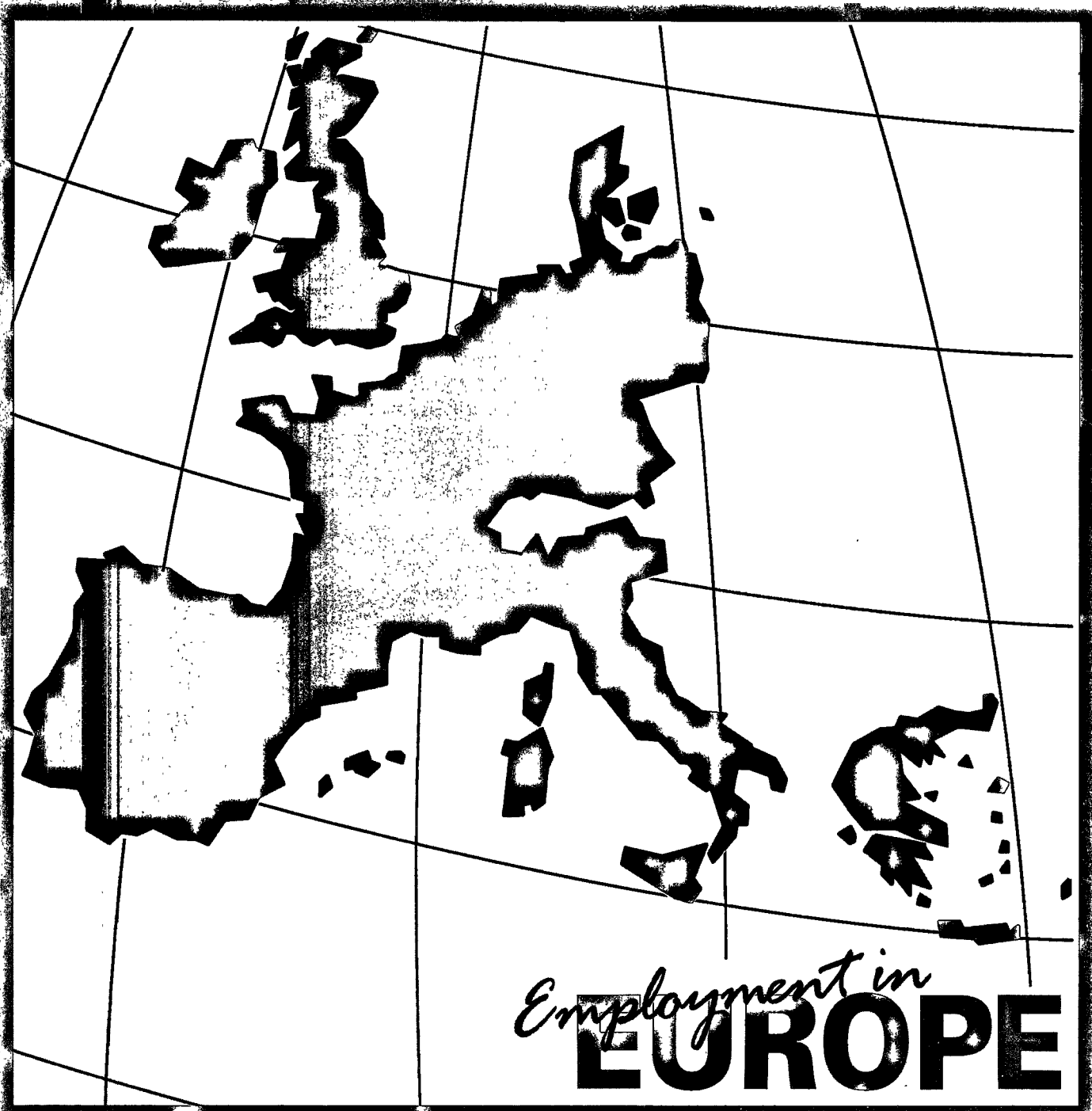


# EMPLOYMENT OBSERVATORY

## Trends

Changes in employment, analyses, evaluations  
Series produced from the SYSDÉM network

