



EUROPEAN COMMUNITIES

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TRADE UNION INFORMATION BULLETIN

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Trade Union Information

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The views expressed
in the Bulletin are those
of the Editor
and are not necessarily
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COMMUNITIES.**

EUROPEAN COUNCIL MEETING

The Hague, June 1986

The European Council, meeting in The Hague on the 26 and 27 June 1986 considered a wide range of current issues affecting the Community and its' Member States. The statement issued at the end of the Council meeting summarises the areas of agreement reached by the Heads of State.

Commenting on the general economic situation of the Community the Council considered that present levels of economic performance and investment were, by themselves, unlikely to permit further substantial reductions in unemployment. The Council agreed that the opportunities offered by lower oil prices should, as far as possible, be translated into additional economic growth and they asked the Economic and Finance Council to monitor the progress made in the framework of the co-operative growth strategy agreed at the end of 1985. The Council welcomed the Commission proposals on exchanging information between countries on successful job-creation projects and conducting pilot actions funded by the European Social Fund and other structural instruments. The possibility of arriving at a tripartite commitment of Governments and the social partners to stimulate the re-employment of the long-term unemployed and school leavers was encouraged by the Council.

Turning to the Internal Market and the Single European Act, the Council encouraged those Member States who had not yet ratified the Act to do so as soon as possible. In order to achieve the deadline of creating an area without internal frontiers by 1992, the Council felt that the internal decision-making machinery needed speeding up further. Concern was also expressed at the lack of progress being made in implementing the report on "A People's Europe" (the Adonnino Report).

ETUC Statement on competitiveness and industrial structures

At its' executive meeting held on 19-20 June 1986 the European Trade Union Confederation adopted a statement on the Commission document, "Improving Competitiveness and industrial structures" (Com 86/40) The ETUC welcomed the Commission's initiative in seeking to promote a debate on the measures required to improve competitiveness and industrial structures in order to strengthen economic performance and to offer a more effective response to social and employment problems. The ETUC warned, however, that the debate should not be a leisurely one, unemployment in Europe continues to get worse and the Community was doing poorly compared to Japan, the USA and other countries in key, high growth sectors. Even in areas where the Community has been traditionally strong it would face increasingly tough competition from newly industrialised countries.

The ETUC drew a number of conclusions from the Commission communication and from its' own experience. Notably:-

- (i) Macroeconomic policies must be pursued which allow, rather than restrain, growth and employment creation.
- (ii) A strong system of public and collective services is vital.
- (iii) Particular importance must be given to educational and training policies.
- (iv) Systematic co-operation between all the parties concerned - the public authorities, employers and unions, is necessary.
- (v) The ETUC believe that it is illusory to think that market mechanisms will ever function perfectly or that they can be relied upon to produce, by themselves, the industrial structure the Community requires.
- (vi) Constructive rather than defensive policies are required, i.e. rather than just dealing with the consequences of industrial change, as with "crisis" policies, the public authorities should actively seek out new areas of job creation, such as environmental protection.
- (vi) Trade and industry policies must be closely linked.
- (vii) Industrial strategies must have a European dimension and the ETUC/UNICE social dialogue should be mirrored at the sectoral level.

NEWS FROM EUROPE

DISTRIBUTION OF WORK AT THE ETUI

There has been a new distribution of work at the European Trade Union Institute. The new areas of responsibility of the five research officers and the Director, Gunter Kopke, are reported in Issue 2/86 of the ETUI's Newsletter. They are as follows:-

GUNTER KOPKE

- General trade union policy
- co-ordination of reports on trade union structure and activities
- co-ordination of collective bargaining reports
- disarmament and conversion to civilian production
- media policy.

MARTIN HUTSEBAUT

- social security systems
- tax harmonisation
- company law and transfer pricing
- development policy, including Lome.

GUISEPPE FAJERTAG

- sectoral industry policy
- public sector policy
- trade policy
- regional policy, including Mediterranean policy and interregional policy
- wage policy and incomes statistics.

DAVID FODEN

- economic policy
- employment policy
- research and development policy
- agricultural policy
- multinational companies
- democratisation of the economy.

HARALD LOVAAS

- collective capital formation
- labour market policy
- education and vocational training policy
- work and culture
- environmental policy
- women.

JEAN-JACQUES DANIS

- working conditions and work organisation
- working hours
- health and safety policy
- consumer policy
- energy policy
- youth
- migrant workers.

