

TRADE UNION INFORMATION BULLETIN

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in the Bulletin are those
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COMMUNITIES.**

VAL DUCHESSÉ MEETING

Social Dialogue, Employment and New Technology

Officials and representatives at the highest levels of the ETUC, UNICE and CEEP met on the 12 November 1985 at Val Duchesse on the initiative of the President of the Commission Jacques Delors. The meeting focussed essentially on two major topics:-

1. How to improve the growth, employment and investment performance of the EEC beyond the current cyclical trends,
2. The role which the social dialogue can play in the introduction of new technologies.

It transpired that there was broad agreement between the parties towards the policy of a "co-operative growth strategy for more employment", which was proposed by the Commission. They agreed to pursue their discussions so as to examine possibilities for the implementation of this strategy at Community, national and sectoral levels. With this in mind it was agreed to set up - with the Commission - a working group which will be instructed to monitor the development of the economic and employment situation, and to discuss further the questions raised in the Commission's Annual Economic Report.

On the subject of new technology a joint declaration of intent on the social dialogue and new technologies was issued by the parties attending the meeting. The full text is as follows:-

TEXT OF JOINT DECLARATION ON THE SOCIAL DIALOGUE AND NEW TECHNOLOGY.

** New technologies are essential to competitiveness, the growth of the European economies and employment. All Community enterprises, regardless of sector, are faced with the rapid changes brought about by the new technologies, from the standpoint of both skills and the organisation of production;*

** The introduction of new technologies in the undertaking will have greater positive effects on the competitive position of firms, employment and the skills of employees if the employees and their representatives are kept informed of the technological changes envisaged and are prepared for the adjustment involved, in the context of the social dialogue;*

** The participants of the meeting agree to entrust a restricted working party, composed of officials and representatives of their organisations and the Commission, with the task of examining the possibility of achieving, at Community level, common approaches on the social dialogue linked with the introduction of new technology; they agree thereby to signal the continuation of this dialogue at all levels, in particular at enterprise and sectoral levels, in accordance with the procedures in force in each country.*

The Val Duchesse meeting took place against the background of the major debate concerning the achievement of the internal market (See page 5 of this Bulletin). Indeed, the achievement of a real internal market and the development of the new technologies were recognised as the joint instruments essential to sustained economic development in Europe. All sides represented at the meeting finally recognised that these two instruments can only produce the intended results if they are used in an atmosphere of cooperation and stability, and that such an atmosphere is inconceivable in a context of social deadlock and regression.

The ETUC delegation to the Val Duchesse talks was led by ETUC President E. Breit and ETUC General Secretary M. Hinterscheid. The Commission was represented by its President, Jacques Delors, and Commissioners A Pfeiffer and P Sutherland.

Parental Allowances in Germany

The German Federal Government has passed a new law bringing in an allowance for parents to take leave to bring up their children. The allowance and other associated measures are described in the latest edition of the European Commission publication "InforMISEP", the Bulletin of the Mutual Information System on Employment Policies (Issue 12, December 1985). The idea behind the introduction of parental leave and parental allowances is to make it easier for one of the parents to devote himself/herself to the raising and education of a child during the first phase of the child's life. A further aim of the new law is to provide jobs (up to 300,000 are expected) to fill in for parents taking parental leave.

The main points of the new law are as follows:-

* From 1 January 1988 a parental allowance of DM600 per month will be paid for a full year (for 10 months from the 1 January 1986).

* All mothers will be entitled to a parental allowance, whether they have previously been employed or not.

* Parental allowance and parental leave will be available to both mothers or fathers and also adoptive and step-parents who are looking to bring up the child themselves.

* Dismissal is prohibited during parental leave.

* Persons taking parental leave must apply for it one month before it starts and must commit themselves as to its length.

* The parental allowance is not taken into account for social benefits such as social assistance and rent rebate.

* During the first six months the parental allowance will be paid irrespective of income, as from the seventh month a sliding income scale will be applied.

* Persons in receipt of parental allowance will remain fully covered by the unemployment insurance scheme and anyone who is a member of a statutory health insurance scheme before the birth of the child will remain insured without having to pay contributions for the time they are receiving the allowance.

* The cost of the allowance will be met by the Federal Government and will amount to some DM 1.5 Billion in 1986

ETUC Statement on Poland

Following the December 1985 meeting of the ETUC Executive Committee a statement in support of the Polish trade union "Solidarnosc", its leaders and members was issued. The statement said:-

"The ETUC noted that despite the lifting of martial law, large scale repression is still applied against all independent activists in favour of trade union and human rights. Although some 120 Solidarnosc members and supporters were recently released from jail, some 300 trade unionists still remain detained, and the authorities still continue to arrest numerous workers for their independent trade union activities, regularly inflicting upon them up to three year sentences under the accelerated procedure, which is part of new legislative measures that the authorities introduced in place of martial law. Discrimination in employment is also still largely applied, most recently in institutions of higher education, against Solidarnosc members and supporters.

Despite this situation, the ETUC notes that the majority of Polish workers still support the ideals and activities of NSZZ "Solidarnosc", and that the union, despite the fact that it has been pushed underground, is still deeply involved in the protection of workers interests and legitimate trade union rights.