# 19



Commission of the European Communities

Directorate-General  
Employment, Industrial Relations  
and Social Affairs



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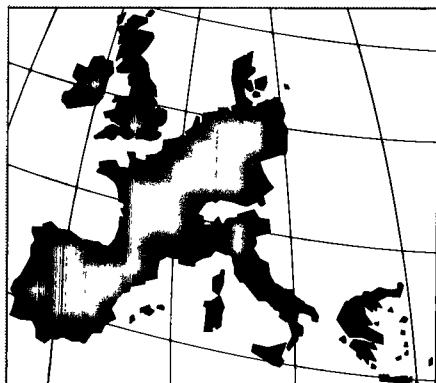
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# EMPLOYMENT OBSERVATORY Trends



The Bulletin of the European  
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on Employment (SYSDÉM)

Nº. 19, 1994

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

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The articles in the TRENDS Bulletin and the information presented in the Statistical Supplement reflect the views of the authors and do not necessarily reflect the opinions of the Commission of the European Communities.

# How does the scale of employment in different activities compare?

The 1994 *Employment in Europe* Report, recently adopted by the Council, has just been published. It reports on Employment Developments (Part I); identifies key areas of action under the broad banner of growth, competitiveness and employment (Part II); and summarises progress in the Member States as a follow-up to the White Paper.

The report covers a wide range of employment and labour market questions including trends in the structure of employment. For example, there is detailed examination of the numbers of people employed in different activities in 1992 and how this compares across Member States. Data for 11 sectors are used as evidence for the comparisons: Agriculture; Energy and water; Mineral extraction - chemicals; Metal manufacture; Other manufacturing; Construction; Distribution; Transport and communication; Banking and finance; Other services; Public administration.

The conclusions show that differences in the structure of activity, even between countries at similar levels of economic development, emphasise both the problems of generalising about potential areas of job creation and the apparent influence of institutional, cultural and social factors as well as specific economic strengths and weaknesses. For example, at the broad sectoral level, the decline in agriculture is illustrated by the fact that it now accounts for significantly less employment in the Community as a whole than the construction sector - the latter employed some 7.5 % of the workforce in 1992. Moreover this is true in all Member States except Greece, Ireland, Portugal and Spain, where the number working in each of the two sectors was about the same, at around 10% of the total.

At the other end of the spectrum, business services, the fastest growing activity in the Community over the past decade, now employs almost as many people - nearly 7 million in 1992 and over 5% of total employment - as agriculture, and significantly more than mechanical and electrical engineering combined. This is true in all Member States, apart from Germany where engineering is much more important than in the rest of the Union.

Analysis of other sectors such as domestic service shows a far higher share of people employed in Spain and Portugal - accounting for over 2.5% of the workforce in 1992 - than in other Member States. The number of domestic servants was well over one million in the Union in 1992, almost 40% employed in Spain and Portugal and another 20% in France.

*Employment in Europe Report, 1994*, available from the Office for Official Publications of the European Communities, L-2985, Luxembourg. 146pp. All Union languages.

*Options for the Union: the Future of European Social Policy* publicises the outcomes of the debates from the Consultative meeting on the Green Paper on Social Policy (Brussels, May 1994). It includes the main papers from Jacques Delors and Padraig Flynn and other key speakers. Available from the Office for Official Publications of the European Communities, L-2985 Luxembourg. All Union languages.

# Transition and diversity: the challenge for labour market policies

## Labour Relations in Transition in Eastern Europe

THIRKWELL J, SCASE R AND VICKERSTAFF S (1994)

Transitions in labour relations in a number of selected countries in the former Eastern Europe; Bulgaria, the Czech and Slovak Republics, Hungary and Poland are discussed in this article. State ownership of enterprises, party political control and central planning were common features which shaped the labour relations models under previous political regimes. However, the transition to market economies and political pluralism has resulted in a number of contingent changes in labour relations occurring at both the national and enterprise levels.

A comparative approach between selected countries is adopted to illustrate these changes. Initial consideration is given to the changing role of trade unionism, both in terms of how it has been an agent of economic and political change and how it has, in turn, responded to these changes. The authors also consider the broader economic and political context of trade unionism and the extent to which various forms of tripartism are emerging in each of the countries. The discussion then focuses upon developments at the level of the enterprise and reviews trends in collective bargaining and worker participation. This is then followed by observations on how labour relations at the enterprise level are conditioned by managerial strategies associated with privatisation and with their mechanisms of organisational control.