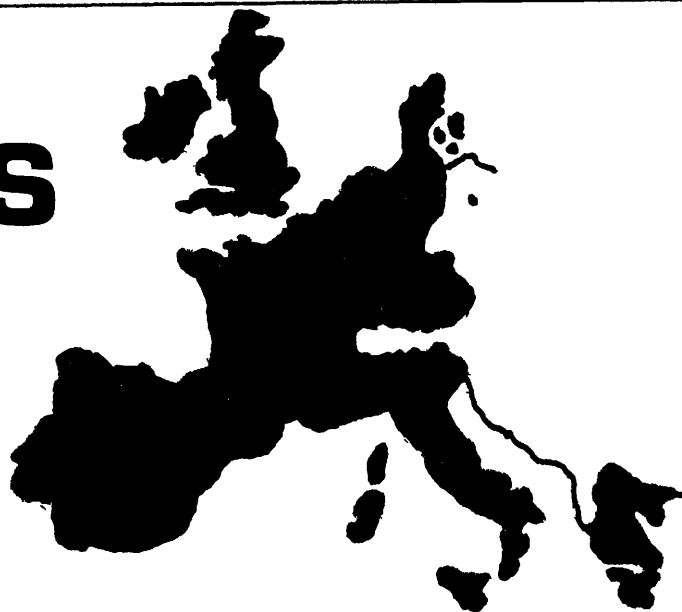
EUROPEAN REGIONAL FUND GRANTS

The European Commission has approved the fourth allocation of grants for 1986 from the European Regional Development Fund (ERDF) for individual investment projects. This allocation is for projects in six Member States : Germany, Greece, Spain, Ireland, Italy and the United Kingdom. Under this allocation the Community is contributing 285 million ECU to the financing of 58 investment projects in deprived regions of the Community. 21 million ECU will go to projects in industry, craft industries and the service sector (directly creating 2,400 jobs) whilst the bulk of the grants - 263 million ECU will go to infrastructure investment. Infrastructure development both creates immediate jobs in the development projects themselves and provides a better basis for the creation of other jobs in the regions concerned.

Examples of the projects being financed by these Grants include the following:-

- * In Greece all the money from the allocation will be used for building five educational establishments. Technical education is of special importance for the economic development of certain regions of Greece.
- * In Germany DM 3.4 million will be used for the extension of a large printing works in Schleswig-Holstein and a further grant will go to a Saarland firm manufacturing gearboxes. These and other grants should lead to the creation of 293 new jobs.
- * In the United Kingdom a grant of £1.2 million will be used to modernise the factories of Fiberglass Ltd in Wrexham, Wales. This investment will not only save 740 endangered jobs, but also create 30 new jobs.
- * In Spain the finance provided is mainly devoted to infrastructure projects including the building of six large dams, two in Andalusia, three in Extremadura and one in Castille-Leon.
- * In Italy the ERDF is part financing road building in the Naples area.
- * In Ireland a grant totalling IRL 6.5 million will be used towards the building of the Northern Ring Road and the Southern Ring Road around Cork.

TOWARDS A PEOPLES EUROPE



THIS IS THE SECOND IN A SERIES OF "BRIEFINGS" WHICH ATTEMPT TO GIVE A SHORT GUIDE TO TOPICS OF INTEREST IN EUROPE. IN THIS ARTICLE WE EXAMINE THE RECOMMENDATIONS OF THE COMMITTEE ON "A PEOPLE'S EUROPE".

WHAT IS MEANT BY "A PEOPLE'S EUROPE"?

In 1984 the European Council established an ad hoc committee to examine the effects of the European Community on ordinary people and suggest ways of strengthening the identity and improving the image of the Community. The committee became known as the People's Europe Committee. The Committee tried to provide answers to the question "The European Community is all very well but what does it do for me? What effect does it have on my everyday life?"

WHAT RECOMMENDATIONS DOES THE COMMITTEE MAKE ABOUT FREEDOM OF MOVEMENT?

The right of free movement of labour is already enshrined within the Treaty of Rome. The citizens of most Member States can already work in any part of the Community they choose. From 1988 this right will apply to wage earners in and from Greece and from 1993 it will apply to Spain and Portugal. However the Committee said further improvements were necessary:-

- *Professional qualifications acquired in one Member State must be sufficiently transferable to be acceptable in another.
- *There should be new national, bilateral or Community rules to ease the fiscal, monetary or social problems encountered by people living in one member country and working in another, particularly frontier workers.
- *Frontier formalities should be simplified immediately by the introduction of green stickers which will allow cars to cross frontiers at reduced speed.
- *Frontier posts and checks should be gradually merged in preparation for their abolition by 1992.
- *There should be easier access to medical care throughout the Community.

WHAT RIGHTS SHOULD EUROPEAN CITIZENS HAVE?

The Committee made the following recommendations:-

- *The right to participate in European elections in either a citizens home country or country of residence.
- *Those living permanently in another Member State should eventually have the right to vote and stand in local elections.
- *The right to better access to the administration. The citizens right of petition should be strengthened and simplified and a European 'ombudsman' should be appointed.
- *The right of holders of a European passport to benefit from the assistance of the embassy or consulate of another Member State when visiting a foreign country if his own country is not represented.

MORE INFORMATION ABOUT A PEOPLE'S EUROPE AND THE REPORTS OF THE PEOPLES EUROPE COMMITTEE CAN BE FOUND IN THE PAMPHLET "TOWARDS A PEOPLES EUROPE", EUROPEAN FILE 3/86, PUBLISHED BY THE EUROPEAN COMMISSION, FEBRUARY 1986.