The ETUC Executive Committee, on the fourth anniversary of martial law, calls on the Government of Poland to cease all repression of independent trade unionists, to release all detained Solidarnosc members and sympathisers, including brothers Bogdan Lis, Wladyslaw Frasnikiuk, Adam Michnik and Czeslaw Bielecki, to allow independent trade union organisations to conduct their legitimate activities, to respect the relevant conventions of the International Labour Organisation, as recommended by the Commission of Enquiry of the ILO in June 1984, and to renew the dialogue with the Polish workers in the spirit of the 1980 Agreements. The ETUC also sends its warmest greetings to Chairman Lech Walesa, to the NSZZ "Solidarnosc" leadership and members and to all workers struggling in Poland for the respect of their legitimate rights."

THE INTERNAL MARKET



THIS IS THE FIRST IN A NEW SERIES OF "BRIEFINGS", WHICH ATTEMPT TO GIVE A SHORT GUIDE TO TOPICS OF CURRENT INTEREST IN EUROPE. IN THIS FIRST ARTICLE WE LOOK AT THE NEW COMMISSION WHITE PAPER "COMPLETING THE INTERNAL MARKET" AND THE SUBSEQUENT REACTIONS TO IT.

WHAT IS THE "INTERNAL MARKET"?

The "Internal Market" is the name that has been given to the concept of a single, unified internal market for goods and services within the twelve member countries of the EEC. Such a market would be free of restrictions on the movement of goods and free of obstacles to the free movement of persons, services and capital.

WHEN WILL SUCH A FREE, INTERNAL MARKET BECOME A REALITY?

In early 1985 the Commission asked the Council of Ministers to pledge itself to a fully unified internal market by 1992. In March 1985 the European Council agreed to "action to achieve a single market by 1992 thereby creating a more favourable environment for stimulating enterprise, competition and trade" and it called upon the Commission to draw up a detailed timetable to achieve this end.

WHAT IS THE WHITE PAPER ABOUT?

The White Paper "Completing the Internal Market - White Paper from the Commission to the European Council" is the detailed timetable produced by the Commission. It sets out a programme for the removal of physical, technical and fiscal barriers so that a unified internal market can be established by 1992.

WHICH CHANGES ARE LIKELY TO AFFECT EUROPEAN TRADE UNIONISTS?

In one way or another most of the changes proposed in the White Paper will affect European trade unions, either directly or indirectly. However some of the proposed Directives will have a major effect on the shape of industrial relations in the years to come. A number of the proposed Directives will be concerned with harmonising health and safety regulations within Europe. The White Paper also calls for the Fifth Directive on Company Law to be adopted by the Council by 1988. Directives are also proposed on cross-border mergers and take over bids.

WHAT HAS BEEN THE REACTION OF THE ETUC TO THE WHITE PAPER?

In a statement issued following its October Executive Committee the ETUC stated:-

"For closely interrelated political, economic and social reasons, the European trade union movement has championed the case for greater European unity for over 35 years. Our commitment has never been in doubt, and is not now, but we are very concerned that the Community, on the basis of the Commission's White Paper, might be tempted to pursue a lopsided and fundamentally flawed approach to this very necessary greater unity"

The statement went on to stress the importance of the social dimension to the creation of the internal market. Additionally the ETUC called for economic measures to accompany the internal market so that economic activity and employment are increased throughout the Community.

THE WHITE PAPER "COMPLETING THE INTERNAL MARKET" IS AVAILABLE FROM HMSO, PRICE £3.90

The European Construction Industry

"The Construction Industry Has A Future" was the bold title given to a two day meeting of the European Federation Of Building and Woodworkers held in Brussels in late November 1985. The meeting attracted speakers from the European Commission and the ETUC, and reports were presented by four of the constituent trade union organisations. The keynote of the meeting was both the present state of the construction industry and its future prospects. The meeting concluded by adopting a series of resolutions based on the four reports, which were:-

1. Construction as an Industrial System. Report by Paolo Caccetta.
2. Labour Market Problems in the Construction Industry. Report by Cees Van Vliet.
3. Environmental Protection and the Construction Industry. Report by Kurt Herforth.
4. Construction Industry Investment. Report by Les Wood.

In his address to the meeting, Commissioner A. Pfeiffer - the European Commissioner with special responsibility for economic affairs and employment - stressed that the construction industry was a key sector of the European economy. He also emphasised that co-operation between the social partners and Governments was essential in the recovery of the European economy, a recovery which must be accompanied by increases in public expenditure - especially expenditure on infrastructure.

The report by Paolo Caccetta of the Italian construction workers union concentrated on the role of construction in a changing economic and technological climate. Employment and solidarity were identified as the two key elements with which to tackle the challenge represented by the changes under way. Paolo Caccetta told the meeting, "Building has always been a key sector during times of major industrial change in its capacity as supplier of the basic infrastructures. Today this sector still retains its key role and has a great future because of the contribution it can make to modernising the economic system on a very broad scale, raising the qualitative and quantitative standards of economic and social services infrastructure"

Cees Van Vliet of the Dutch construction workers union emphasised the measures required to counter the current economic crisis and the high levels of unemployment, which affect all sectors of the economy including construction. He called for an increase in public expenditure, a redistribution of work by means of reductions in working time, a

stimulus to labour-intensive production and specifically orientated labour market policies. The report concentrated on this final point calling for controls to prevent the unregulated flow of workers into the building industry.