The paper concludes by identifying some common trends in each of the five countries while also emphasising sources of diversity. The authors argue that in the transition to various forms of market economy labour relations models in each of the countries will continue to be characterised by contrasting features linked to the prevailing political conditions and the fortunes of tripartism.

Available from Blackwell Publishers, 108 Cowley Road, Oxford OX4 1JF, UK. EN.

## Immigration in Western Europe

RAMOS A (1994)

This ETUI report represents a first attempt by the Institute to tackle the important and increasingly topical issue of immigration in the European Union. Detailed statistical evidence has been utilised to inform the arguments set out and the authors feel the report should prove of considerable value to the trade unions in the formulation of policy in this extremely controversial area.

The contemporary European concern with immigration is set within a historical context in the first instance, and emphasis is placed on the importance of both "push factors" and "pull factors" in the migration phenomenon. The legislative framework on immigration from the Treaty of Rome, the Single European Act and the Maastricht Treaty are also examined in this chapter. While it is acknowledged that the immigrant has, in fact, no formal status under Union law and the Union has no formal policy on immigration, the chapter also contains a description of the Schengen Agreements, signed by nine of the Twelve, which represent, in practice, a Union policy on the policing of borders and whose terms "set the protection of security higher than the protection of freedom".

Some of the economic, social and cultural factors which have determined immigration in the European Union - laying particular emphasis on the growing gap between the affluence of the North and the poverty of the South as a major contributory factor - are set out in chapter two.

However, the central and most comprehensive chapter of the report examines the current situation of immigration in the twelve EU Member States. Consideration is given to the repercussions of the fundamental distinction between intra-Union and non-Union immigrants. The size and composition of the immigrant communities in each Member State is then examined. Emphasis is placed on the reasons for their presence and the regulations governing their residence, their position in the labour market and the nature and development of the policy measures to encourage their integration into the host societies. Although similar patterns and trends emerge in a number of countries, important distinctions also emerge especially relating to labour market policy.

A chapter is included which examines the phenomenon of "Racism" and in particu-

lar the content of the various legislative instruments adopted at international, national or Union level in an effort to punish the expression of racist attitudes, whether in the form of abuse, violence or discriminatory practices.

In the concluding chapter, a series of Congress resolutions adopted by the European Trade Union Confederation and a selection of national Trade Union confederations (from Britain, Germany, Spain and Italy) are presented and serve as an illustration of the extent to which the Trade Unions have become aware of the problems arising as a result of the presence of immigrants in the workforce and in society.

*Development, Situation, Outlook.* Report no 52. Available from ETUI, Boulevard Emile Jacqmain 155, 1210 Brussels, Belgium. EN, FR, DE.

## Eurocounsel: Case Study Portfolio, Examples of Innovative Practice in Labour Market Counselling

HURLEY N (ED), THE EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS (1993)

This portfolio of case studies forms part of the Eurocounsel Phase 2 work. (See Bulletin 17 p6 for the aims of Eurocounsel, the countries involved and information on Phase 1 of the work). The 21 case studies included in this publication represent examples of interesting and innovative practice in the counselling for unemployed people or those at risk of becoming unemployed. The growth in attention to, and the recognition of the importance of, guidance and counselling as an increasingly powerful weapon in the fight against long-term unemployment is a significant new development and is welcomed by the authors. A number of issues emerged from these studies which may offer signals of the way in which counselling is developing within Europe. All the case studies illustrate the importance of partnership approaches towards counselling for workers under threat of redundancy which involves workers, employers, trades unions and government agencies in responding to economic and social change despite the different political situations which exist in each country.

The second issue is the development of specific targeted provision for counselling particular groups of unemployed people. Examples of such projects in Ireland, Austria,

Germany and the UK are included which examine the counselling provided in these countries for women wishing to return to the workplace.

Counselling for individual choice and control attempts to move away from the concept of the unemployed person as a 'powerless victim'. It strives to help individuals make choices and increase control over their lives, and represents the third significant issue. Examples are included of specific projects such as the guidance shop in Scotland and the self-help youth organisation in Spain.

The case studies are offered as a sample of current developments in guidance and counselling for unemployed people or those at risk of becoming unemployed within seven European countries. They are not intended as models but rather attempt to arouse interest and generate debate.