FOCUS ON

WORKING TIMEMETALWORKING INDUSTRY

A recent paper produced by the European Metalworkers' Federation examines a range of aspects of working time in that industry. Tables are provided on daily and weekly working time as fixed by law and collective agreement, annual paid holidays, working time for shiftworkers, school-leaving and retirement ages, and the following table on annual working time.

ANNUAL WORKING TIME (MAY 1986)		
COUNTRY	261 DAYS OR 52 WEEKS - (ANNUAL HOLIDAYS AS PER COLLECTIVE AGREEMENT + STATUTORY PUBLIC HOLIDAYS) X WEEKLY WORKING TIME AS PER COLLECTIVE AGREEMENT.	
	<u>Blue-collar</u>	<u>White-collar</u>
Finland	1,776 hours	
Norway	1,840 hours (1)	1,725 hours
Sweden	1,808 hours	
Denmark	1,804 hours (2)	
U.K.	1,778 hours (engineering) 1,755 hours (steel)	1,710 hours (engineering) 1,568 hours (steel)
Ireland	1,848 hours	
FR Germany	1,694 hours (engineering) 1,672 hours (steel)	
Netherlands	1,748 hours 1,763 hours (craft engineering)	
Belgium	1,748/1,656 hours (3)	
Luxembourg	1,808 hours (engineering) 1,672 hours (steel)	
France	1,740 hours	
Italy	1,760 hours (engineering) 1,735 hours (steel)	
Spain	1,800 hours (engineering) 1,755 hours (steel)	
Greece	1,856 hours (private sector) (4) 1,824 hours (public sector) (5)	
Portugal	2,025 hours (engineering) 1,882 hours (steel)	1,800 hours (engineering) 1,792/1,658 hours (steel)

(1) 1,725 hours for blue-collar workers as from 1/1/87.

(2) -47 hours as from 1/12/86 = 1,757 hours.

(3) 1,714 hours on average.

(4) In ship-repairing (some regions) - 1,740 hours.

(5) In ship-repairing (some regions) - 1,710 hours.

NEW TECHNOLOGY, STRESS AND EXPERIENCED WORKERS

In 1980 the European Foundation for the Improvement of Working and Living Conditions carried out a state-of-the-art survey into physical and psychological stress at work. From this initial survey it became evident that there was a need for research into the relationship between new technology and stress and in particular the effects of new technology on experienced workers.

This research has led to the publication of a new report by the Foundation (*) based on case studies from six countries and in a number of industrial sectors. The sectors involved in the research were banking (Denmark and the Netherlands), insurance (France), manufacturing (Italy and Germany), and the telecommunications industry (Ireland and Denmark). The effects of new technology on workers, both positive and negative, have been researched together with ways of mitigating and eliminating any negative effects on their lives. Possible solutions to facilitate progress without workers suffering physical or psychological stress, and the specific contribution of experienced workers, have been examined for discussion and assessment.

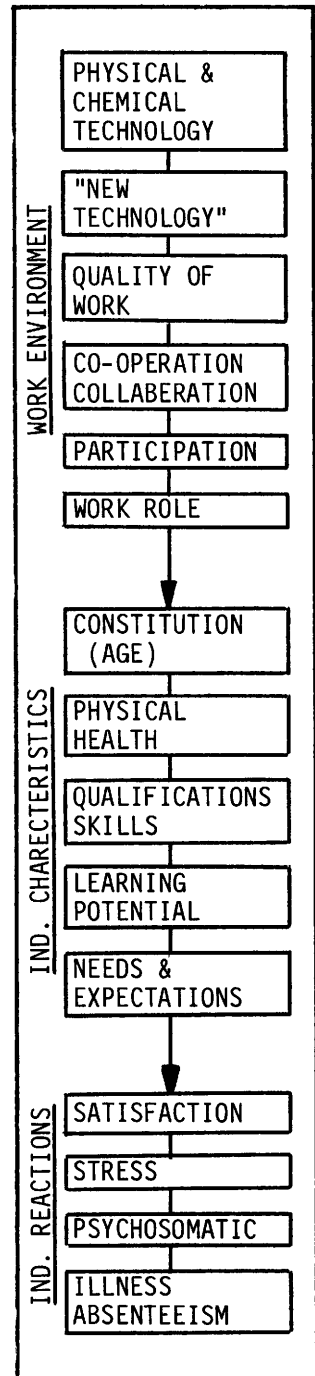
The report contains the evaluation report of the trade union group of the Foundation and this report stresses a number of demands which will be familiar to all trade unionists. The trade union report states that since the studies demonstrate that the absence of consultation and negotiation with workers gives rise to disastrous consequences, it is a matter of urgency that information should be provided before modernisation is decided upon. Workers and their representatives, aided by experts from outside the firm, must be closely associated with all stages of change.

The trade union group recognise that new technology can be used widely to improve working conditions - by reducing working time, by increasing "recovery" breaks and by including the ergonomic dimension in technical research. All that is needed, they state, is a political will on the part of the decision-makers. The third factor stressed by the trade union group is the role of training. It is not sufficient to give workers partial training, they must be able to understand the whole work system.