Kurt Herforth of the German construction workers union examined the relationship between the construction industry and the environment. His report saw the construction industry benefiting from measures aimed at protecting the environment and he called for increased public investment to offset the environmental dangers facing Europe.

The final report to the meeting came from Les Wood of the British construction workers union, UCATT. It reviewed the decline in the industry over recent years and graphically showed that the construction worker, whatever his nationality, was bearing the brunt of the European recession. "The solution is first and foremost increased and sustained investment by governments of Member States in vital construction projects, backed up by increased regional investment by the EEC, plus direct EEC investment on projects which benefit the entire Community", said Les Wood. He went on to call for an increased availability of mortgage credit via a new Council Directive and the establishment of national investment intermediaries by Member States.

The meeting adopted resolutions based on the four reports, copies of which can be obtained from the European Federation of Building and Woodworkers, Wolvengracht 38, bus 5 - 1000 Brussels, Belgium.

HEALTH AND SAFETY NOTES

7

3 MILLION ECU FOR CLEAN TECHNOLOGIES: The European Commission has allocated grants of more than 3 million ECU for stimulating demonstration projects in the field of "clean technologies". The grants are made under a Community Regulation of June 1984 which provides finance to encourage the development of industrial technologies which produce less pollution, less waste and less demand on natural resources.

NEW LIMITS ON CHROME IN WATER: The European Commission has proposed a new Directive which will set limits on the amount of chrome in inland surface waters, territorial waters and internal coastal waters. Chrome is the first substance to be proposed for list II of the directive on dangerous substances discharged into the aquatic environment.

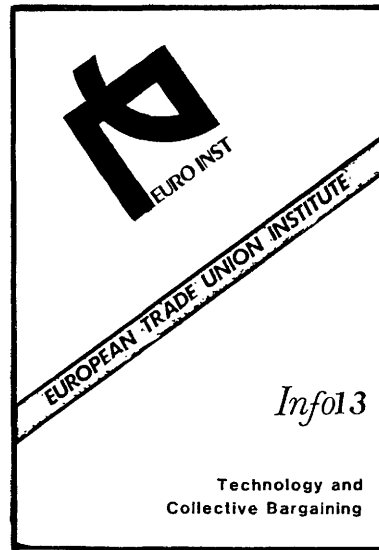
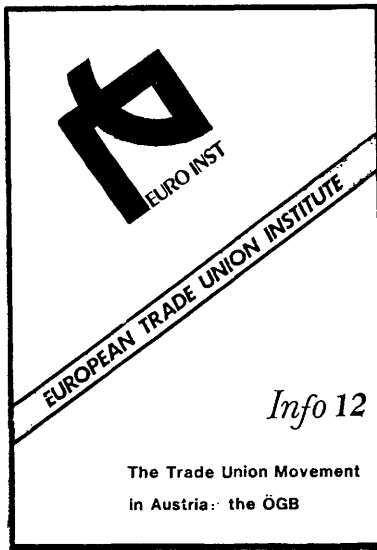
DIRECTIVE TO COMBAT ASBESTOS POLLUTION: A new Directive has been proposed to protect public health and the environment from asbestos pollution. Its aim is twofold: to protect asbestos emissions from directly endangering people's health and to prevent contamination of the environment to an extent which could eventually harm peoples health. All Member States have controls over asbestos but only France and Germany apply emission limits. Under the proposed directive a limit would be applied throughout the Community of 0.1mg/m³ in all uses of asbestos where discharges into the air are made under controlled conditions, for example in dry-finishing processes, manufacture of vinyl flooring, vinyl asbestos cement products, asbestos based textiles and friction materials such as brakes. Disposal sites for asbestos must be planned and equipped to prevent any risk of fibres escaping and should have thick enough covering layers quickly applied. A Member State would be entitled to apply more stringent standards than those laid down in the proposed directive.



European Parliament

A question in the European Parliament from British MEP, Barbara Castle, asked the Commission to list the 50 poorest regions - as defined by GDP - within the Community. The answer brought the following list - average EEC GDP = 100.