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

### **International Benefit Guidelines 1994**

WILLIAM MERCER COMPANIES (1994)

The seventeenth edition of this report details employee benefits and provides an overview of contrasting employee benefit practices in 60 countries. Each country is placed within an economic and political context, before benefit entitlements are set out under the headings of retirement; death; sickness and disability; leaving service and medical. In addition, workers compensation; financing methods; contributions; taxation and other benefits are examined.

A number of developments were identified in 1993 including the continuing decline of state provision in several countries through measures varying from increased retirement ages in Japan to reduced benefits in France. There is a growth in private employer provided pensions in countries as widespread as Argentina and Hungary, where new laws are being introduced, and Denmark, where minimum mandated employer pensions have been extended to white collar staff. The pension regulatory framework has been reviewed or reinforced in several countries with more mature pension funds, such as in the United Kingdom, where the appropriateness of the whole system has been examined. Supervisory powers have also increased in Australia and Canada.

Available from William M Mercer International SA, Boulevard du Souverain 2, 1170 Brussels, Belgium. EN.

### **European Economy. Reports and Studies. The Economics of Community Public Finance**

DG II, CEC 1993

The papers published in this volume of European Economy comprise surveys, country case studies and analyses related to Community public finance. The papers in part 1 seek to identify what the vast theoretical and empirical literature on fiscal federalism and the experiences of a number of existing federations (Australia, Canada, the USA, Germany, Switzerland and Belgium [the world's newest federation]) might contribute to understanding the requirements for the successful operation of the emerging European Economic and Monetary Union, and of the social and political aspects of union which also seem likely to be strengthened in the decades ahead.

Part 2 contains contributions which focus on specific issues likely to arise in making the transition to full EMU successful and sustainable. They range across allocative issues; questions of interpersonal and interregional redistribution; the reduction of economic disparities within the Union; how both Union-wide and country-specific shocks might be addressed; the financing of Union activities; and the management of the Union Budget.

No 5 1993. Available from the Office for Official Publications of the European Communities, L-2985 Luxembourg. EN.

### **Monitoring the Work Environment. Report of the Second European Conference**

EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS (1994)

Collecting and analysing data on health and safety in the workplace is an essential starting point for setting up priorities and action plans as well as for the evaluation of measures taken. The Foundation has been working on this topic at a European level in order to reach a harmonised approach for the monitoring of working conditions in relation to health and safety. In order to assist the Foundation in this process a number of networks have been established and this volume presents the findings of these networks in the form of a series of revised and updated conference papers.

The papers are divided into those presented at the plenary session and those presented at workshops. Topics covered at the plenary session included the results of the first European survey on the work environ-

ment, monitoring the work environment, economic incentives to improve safety and health and workplace assessment. Reports are presented from the Policy Makers' Group; the Employers' Group and the Information Practitioners' Group. Among the variety of topics discussed at the workshops were survey techniques; risk assessment methods; women; work and absenteeism; monitoring stress at work and, information on the Foundation's European Health and Safety database were also examined.

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

### **Human Resource Planning in the Banking Sector**

EUROPEAN ASSOCIATION OF COOPERATIVE BANKS (1993)

All European banks, despite differences in size, the national context in which they operate, internal developments or adopted strategies, have had to respond to changes in the environment in which they operate. These include internationalisation and deregulation of the markets, accompanied by the disengagement of the state in some countries; increased competition as banking products become more widely available; the emergence of new financial instruments and the loss of monopolies in certain areas of finance.

Two major trends affecting the recruitment and staffing of the sector include the introduction of new technology and the strains on the labour market, especially a reduction in the number of school leavers coming onto the labour market who are a traditional source of recruitment for the banking sector. This document draws on experiments in human resource planning programmes which are already operational or being introduced in European banks. It also attempts to set out what is at stake and what is attainable and highlights the bare essentials involved in implementing such programmes and sets out the pitfalls and factors likely to contribute to failures.

This is a summary document based on case studies and on a large number of reports which were drawn together in a DG V report in 1991 which were intended as a follow-up of the Kirchner report of 1983 on the analysis of evolution of jobs. The case studies were undertaken in 1991, five institutions were examined and reports, interviews with the management and in some cases on the spot-surveys were used. The participating banks

were: TSB Bank (GB), Crédit Mutuel (France), Crédit Agricole (France), Banco Popular (Spain) and the Instituto San Paolo di Torino (Italy).

Available from European Association of Cooperative Banks, Rue de Science 23-25, Bte 9, 1040 Brussels, Belgium. EN.