Some of the case studies present a worrying picture of the effects of new technology. Danish bank workers, following the introduction of new technology, reported an increase in stress-related problems, particular in connection with VDUs and the increased pace and intensity of the workload. Workers in the French Insurance industry, following the introduction of a computer-based system, experienced increases in stress due to more rigid work rates and insufficient training.

The report contains reviews of all the case studies along with evaluation reports by the trade union group, the employers group and the Government group established by the Foundation. It provides a useful and interesting background to the examination of the effects of new technology and specifically those effects in relationship to experienced workers.

(*) "HOW MODERN TECHNOLOGY AFFECTS THE EXPERIENCED WORKER - CONSOLIDATED REPORT" Published by the European Foundation for the Improvement of Living and Working Conditions, Loughlinstown House, Shankill, Co Dublin, Ireland. Available in English, Danish, German, Greek, French, Italian and Dutch. Price £5.20.



COLLECTIVE BARGAINING IN WESTERN EUROPE IN 1985 AND PROSPECTS FOR 1986

Although 1985 was another difficult year for collective bargaining in Western Europe - due particularly to the continued rise in unemployment - unions nevertheless made greater progress towards their objectives than had been possible in recent years. This is one of the major conclusions of the seventh annual report on collective bargaining in Western Europe compiled by the European Trade Union Institute, the research and documentation instrument of the European trade union movement. The report provides detailed information and analysis of two major areas of concern - pay, purchasing power and payment systems; and working time. It also describes the background to negotiations in 1985 and considers the prospects for 1986. The first three chapters contain an overview of developments in Western Europe and this is followed by a series of analyses of the situation in individual countries.

The report provides information on twenty countries in Western Europe, including the countries of the European Community, the Nordic countries, Austria, Switzerland, Cyprus and Malta. The report notes that, for the first time in four years, the average rate of nominal pay increases has accelerated. It also shows that in a number of countries further progress has been made in the reduction of working time. Detailed figures are provided in the report on economic growth, unemployment, inflation and the level of industrial disputes.

PERCENTAGE INCREASE IN GROSS HOURLY EARNINGS IN MANUFACTURING INDUSTRY.

Country:	1984.	1985(Est)
Austria	5.0	5.3
Belgium	4.9	4.7
Denmark	4.8	5.1
Spain	11.7	9.1
Finland	10.3	8.0
France	8.1	6.0
U.K.	8.8	7.5
Greece	26.1	20.0
Ireland	10.1	7.2
Italy	11.4	9.7
Norway	8.2	8.7
Netherlands	1.0	4.0
F.R. Germany	2.6	4.5
Sweden	9.3	7.1
W. Europe	8.6	8.9

The chapter on working time provides a wealth of information on the current state of developments in Western Europe in relation to hours of work, holidays, school-leaving age and retirement arrangements.

BASIC ANNUAL LEAVE AS DETERMINED BY LAW AND/OR COLLECTIVE AGREEMENT.

Country:	Law	Agreement
Austria	5 weeks	see law
Belgium	4 weeks	4-5 weeks
Cyprus	-	2-7 weeks
Denmark	-	5 weeks
Spain	5 weeks	5 weeks
Finland	5 weeks	5-6 weeks
France	5 weeks	5-6 weeks
U.K.	-	4-6 weeks
Greece	4 weeks	see law
Ireland	3 weeks	4 weeks
Iceland	4 weeks 4 days	see law
Italy	-	4-6 weeks
Luxembourg	5 weeks	see law
Malta	4 weeks	see law
Norway	4 weeks 1 day	see law
Netherlands	3 weeks	5 weeks
Portugal	4 weeks	4-5 weeks
F.R. Germany	3 weeks	5-6 weeks
Sweden	5 weeks	5-8 weeks
Switzerland	4 weeks	4-5 weeks

As far as 1986 is concerned the report suggests that the prospects regarding collective bargaining on wages and salaries and the reduction in working time are generally estimated as being more positive than those of the previous year.

The main source of information for the report was replies from national trade union centres belonging to the ETUC to a questionnaire on collective bargaining. The report was initially published in English, French and German. It will subsequently also become available in Norwegian, Dutch and Italian. It is available direct from the ETUI, Boulevard de l'Imperatrice 66 (Bte 4) 1000 Brussels, Belgium, priced BF700 including postage. A special reduced subscription rate is available to trade unionists and trade union organisations.

By now the Annual ETUI report on collective bargaining has become one of the major sources of information on developments in Western Europe. As the European dimension to collective bargaining becomes more and more important the information and statistics contained in the report have become invaluable to trade unionists.

THE ROLE OF LOCAL AUTHORITIES IN PROMOTING LOCAL EMPLOYMENT INITIATIVES

As the upward trend in unemployment has affected all countries within the European Community over the last ten years, local authorities have become more and more involved in themselves trying to promote job creation opportunities within their areas. The growth in Local Employment Initiatives (LEIs) over the past decade has been considerable as local authorities search for ways of positively influencing their local economic environment. Some of the various responses by authorities to the problems posed by economic decline and unemployment are drawn together in an article in the May issue of the Commission publication "Social Europe". The article, written by Gerda Lowen and based on a study prepared by Derrick Johnstone, follows an international seminar for local authorities on LEIs which was held in the UK last year. This seminar, co-sponsored by the European Commission, brought together representatives of local authorities from throughout Europe who were provided with the opportunity to exchange experiences and information.