1. THRAKIS (GR).....	38	26. LIMOUSIN (F).....	84
2. IPIROU (GR).....	41	27. OBERPFALZ (D).....	85
3. NISON ANATOLIIKOU EGEU (GR)...	42	28. MIDI-PYRENEES (F).....	85
4. KRITIS (GR).....	45	29. UMBRIA (I).....	85
5. ANATOLIKIS MAKEDONIAS (GR)....	48	30. LANGUEDOC-ROUSSILLON (F)	85
6. THESSALIAS (GR).....	48	31. TRIER (D).....	86
7. PELOP. & DIT. STER. ELL (GR)...	49	32. NIEDERBAYERN (D).....	86
8. CALABRIA (I).....	53	33. BRETAGNE (F).....	86
9. KENT. & DIT. MAKEDONIAS (GR)...	54	34. MARCHE (I).....	87
10. CORSE (F).....	55	35. LIMBURG (NL).....	87
11. SICILIA (I).....	58	36. WEST MIDLANDS (UK).....	88
12. CAMPANIA (I).....	60	37. POITOU-CHARENTES (F).....	88
13. MOLISE (I).....	60	38. WALES (UK).....	88
14. PUGLIA (I).....	60	39. LAZIO (I).....	88
15. BASILICATA (I).....	61	40. YORKS & HUMBERSIDE (UK).....	88
16. SARDEGNA (I).....	64	41. EAST ANGLIA (UK).....	88
17. IRELAND (IRL).....	65	42. SOUTH WEST (UK).....	89
18. ANAT. STETEAS & NISON (GR)....	66	43. AUVERGNE (F).....	89
19. ABRUZZI (I).....	70	44. GELDERLAND (NL).....	89
20. NORTHERN IRELAND (UK).....	72	45. OVERIJSSSEL (NL).....	89
21. LUENEBOURG (D).....	76	46. KOBLENZ (D).....	89
22. LUXEMBOURG (B).....	78	47. EAST MIDLANDS (UK).....	90
23. HAINAUT (B).....	80	48. UNTERFRANKEN (D).....	90
24. FRIESLAND (NL).....	81	49. VENETO (I).....	91
25. NAMUR PROV. (B).....	84	50. NORTH (UK).....	91



Four r pamphlet E

The last few months of 1985 brought in the 'Info' series from the ETUI readers of the Bulletin will be short - but nevertheless comprehensive. The ETUI consider to be of the best pamphlets in the Info series are Italian, Dutch and Norwegian. The ETUI, Union Institute, Bd. de l'Impera

Austrian Trade Union Movement

This review of the trade union movement in Austria follows similar examinations of trade union organisations in other European countries. One useful feature of these short reports is that the same structure is maintained for all the national trade union reports, thus facilitating easy cross-reference and comparison. Info 12 looks at the organisation and functions of the ÖGB - Österreichischer Gewerkschaftsbund (The Austrian Trade Union Federation) - the only trade union federation in Austria. The existence of this strongly centralised and unified national federation along with its stance of being "non-partisan, but not apolitical" makes it an interesting study for other European trade unionists. The pamphlet examines in detail the historical development of trade unions in Austria; the scope and scale of trade union membership; the various 'industrial unions' affiliated to the ÖGB; the committees and structural bodies of the Federation and the relationship with the political parties and the State. A useful annex examines the statutory role of the 'Chambers of Labour' in relationship to co-determination and the participation in legislation and jurisdiction.

ETUI Info 14 examines unemployed workers with policies of the ETUC and unemployment, this pamphlet shows how unions have developed with unemployed workers. The seminar held in London in Services for the Unemployed representatives of a wide range as well as trade unionists involved in local level

Following a brief in background in Europe, the available to unemployed arrangements various unions retain their trade union examination of the difficult labour market who are the arrangements for unemp.

Negotiating Technological Change

Info No. 13 - "Technology and Collective Bargaining, A review of Ten Years of European Experience"

This pamphlet provides an updated summary of work published in a number of earlier ETUI Research Reports. In particular it draws on the 1979 report "The Impact of Microelectronics on Employment in Western Europe in the 1980s" and the 1982 Report, "Negotiating Technological Change". In addition comments, ideas and opinions from two ETUC Conferences on new technology - held in 1983 and 1985 - are reflected in the work. Although the pamphlet does draw largely from previously published material this does not detract from its value. It provides a useful confluence of views which will be of great value to European Trade Unionists who are involved in negotiations concerning technological change in all its manifestations.

The first part of the pamphlet looks at the rationale of negotiating technological change. The likely objectives of management and trade unions are reviewed, and the means by which such differing objectives may be reconciled are examined, including the role of new technology agreements. The second part of the pamphlets focusses down on systems

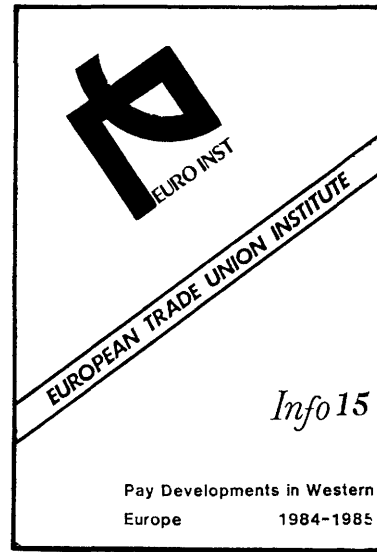
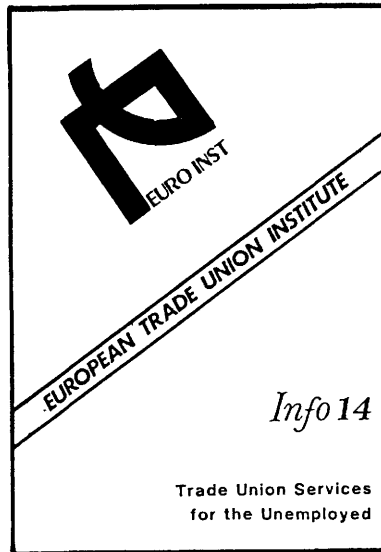
for negotiating change in industrial table (see page 10) reflected agreements (at national, sector countries. The final part of of joint procedures and the le From the various case studies concerning the approaches which results in different aspects of five headings, as follows:-

INFORMATION DISCLOSURE: The disclosure is stressed along effective use of such information more useful to obtain information which information is put.

