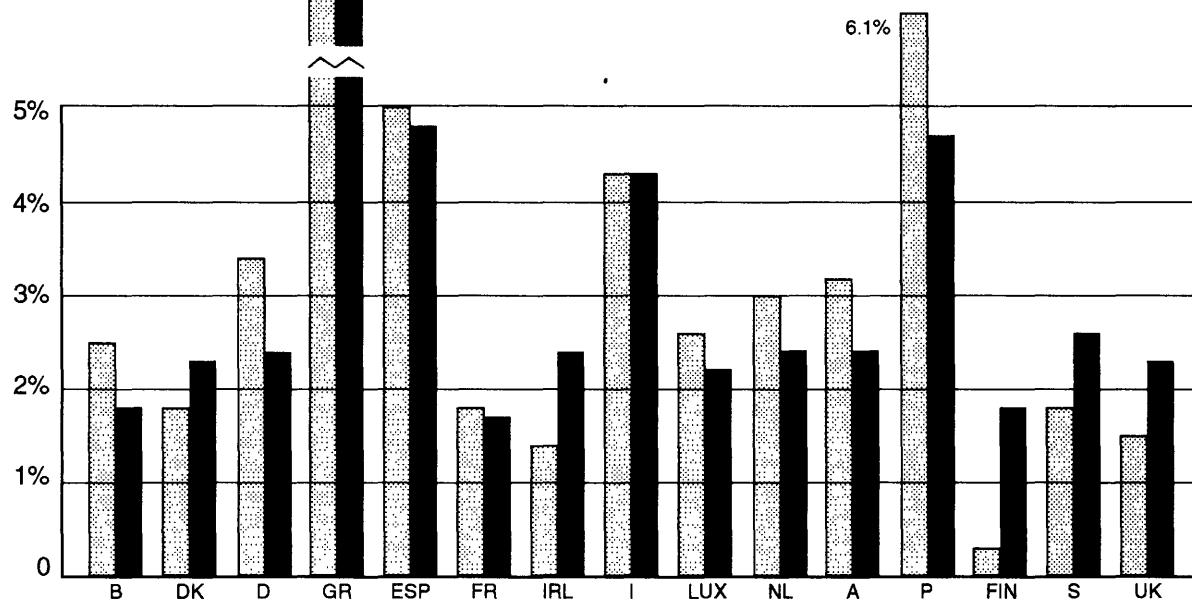
**INDUSTRIAL PRODUCTION**  
**Trend Cycle**  
**% growth/decline in**  
**Industrial Production**  
**Nov-Jan '95/Aug-Oct '94**



Notes: Comparable statistics for Belgium were not available. Figures for Ireland, Sweden, Germany, Luxembourg, and Portugal were estimates.  
Source: Eurostat. Statistics in Focus, Energy and Industry. 1995 No. 6.

## ANNUAL INFLATION RATES IN EUROPEAN UNION MEMBER STATES

■ February 1994 / February 1993 ■ February 1995 / February 1994  
Source: Eurostat Consumer Price Index 1995 No. 3



### MEMBER STATE ABBREVIATIONS

B = Belgium   DK = Denmark   D = Germany   GR = Greece   ESP = Spain   FR = France   IRL = Ireland   I = Italy  
LUX = Luxembourg   NL = Netherlands   A = Austria   P = Portugal   FIN = Finland   S = Sweden   UK = United Kingdom

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