Examples of specific actions by local authorities which form part of their LEIs are gathered together in the Johnstone study and reviewed in the Social Europe article. These include actions on making land and buildings available to small firms, the provision of start-up capital and loan guarantees, the improvement of local capabilities through education and training and the provision of specialist managerial advice and expertise. The article also looks at a number of common themes which have emerged regarding the possible approaches to strategy, organisation and the staffing of economic developments in general and LEIs in particular. Johnstone, in his study, makes a number of points about the links between central government and local authorities in relation to LEIs. He suggests that it is necessary in some countries (notably Italy, the Netherlands, Eire and the UK) for central government to reconsider the powers and resources available to local authorities. Secondly, Johnstone suggests, central government should accept the need to ensure adequate finances for local authorities engaging in economic development and LEIs.

SOCIAL EUROPE

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THE USE OF NEW TECHNOLOGY TO REDUCE NIGHT WORK

In the minds of many trade unionists new technology has been associated with the extension of shift work in general and night work in particular as firms have attempted to get increased usage of high-cost technology. Although this is undoubtedly true, especially in areas previously unused to shift working such as office environments, the application of new technology and the extension of night working need not be inevitably linked. It is conceivable that the benefits of new technology can be harnessed to reduce the incidence of night working. With this in mind the European Commission sponsored a study by the Battelle-Institut of Frankfurt which examined the situation in two industries - textiles and electronics - and in three countries - Ireland, France and Germany. The results of this study are summarised in an article by Gerlinde Schonberg in Issue 2/86 of "Social Europe".

Whilst the study found that new technology led to an increase in capital intensity which could lead to an increase in the volume of night work, it also identified two factors associated with new technology which could reduce that volume. These are the labour-saving effects of new technology and the associated increase in output. In many of the actual cases examined by the study new technologies had actually reduced the incidence of night work although this had come about as an unintentional consequence rather than a specific strategy. Surprisingly the study found little deliberate resistance to night work, neither by works councils, unions nor the night-work personnel themselves. This perhaps partly explains why the opportunities presented by new technology to improve working conditions by reducing the volume of night working do not seem to have been seized.

HEALTH AND SAFETY NOTES

THE PROTECTION OF WORKERS AGAINST THE RISKS OF NOISE EXPOSURE

The European Commission believes that the new European Directive on Noise Exposure should provide a good basis for future improvement in noise exposure standards. This is the conclusion of an article in the latest issue of the Commission publication "Social Europe" (No.2/86) by Marcel Van Der Venne. The Directive, which has finally been adopted by the European Council, has taken many years of discussion and debate before a final agreed version could be published. The Directive, as adopted by Council, differs in some ways from the text submitted by the Commission. These differences between the Commission proposal and the adopted text are examined in detail in the article. The key differences are to be found in the disappearance of a biological limit (or limiting value), the reduction in the role of audiometry, the increase in importance accorded to national practices and rules and the increased scope for derogations.

Two key provisions which still remain in the adopted text of the Directive concern 'Action Levels'. In brief these are as follows:-

* above a level equivalent to 85dB(A) workers must be informed of the risks they can incur and the locations where risks exist. Hearing protection must be made available and they are also entitled to hearing tests to assess possible damage.

* if the 'equivalent level' exceeds 90dB(A) the employer has to draw up and implement a programme of technical measures or changes in work organisation with a view to improving the situation.

The provisions of the new Directive must be implemented by 1 January 1990 at the latest (a year later for Greece and Portugal) and there is provision for a review of standards by 1 January 1994.



European Parliament

EQUAL OPPORTUNITIES FOR WOMEN

The European Parliament has approved the Commissions' second Programme for equal opportunities for women. Priority in this second programme is given to combatting unemployment amongst women workers and sharing occupational and family commitments between women and men. In addition the Parliament has urged the Council of Ministers to adopt the various draft Directives which will promote equal opportunities and which have been the subject of discussion for some time. These include the draft Directives on part-time work, temporary work and parental leave. The Commission, for its part, is urged to introduce new measures on taxation, maternity provisions and childcare facilities.

SOUTH AFRICA

Speaking to the June plenary session of the European Parliament, Mr Narjes - Vice-President of the European Commission - said that the Commission condemned and deplored the proclamation of the state of

emergency by the South African Government. The proclamation represented a turning-point in the relations between the Community and South Africa, Mr Narjes said. The Commission, he added, did not voluntarily want economic sanctions but, in the present situation, it was possible that sanctions were the last means of preventing "total disaster" in South Africa.

NEW TECHNOLOGY

Irish MEP Gene Fitzgerald asked the Commission in a written parliamentary question when it proposed to present its' promised draft Directive on informing and consulting workers on the impact of new technology. Commissioner Marin in reply referred to the working party made up of representatives of the ETUC and UNICE, established following the Val Duchesse meeting. He said that the Commission would decide, in the light of this working party's progress, whether and when it would put before the Council a proposal for such a Directive.