CLEAR SUBSTANTIVE AIMS: The substantive aims for trade union - at local level was emphasis incorporated into model agree

"Info" from the

publication of four new pamphlets
Trade Union Institute. As regular
excellent Info series consists of
reports covering subjects which
relevance and information value. All
in English, French, German,
obtained from the European Trade
(bte 4) B-1000 Brussels, Belgium.



Trade Unions and the Unemployed

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Rather than concentrating on the
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which examines the unemployment
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unemployed. The question of special
le unionists is then considered - the

widespread practice of providing special, reduced, membership fees
for unemployed members and the less widespread practice of creating
special union sections for unemployed workers. Examples from European
practice are given along with details of situations where trade unions
are involved in the payment of unemployment benefits (for example such
as in Belgium, Denmark and Finland). Brief reference is made to
various Labour Market schemes under the joint control of trade unions
and this is followed by a lengthy review of the role of local Trade
Union Centres for Unemployed Workers. The pamphlet concludes with an
examination of the representation of the interests of unemployed
workers at national level and the relationship between trade unions
and organisations for the unemployed.

The common problem of unemployment affects trade unionists in all
European countries. Until now, whilst considerable debate has been
focussed - quite rightly - on reducing the overall level of
unemployment, little consideration has been given to the relationship
between trade unions and unemployed workers. This short pamphlet goes
some of the way towards redressing this imbalance.

Ten Years of European Experience

European countries. A summary
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be learnt from case studies.
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PROCEDURES CONDUCIVE TO THE DEVELOPMENT OF SUBSTANTIVE AIMS: Whilst
the danger of seeing the development of procedures as an end in itself
is recognised, the contribution of procedures - such as easy access to
information; frequent negotiations; and a clear timetable of decisions
- is recognised.

NEW STRUCTURES: In some of the case studies new structures were
developed to cope with the problems posed by technological change.
Examples of some of these new trade union structures are given in the
text of the pamphlet.

CONSTRAINTS ON GOOD PRACTICE: Finally, it should not be forgotten that
external restraints (such as economic and technological constraints)
do exist which will affect the ability of trade unions to influence
the course of technological change.

Every sign suggests that the coming years are going to be dominated
for trade unionists by the problems of technological change. This
short pamphlet makes a useful contribution to preparing trade union
negotiators - at all levels - for the tasks ahead.

Recent Pay Developments

Each year the ETUI publish a comprehensive review of collective bargaining in Europe, the most recent being "Collective Bargaining in Western Europe in 1984 and the Prospects for 1985", published in May 1985 (See EIB Issue 3 1985). This new Info pamphlet is based on this Annual Report but concentrates just on pay developments. It is a mine of information to the trade unionist who is interested in examining the negotiating strategies, aims and achievements of European trade unions. The analysis is in the form of a country - by - country review of, first, the background to collective bargaining, and second, the current position on wages, purchasing power and payment systems. The text is punctuated by a mass of statistical tables showing the main economic indicators, as well as such things as unit labour costs and comparable earnings levels.

In the section which looks at the situation country - by - country, the main pay agreements are highlighted as well as changes in Government pay policies and negotiating procedures. Although largely based on the May 1985 Research Report, much of the information has been updated, thus taking in developments through to November 1985. The usefulness of such a survey is in direct proportion to its topicality, and therefore this latest pamphlet is a valuable addition to the materials provided by the ETUI.

Summary - Joint Regulation of New Technology

COUNTRY	UNION- ISATION RATE(%)	LAWS USED	COLLECTIVE AGREEMENTS		
			NATIONAL FRAMEWORK AGREEMENTS	SECTORAL LEVEL	COMPANY OR PLANT LEVEL
FRG	40	1. Works Constitution Act 1972 2. Works Safety Act 1973 + regulation on work with VDUs	None	Job protection agreement in metalworking, textiles, footwear, leather, paper processing, printing.	Upwards of 100 agreements concluded
U.K.	50	1. Health & Safety at Work Act 1974 2. Data Protection Act 1984	None	Parts of public sector	Several Hundred agreements
NORWAY	45	Working Environment Act 1977 + regulation on work with VDUs 1982	1975 agreement on computer based systems NAF-LO	Banking	Most of industry and services covered by local agreements.
DENMARK	70		1981 agreement for private sector between LO and DA	Banking/Public sector	
SWEDEN	73	1. Working Environment Act 1978 + regulation on work with VDUs, 1981 2. Codetermination Act 1977	Work environment agreement SAF-LO-PTK 1976	Technology agreement in printing sector, Codetermination agreements in central Government, Local Government, private sector.	Use of legislative rights.
ITALY	43	1. Statute of Workers Rights, 1970 2. Health & Safety Act 1978	None	Clauses included in sectoral agreements on metalworking	Clauses included in several company agreements eg. Fiat, Olivetti, Alfa Romeo.
BELG.	75		1983 collective agreement on new technology	Printing	Local agreements implementing national agreement.
FRANCE	20	1. Health and Safety legislation 2. "Auroux" laws 1982	None	None	Some local agreements
NETH.	32	1. Works Council Act 1979	None	Clauses in 14 agreements (5 in printing)	
OTHERS		Health & Safety legislation; codetermination legislation eg. Austria	None	Printing sector in Austria & Greece; Banking in Luxembourg	

SOURCE: "TECHNOLOGY AND COLLECTIVE BARGAINING" INFO 13, ETUI. 1985.