### The OECD Jobs Study, Facts, Analysis, Strategies. Unemployment in the OECD area, 1950-1995.

OECD (1994)

There are currently 35 million people unemployed within the OECD countries while as many as another 15 million have given up looking for work or have unwillingly accepted a part-time job. Unemployment represents an enormous waste of human resources and it is described here as the most widely feared phenomenon of our times.

Part I of this volume sets out the key facts that depict today's unemployment. The main characteristics of unemployment are compared and contrasted between North America, EC, EFTA and Japan. Long-term unemployment as a phenomenon is examined and explained through an analysis of inflow rates. Population changes and their relationship to unemployment are also examined as is the link between wages and unemployment. Employment growth; the type of jobs that have been created (and lost) and in which sectors over the 1980s are also discussed.

Part II explains these developments, and indicates the main considerations which must underlie the formulation of policy to attack the problem.

Part III offers a strategy for jobs and detailed policy recommendations. The broad programme of action to improve the conditions for job creation call for governments to: set appropriate macroeconomic policy; enhance the creation and diffusion of technological know-how; increase working-time flexibility; nurture an entrepreneurial climate; increase wage and labour cost flexibility; reform employment security provisions; expand and enhance active labour market policies; improve labour force skills and competences and, reform unemployment and related benefit systems.

This OECD report is the first in a series and attempts to offer concise and clear examination of this critical issue. A second, companion volume, *Evidence and Explanations*, is to be published in September '94 and presents the analytical background.

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

### International Labour Review 1994/1

ILO (1994)

This issue of the Review examines questions of structural change; the labour effects of trade agreements; employment policy; affirmative action and social protection and dismissals. This continues the pattern set by previous editions. The publication includes articles; the 'perspectives' section which focuses on a particular theme and a books section which offers critical reviews, notes on recent books and information on new ILO publications.

The articles in this special edition discuss subjects ranging from very broad questions to sectoral adjustment problems and specific policy issues. The common theme among the apparently disparate subjects - sweeping transformation of employment in the G-7 countries, social protection in low-income countries, the restructuring of railways in Japan, labour regulation in Latin America and employment equity for persons with disabilities in Canada - is their effect on the achievement of social justice.

Perspectives are provided on the parallel accords to the NAFTA (North Atlantic Free Trade Agreement) that deal with labour and the environment, the new employment strategy of the European Union, the problems faced and strategies adopted by several countries in attempting to restructure their railways, and pension reform in Latin America.

The books section provides reviews of publications on a variety of subjects including private pensions; employment-related programmes for disabled people in Canada; the relationship between ethnic minority groups and majority groups in Germany; industrial relations and labour law among others.

Volume 133 Number 1. Available from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. EN, FR, ES.

#### ABBREVIATIONS USED IN SYSDÉM

<b>SYSDÉM</b>	European System of Documentation on Employment
<b>EU</b>	European Union
<b>CEC</b>	Commission of the European Communities
<b>DG</b>	Directorate-General of the CEC
<b>ETUC</b>	European Trade Union Confederation
<b>Unice</b>	Union of Industries of the European Communities
<b>MISEP</b>	Mutual Information System on Employment Policies
<b>NEC</b>	The Network of Employment Coordinators
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>ILO</b>	International Labour Office
<b>CEDEFOP</b>	European Centre for the Development of Vocational Training
<b>GDP</b>	Gross Domestic Product
<b>GNP</b>	Gross National Product
<b>SMEs</b>	Small- and Medium-sized Enterprises
<b>EMS</b>	European Monetary System
<b>EMU</b>	Economic and Monetary Union

#### COUNTRY

<b>B</b>	Belgium
<b>DK</b>	Denmark
<b>D</b>	Federal Republic of Germany
<b>E</b>	Spain
<b>F</b>	France
<b>GR</b>	Greece
<b>IRL</b>	Ireland
<b>I</b>	Italy
<b>L</b>	Luxembourg
<b>NL</b>	The Netherlands
<b>P</b>	Portugal
<b>UK</b>	United Kingdom

#### LANGUAGE

<b>DA</b>	Danish
<b>DE</b>	German
<b>EN</b>	English
<b>ES</b>	Spanish
<b>FR</b>	French
<b>GR</b>	Greek
<b>IT</b>	Italian
<b>NL</b>	Dutch
<b>PT</b>	Portuguese