EF News

As reported in the last issue of this Bulletin, the European Foundation for the Improvement of Living and Working Conditions has now started publishing a regular Newsletter containing information on the current work programme of the Foundation. The following items are summaries of articles appearing in Issues 2 and 3 of EF News.

CONSTRUCTION INDUSTRY RESEARCH

The European Foundation has embarked on a research programme which will examine the changes which are taking place within the construction industry and the implication of these changes for the future of that industry. The two key changes which are affecting the industry, and which will be considered by the research, are the structural changes brought about by the move away from building new houses towards renovating older houses and the technical changes being brought about by the never-ending search for lower costs. An exploratory study will provide the basis for a round table conference, which will include representatives of the European construction workers' trade unions, which will then recommend future work on this theme.

THE IMPACT OF COMMUTING

One interesting area of the work of the Foundation over recent years has been a series of studies undertaken to consider the impact of commuting on living and working conditions. So far two studies have been published - "A European Study of Commuting and its Consequences" and "The Journey from Home to the Workplace - Impact on the Safety and Health of Commuters and Workers". The latter report, based on research carried out in Italy and the Netherlands, describes the adverse effects of commuting on the psychological state of commuters and emphasises the possible consequences for their physical well-being and for the quality of social and family life.

A third Study - "The Role of the Parties Involved in the Planning, Financing and Running of Transport for Commuting" - along with a synthesis of the Foundation's research on commuting and an annotated bibliography will be published later this year.

 **EUROPEAN
FOUNDATION**

Vocational Training in Spain, Greece & Portugal

CEDEFOP has marked the entry of Spain and Portugal into the European Community by publication of a special issue of their regular Vocational Training Bulletin, which concentrates on the role of vocational training in these two countries and in Greece which is still a comparatively new member of the EC.

The aim of the publication is to serve as a reference source on the systems and problems of vocational training in the three countries concerned as well as demonstrate the Centres' commitment to including the three Mediterranean countries within its' overall work programme. The introduction to the Bulletin, by Ernst Piehl, Director of CEDEFOP, also stresses the importance of both sides of industry in vocational training, even in countries without a tradition of bipartite involvement.

The Bulletin examines the general structure of vocational training in each of the three countries and includes interviews with leading Government spokesmen and trade unionists. Trade union leaders from all three countries stress the importance of vocational training in dealing with the problems posed by changes at work - in particular the introduction of new technology. Joao Antonio Gomes Proenca, the Secretary General of the Portuguese General Workers Union (UGT) states in an article in the Bulletin, "the whole European trade union movement has the right to request to be informed, consulted and to negotiate when new technology is to be introduced, with areas of agreement being created at EEC level, as was shown by the recent Val Duchesse meeting... We also believe that there should be training in new technology for the workers' representatives so they would have sufficient knowledge to play a responsible part in negotiations, observations and the assessment of the introduction of this technology."

The Bulletin (Vocational Training 1/86) provides a useful background for European trade unionists involved and interested in vocational training. It is available (price £1.80) from CEDEFOP, Bundesallee 22, D-1000 Berlin 15.

 **CEDEFOP**



Recent Publications from the Commission of the European Communities

Women and Music

The latest in a series of supplements to the Commission publication "Women of Europe" is entitled "Women and Music" (Supplement 22, X/336/85). Following on from a series of studies with such prosaic titles as "Women in Agriculture" and "Women in Statistics", this new publication seems to abandon the restrictive confines of commenting on Commission or Community policy, even abandon the need to stay within a European boundary. The study, by Yves Bessieres and Patricia Niedzwiecki, takes us on a tour of the women musicians' hall of fame, providing a potted biography of every notable women musician from the time of Sappho (Lesbos c. 630 BC) onwards. Here is to be found Lucy Anderson - Queen Victoria's piano teacher - and Badhl - the Arabic singer of the ninth century who was reported to have a repertoire of over 30,000 songs!

It may be of limited interest but it certainly makes a change from beef quotas, New Community Instruments and ECU balances. "Women and Music" is available from the Commission of the European Communities. Directorate-General Information, Rue de la Loi 200, 1049 Brussels.

E.C. Social Policy

The European Community has an important social dimension - its objectives are social as well as economic. That is the message conveyed in a new pamphlet in the 'European File' series entitled "The Social Policy of the European Community". The pamphlet sets out on a tour of the main social policy fields and examines Community aims in respect to each of these. The emphasis of that policy is twofold; it seeks to be a dynamic policy, reacting to the changing economic and political environment of the Community, and it is based on the concept of the social dialogue and the importance of the social partnership.

The key area of social policy is undoubtedly that of employment and the

pamphlet starts out by reviewing the Community strategy which seeks to attack the high levels of unemployment which affect all Community Member States. As well as the general campaign to stimulate economic growth and achieve a truly European labour market policy, the pamphlet examines those critical areas of concern - the young, the handicapped, the poor and the problems faced by migrant workers. The importance of training and education are emphasised as well as the role of Community legislative initiatives.