STRESS AND TECHNOLOGY

The European Foundation For The Improvement Of Living and Working Conditions has for a number of years now identified the study of physical and psychological stress at work as one of its priorities. During its second four-year programme - in 1982 - the Foundation began a detailed study of the relationship between stress and the introduction of new technology - focussing its study on the postal and telecommunications sector. Research was carried out in Belgium, France and the United Kingdom and a consolidated report was prepared by the Irish Productivity Centre. The research was then evaluated by representatives of governments, employers and trade unions and 'evaluation reports' were prepared. A new volume from the Foundation (*) sets out the three evaluation reports along with the report compiled by the experts in France.

Whilst welcoming the Foundation Report, the trade union representatives expressed some concern about the ways in which new technology had been introduced in the cases studied. "Automation had virtually settled none of the human problems relating to postal sorting operations", said their report. They went on to stress the importance of consultation with the trade unions concerned - particularly consultation about the objectives of introducing new technology.

The case studies which form a major part of the document provide a useful insight into the introduction of new technology in the French postal services. Detailed analysis of the effects of changing work methods on physical efforts of workers is accompanied by consideration of the changed physical environment of work. The study will certainly be of value for trade unionists in the postal and telecommunication sectors, and indeed all trade unionists who are faced with the introduction of new technology.

*"STRESS AND NEW TECHNOLOGY : POSTAL AND TELECOMMUNICATIONS SECTORS - CASE STUDIES OF POSTAL CODE AND SORTING, FRANCE" EF/85/55 1985.

 **EUROPEAN
FOUNDATION**

Developments in Vocational Training

Twice a year the European Commission hosts a meeting of representatives of national administrations responsible for vocational training to exchange information concerning recent developments in the Member States. The reports from the various countries are summarised in one of the latest editions of CEDEFOP NEWS(*) and the following is a brief synopsis of some of the main points.

WEST GERMANY: The demand for training places in the dual system will peak in 1985, with between 745,000 and 765,000 young people expected to apply for in-company training places. The general level of education of applicants is rising (over 100,000 applicants hold university entrance certificates) and the age of applicants is also rising.

UNITED KINGDOM: A new Youth Training Scheme will begin on 1 April 1986 to provide two years training for 16 year old school leavers.

DENMARK: Two new developments in the field of vocational training were reported. Firstly long term unemployed are to be offered the choice between a work offer or a training or educational period of a maximum of eighteen months. Secondly a new committee has been established aimed at modernising vocational and technical training.

BELGIUM: A new law replaces the system of credited working hours with a system of paid educational leave. The State will finance 50% of remuneration in the case of vocational training and 100% in the case of general training.

GREECE: The Manpower Employment Organisation (OAED) has established a dual system of apprenticeship training. The system provides for theoretical and practical training in the OAED centres in the afternoon coupled with on-the-job training in the enterprise in the morning.

CEDEFOP NEWS No 13/1985. Available from European Centre For The Development of Vocational Training, Bundesallee 22, D-1000 Berlin 15.

 **CEDEFOP**

NEW

Recent Publications from the Commission of the European Communities

Trade Union Membership

"TRADE UNION MEMBERSHIP : Methods and Measurement in the European Community" by Kenneth Walsh, Institute of Manpower Studies, University of Sussex, UK. Published in English and French by EUROSTAT. £2.60 118pp (1985). ISBN 92-825-5387-6

This publication examines methods used in the measurement of trade union membership in nine member countries of the EEC. It is a report on a study prepared for the Commission by Kenneth Walsh and it was carried out with the cooperation of representatives of the trade unions and their confederations. The problem of arriving at a common basis for statistics on trade union membership so that a meaningful comparison can be made between the different Member States of the Community is a long standing one. The report looks at the method of calculating 'trade union density' in the nine Member States (Greece, Spain and Portugal are not included). Figures are provided for each country and the final chapter of the report attempts to compare figures on number of unions, union membership and density of membership

EEC Grants and Loans

"GRANTS AND LOANS FROM THE EUROPEAN COMMUNITY" European Documentation. Periodical 1985. Published by the Commission of the European Community. 132pp ISBN 92-825-5313-2.

