

PRESS RELEASE

Brussels, 25 June 1987

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The Standing Committee on Employment held its 33rd meeting on Thursday 25 June 1987 with Mr Michel HANSENNE, Minister for Employment and Labour of the Kingdom of Belgium, in the Chair (*).

At this meeting, the Committee discussed the Commission communication on the internal and external adaptation of firms in relation to employment, and a note from the Presidency on adaptability.

At the close of the meeting the Chairman drew the following conclusions:

(*) List of participants attached.

CONCLUSIONS OF THE CHAIRMAN

1. The Committee held a detailed discussion on the internal and external adaptation of firms in relation to employment, and on certain aspects of the flexibility of the labour market, on the basis of a Commission communication and a further note from the Presidency.

2. The Committee welcomed the progress achieved in the social dialogue between the social partners at Val Duchesse, in particular the joint opinions which emerged - one concerning the strategy of co-operation for growth and employment and the other regarding training and motivation, and information and consultation.

3. All the parties on the Committee stressed the importance of greater flexibility, which must be a decisive factor for the competitiveness of the European economy and the improvement of employment and working conditions.

In this connection, it was pointed out that the extent of the adaptations required should not be underestimated and that these adaptations, which must allow optimum use of the means of production, require a change in attitude by employers and workers alike and, insofar as necessary, adaptation of the legislative and contractual framework at the appropriate levels.

4. At the same time, the parties on the Committee reaffirmed that greater flexibility should not lead to the fundamental rights of workers as regards social security, social protection and working conditions being called into question.

5. With regard to the different aspects of the internal or external adaptation of firms in relation to employment, the Committee showed a keen interest in the Commission's analysis regarding the organization and content of work in relation to training and information, the adaptation of working time, and the multiplicity of employment contracts.

A broad consensus emerged in favour of accepting the conclusions drawn by the Commission in its communication as a useful starting point for future discussions.

6. More generally, the Committee noted that the question of the fundamental rights of workers as regards social security, social protection and working conditions - closely linked to the promotion of adaptability - was being discussed in detail, and with a view to improving employment.

Such a discussion was also necessary with a view to the large European market and the strengthening of the economic and social cohesion of the Community, as provided for in the Single Act.

With this in mind, the Committee asked the social partners on the one hand, and the Council and Commission on the other, each in accordance with its own responsibilities, to consider the matter and then hold detailed discussions on the fundamental rights and minimum safeguards for workers which could not be called into question.

Within the framework of the same discussions - and taking due account of differences of situation at national, regional, local and company level - the most appropriate course of action in this field for the public authorities and the social partners should also be sought, it being understood that their respective roles were complementary.

33rd MEETING OF THE STANDING COMMITTEE ON EMPLOYMENT

List of Participants

BELGIUM

Mr HANSENNE Minister for Employment and Labour

DENMARK

Mr DYREMOSE Minister for Labour

Mr HASSENKAM State Secretary, Ministry of Labour

GERMANY

Mr BADEN State Secretary, Federal Ministry of Labour and
Social Security

GREECE

Mrs ALEXOPOULOU Embassy Counsellor

SPAIN

Mr ESPINA Secretary-General for Employment

FRANCE

Mr COTTAVE Embassy Counsellor

IRELAND

Mr AHERNE Minister for Labour

ITALY

Mr MEZZAPESA State Secretary, Ministry of Labour

LUXEMBOURG

Mr JUNCKER Minister for Labour

NETHERLANDS

Mr DE GRAAF State Secretary, Ministry of Social Affairs and
Employment

PORTUGAL

Mr PEREIRA State Secretary, Ministry of Labour and Social
Security

UNITED KINGDOM

Mr LEE Secretary of State for Employment

COMMISSION

Mr MARIN Vice-President

REPRESENTATIVES OF WORKERS' ORGANIZATIONS

E S C

Mr DASSIS
Mr BECK
Mr CASSELLS
Mr POTELET
Mr THIERRON
Mr von RENS
Mr DONT
Mr LAPEYRE
Mr HINTERSCHIED
Mr MASUCCI
Mrs TESCH
Mr PRONK

C F T C

Mr GRUAT

C G T

Mr CABUROL

REPRESENTATIVES OF EMPLOYERS' ORGANIZATIONS

E L C

Mr HEINZEMANN
Mr MEYER
Mr TIEDEMAN
Mr TYSCKIEWICZ
Mr PRICE
Mr MORLEY
Mr MONDELLO
Mr BRENNAN

C O P A

Mr DE SANTIS
Mr LARDOT

C E E P

Mr SAMPIETRO
Mr HOLROYD