Another section of the pamphlet examines the problem of equal opportunities for women and considers the European Commission's efforts to achieve equality in practice. Improved working conditions are another priority area as far as social policy is concerned, one in which the Community has an important contribution to make in standardising protective legislation throughout all Member States. The pamphlet also includes sections on health and social security, the role of the European Social Fund and the current status of the social dialogue and the part to be played by worker participation.

A lot of ground is covered in the dozen pages which go to make up this useful and informative pamphlet, a pamphlet which should prove to be of significant interest to trade unionists throughout Europe. European File 8/86, "The Social Policy of the European Community", is available from Commission Information Offices located in individual Member States.

LISTINGS

Other publications received by the Editor:

"The Integrated Mediterranean Programmes"
European File No. 1/86.

"The Economic Outlook for 1987 and the
Member States' Budgetary Policy"
European Commission COM (86) 364 final.

"Agricultural Aspects of Community
Enlargement to Include Portugal and Spain"
European Commission, Green Europe No. 214.

JOBS FOR ALL....

A FILM FOR TRADE UNIONISTS,
PRODUCED BY THE EUROPEAN TRADE UNION
CONFEDERATION AND THE EUROPEAN TRADE
UNION INSTITUTE.

INTERVIEW WITH UNEMPLOYED WORKERS IN CHARLEROI (BELGIUM)

YOUNG WOMAN: I was working at the SONACA aircraft plant in Gosselies.
1st MAN: I'm a boilermaker.
YOUNG WOMAN: It was my first job.
2nd MAN: When I got home one day I found a card telling me to collect a registered letter from the post office. It was my months' notice. The boot.
1st MAN: I lost my job for economic reasons. First they reorganised the company where I worked. Then I got made redundant after nearly 33 years in the same job.
YOUNG WOMAN: I was on a fixed contract, so I knew quite clearly when I was starting and finishing. They kept me on for three periods of six months, then got rid of me.
INTERVIEWER: How long have you been on the dole?
2nd MAN: Five years now.
1st MAN: I've been looking for a job for two years.
YOUNG WOMAN: I've tried all over. I've written off for nearly every job advertised in the papers.
1st MAN: Of course I'm still looking for a job. Being over 50 doesn't mean you're over the hill.
2nd MAN: They say "leave us your address and we'll be in touch". That sort of thing.
YOUNG WOMAN: They always say I stand a good chance and they'll put my name down. But that's as far as it ever gets.

The above extract is taken from the introductory sequence to a new film which has been produced jointly by the ETUC and the ETUI. Entitled 'Jobs For All', the film deals with the problems of unemployment and the ETUC's proposals for creating new jobs. In the first part of the film the European unemployment problem is examined not just in terms of statistics and totals but also in terms of the individual misery and distress that unemployment brings with it. The film examines the effect high levels of unemployment can have on towns and entire regions. But the film is more than a mere catalogue of economic and social failure, it provides a positive message to trade unionists by highlighting the six main ETUC proposals for job creation:-

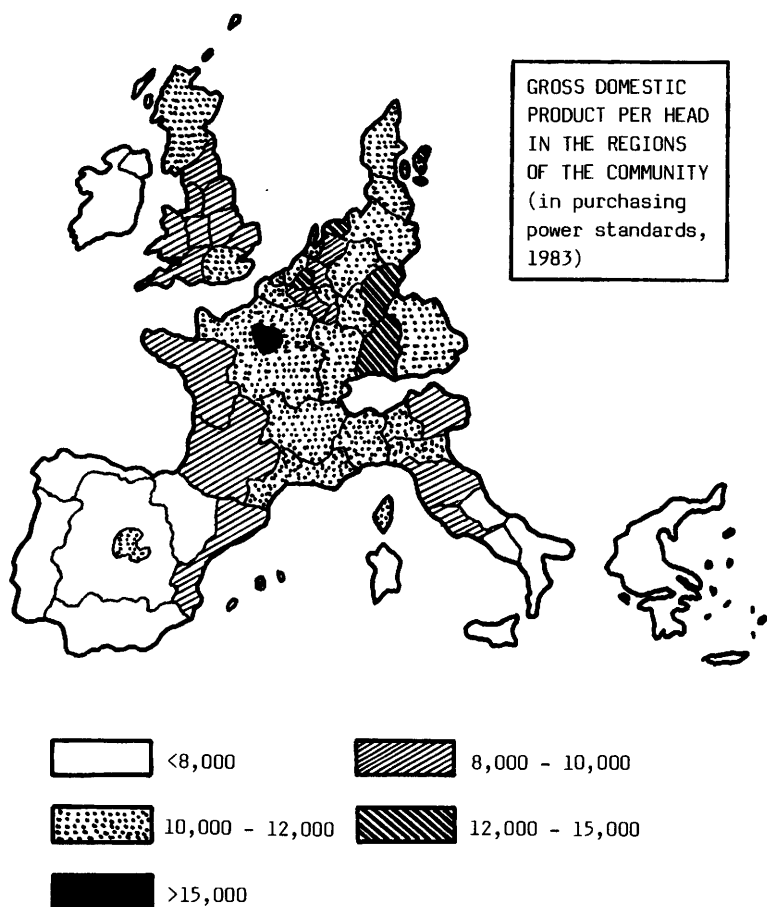
- * increasing public investment,
- * reduction of working time,
- * the development of job creation and training schemes,
- * a more equal sharing of the burden of change,
- * increasing aid to developing countries,
- * combatting inflation by socially just measures.