This is the third edition of this useful guide to sources of funds from the EEC. The guide - with remarkable and welcome clarity - takes the reader through what can seem like a complex maze of financial instruments. Two introductory chapters examine the range of grants and loans in the context of Community policies and from the viewpoint of the recipient. The major part of the guide is devoted to a detailed examination of the various financial instruments and how they operate. Here can be found details of the European Social Fund and the Regional Development Fund; the New Community Instrument and the financial activities of the European Coal and Steel Community. Increasingly trade unions and trade unionists are becoming involved in projects funded by such grants and loans and this guide will prove useful to all those so involved.

Regional Policy

"THE EUROPEAN COMMUNITY AND ITS REGIONS - Ten Years of Community Regional Policy and of the European Regional Development Fund" Published by the Commission of the European Community. 1985. 57pp. ISBN 92-825-5587-9.

Ten years ago - in 1975 - the European Regional Development Fund (ERDF) was established. In the first ten years of its existence grants totalling 11,700 million ECU have been made to over 25,000 separate projects located in the ten Member States of the EEC. It has been estimated that over half a million jobs have been created or safeguarded by ERDF grants.

To celebrate the tenth anniversary of the ERDF, the Commission have published this pamphlet which records the development of the ERDF, its current organisation and reviews possible future developments. The work of the Fund is effectively illustrated with statistics, maps and diagrammes, and examples are provided of the wide range of schemes which have received ERDF backing. A statistical annex provides a detailed breakdown of ERDF grants by Country and by region.

Survey on Working Time

55% of European workers are in favour of more flexible working hours whilst 31% of workers would prefer cuts in working hours to more pay for the same hours of work. These are just some of the results of a survey sponsored by the European Commission and published in a recent edition of the the journal "European Economy"(*). A summary of the main findings show that a majority of the European work force is prepared to accept new flexible organisation of working hours, if in return the total yearly working hours are reduced. Equally one in six full-time employed workers in Europe has a very keen interest in a significant reduction in working hours, even if this is associated with a corresponding loss of pay. Ideally they would wish to work approximately 30 hours a week rather than conventional half-time employment.

The survey also examined the concept of workers solidarity with their companies when the company is in difficulty. When asked if they would be prepared to accept lower salaries in such circumstances with the understanding that when the company did better they would get a share of the profits, 51% were in favour and 29% were against. Opinion varied between different European countries; only 38% of German workers were in favour of wage cuts whilst the figure was 63% for French workers. On the question of bonuses and profit sharing schemes, 77% of European workers received no performance related bonus or profit share during 1984 whilst a further 10% received a bonus which amounted to less than one months pay.

The survey results are broken down into different countries and different categories of workers and they make interesting reading for trade unionists, although they may not necessarily agree with the results!

(*)"EUROPEAN ECONOMY Supplement B - No.10 - October 1985. CB-AT-85-010.

Disability and Employment

Disabled people, with physical or mental handicaps, should have the same rights as other workers with regard to equal opportunities for training and employment. This is the principal underlying the draft recommendation (*) on the employment of disabled people in the European Community which the Commission has just presented to the Council. The draft proposes the elimination of negative discrimination and the encouragement of positive action for disabled people. It is accompanied by a model code of positive action to promote the vocational training and employment of disabled people.

The Commission is convinced that Community action in this area is essential in view of the seriousness and urgency of the problems facing disabled job seekers. Disabled people are more seriously affected by unemployment than other workers and unfairly bear the brunt of the economic crisis. The Commission is particularly concerned by the likelihood that disabled people will be left on the sidelines as the economic recovery gathers momentum. Amongst the items included in the Commission Recommendation are:-

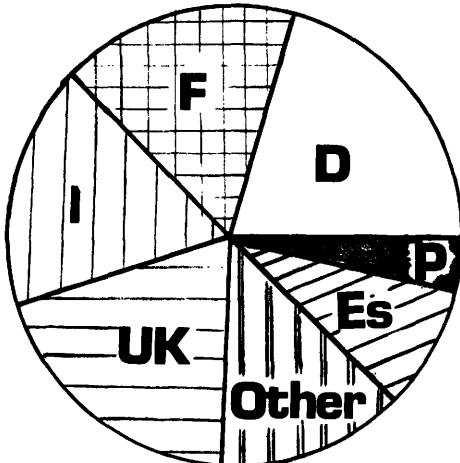
- Protection for disabled workers against unfair dismissal on account of their handicap,
- Public or private undertakings with a work force of 20 or more should fix a percentage for the employment of disabled people,
- Codes of Practice to be drawn up by all Member States,
- A requirement that employers should cooperate with rehabilitation services in the resettlement, with the same employer as far as possible, of an employee who becomes disabled as a result of an accident whether at work or not.

The Commission proposes to set up a system for the exchange of information and experiences on the rehabilitation and employment of disabled people between national authorities and other agencies in the field.

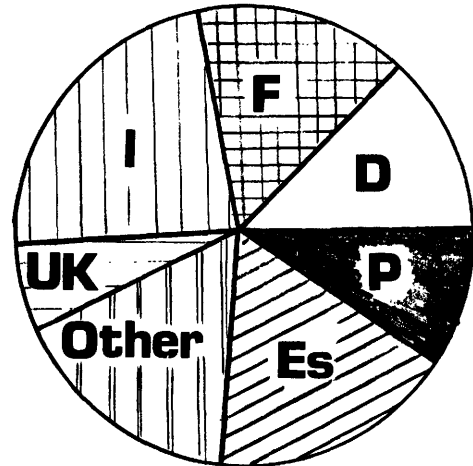
(*) "PROMOTION OF THE EMPLOYMENT OF DISABLED PEOPLE - Draft Recommendation" COM(86)9. Published by the Commission of the European Communities.

On the 1 January 1986 the European Community became a community of twelve nations, encompassing more than 321 million people. The enlargement of the Community to include Spain and Portugal added another 48 million people to the total population of the EEC, bringing the total population to a level more than a third greater than that of the United States of America. The December 1985 edition of the Eurostat publication "Employment and Unemployment" looked at the effects of enlargement on the size of the working population in the Community, and the following represents some of the key figures.

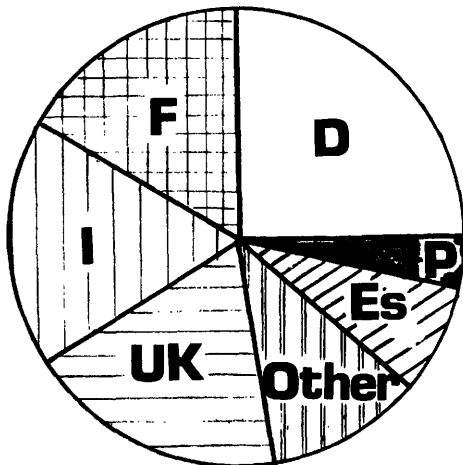
CHARTS 1 - 4 NATIONAL PROPORTIONS OF TOTAL EUROPEAN WORKFORCE BY SECTOR



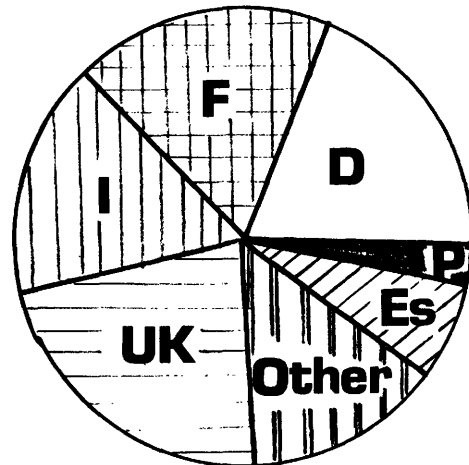
1. TOTAL WORKING POPULATION



2. AGRICULTURE



3. INDUSTRY



4. SERVICES

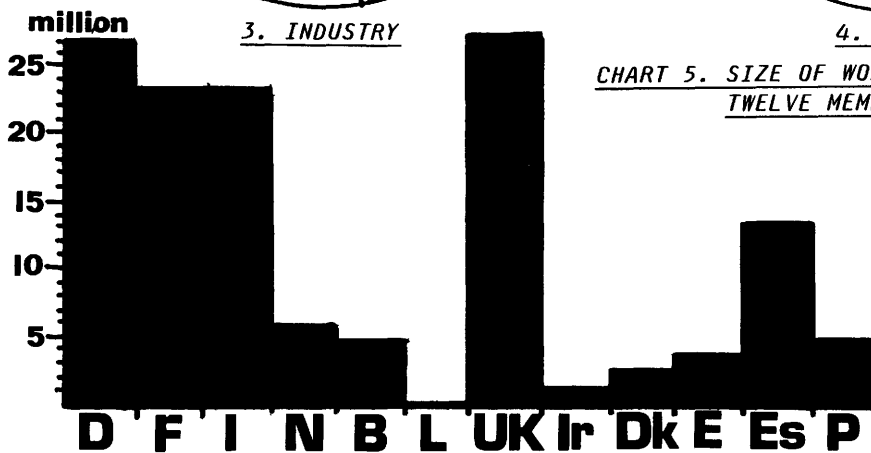


CHART 5. SIZE OF WORKING POPULATION IN THE TWELVE MEMBER STATES

- D = GERMANY
- F = FRANCE
- I = ITALY
- N = THE NETHERLANDS
- B = BELGIUM
- L = LUXEMBOURG
- UK = UNITED KINGDOM
- Ir = IRELAND
- Dk = DENMARK
- E = GREECE
- Es = SPAIN
- P = PORTUGAL

BULLETIN BOARD

A new cover, new style and more pages mark the European Trade Union Information Bulletin as it enters into 1986. During the coming year we hope to bring you even more information of value to European trade unionists and the Editor would like to thank all those people who have written with suggestions and encouragement over the last two years. If you have any ideas for articles and features which you think would be of interest to fellow trade unionists please contact: The Editor, European Information Bulletin, Trade Union Information Division, Directorate-General for Information, Communications and Culture, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels, Belgium.

Copies of the European Information Bulletin Special Issue on the 1985 ETUC Congress in Milan are now available in English, French and German. The report covers the main debates, resolutions and speeches from the Congress.

On January 1st 1986 Spain and Portugal became Members of the European Community. The Bulletin would like to extend a welcome to trade unionists in these two new Member states.

The next edition of the Bulletin will be published in June 1985. The Bulletin is published four times a year and is available in English, French and German.

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