These demands are illustrated by practical examples which show that the ETUC proposals are realistic and capable of success. The film also examines the role of the European Community and stresses the need to strengthen economic, industrial and social co-operation.

Films and video have become a powerful medium and it is right that the European trade union movement should make use of this medium to explain its' policies for job creation. "Jobs For All" is available in English, French and German in either the U-matic 1 3/4 inch or VHS 1/2 inch formats (PAL or SECAM system). The film was produced and directed by Rafael Nedzynski and made with the assistance of the Trade Union Information Division of the Commission of the European Communities. A special issue of the ETUI Info series of pamphlets has been produced in association with the film (Info 16) and this gives the text of the film plus additional background information. The film is available at the price of BF 2.500, and both the film and the Info pamphlet are available from:-
European Trade Union Institute,
66, bd de l'Imperatrice, B - 1000 Brussels.

EURODATA

STANDARDS OF LIVING IN THE COMMUNITY



SOURCE: "Eur 12: Diagrams of the enlarged Community"
European File 5-6/86 March 1986
Commission of the European Communities.

WORKING HOURS IN EUROPE

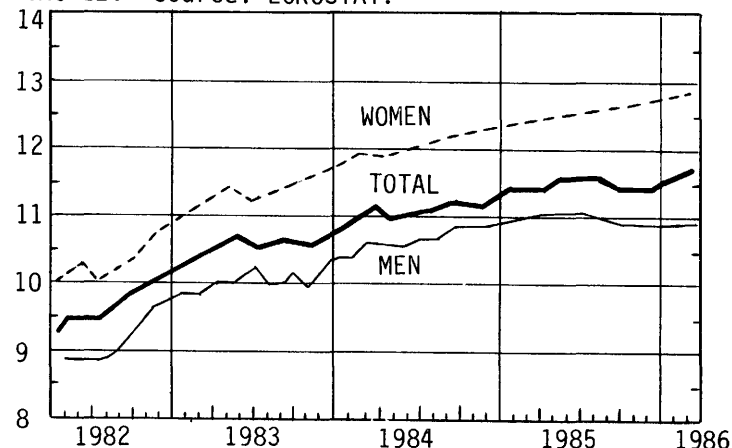
THE WORKING WEEK AS DETERMINED BY LAW AND/OR COLLECTIVE AGREEMENT, 1985.

COUNTRY.	LAW.	AGREEMENT.
AUSTRIA	40	37 to 40
BELGIUM	40	36 to 40
CYPRUS	-	36 to 40
DENMARK	-	37.5 to 40
SPAIN	40	39 to 40
FINLAND	40	35 to 40
FRANCE	39	35 to 39
GT. BRITAIN	-	35 to 40
GREECE	41	35 to 40
IRELAND	48	35 to 40
ICELAND	40	37 to 40
ITALY	48	36 to 40
LUXEMBOURG	40	38 to 40
MALTA	40	40
NORWAY	40	40
NETHERLANDS	48	36 to 40
PORTUGAL	48	35 to 45
F.R. GERMANY	48	38 to 40
SWEDEN	40	36 to 40
SWITZERLAND	45	40 to 45

SOURCE: "Collective Bargaining in Western Europe in 1985 and Prospects for 1986" European Trade Union Institute. (1986).

UNEMPLOYMENT

NUMBER OF UNEMPLOYED AS A % OF CIVILIAN WORKFORCE. EURO 12. Source: EUROSTAT.



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29 September 1986 - Workshop on information technology in trade union libraries.

October 1986 - Seminar on EC Internal Market and EFTA.

28-29 October 1986 - Seminar on the unionisation of new groups of workers.

25-27 November 1986 - Workshop on the introduction of new technology into trade union organisations.

ETUC STATEMENT ON TRADE UNION RIGHTS IN TURKEY

The ETUC has published a statement expressing disappointment at the Council of Europe's attitude to Turkey, which - according to the ETUC statement - continues to violate human and trade union rights. The statement demands proof that Turkey is finally back on the road to democracy before allowing economic, political and social relations between itself and the rest of Europe. The statement is based on remarks made by ETUC General Secretary, Mathias Hinterscheid, to the meeting of the Council of Europe in Istanbul. "If the Council of Europe fails to contribute to the reinstatement of trade union rights in Turkey", said Mathias Hinterscheid, "this will undeniably undermine the ETUC member organisations' confidence in the Council of Europe."

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If you would like to receive regular copies of the Bulletin - which is available free of charge - complete the following application form and return it to:

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