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TRADE UNION INFORMATION BULLETIN

IN THIS ISSUE:
**Shipbuilding, Social Fund,
Regional Unemployment,
Working Hours**

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Trade Union Information

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contents

Focus On - The Shipbuilding Industry	3
News From Europe:	
European Companies	4
Labour & Social Affairs Council	4
Integrated Operations	5
CEDEFOP - Berlin Conference	5
Briefing - The European Social Fund	6
European Metalworkers Federation - Women's Day Statement	7
Flexibility and Working Time	8
News from the Industry Committees - ECF	9
Regional Unemployment	10
Health and Safety Notes	11
Innovative Schemes for the Employment of young people	12
Microcomputers and Small Firms	13
Eurodata - Statistics	14
Bulletin Board	15

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COMMUNITIES.**

Over the last ten years total employment in Community shipyards has fallen by 50%, with a 59% reduction in new merchant shipbuilding and a 33% reduction in ship repairs. Against this background of decline and stagnation the European Commission has been examining the future prospects for the industry and considering ways in which those areas faced with the greatest decline can be helped by the various Community financial instruments. As part of this programme the Commission submitted to the Council its proposal for a Sixth Council Directive on Aid to Shipbuilding (COM(86)531), the objectives of which were to support and intensify structural change which can lead to a healthy and competitive shipbuilding industry in the Community by focusing production and aid on those areas where the Community's competitive disadvantage is lowest. Equally, concentration on more technologically advanced ships, as is provided for in the proposal, will help to secure jobs in European shipyards, contribute to higher added value and lead to better employment conditions in the subcontracting industries.

The publication of the proposed Sixth Directive has recently been supplemented by a Communication from the Commission to the Council which examines in detail the industrial, social and regional aspects of the decline in the industry and sets out a range of positive measures which could be adopted at Community level ("Shipbuilding - Industrial, Social and Regional Aspects" COM(86) 553 final). The Communication comments that past predictions of a recovery in the market demand for ships have consistently been over optimistic. The most recent predictions forecast that demand will not recover to the level of the early eighties until at least half way through the next decade. Thus in the medium term the situation appears to be worse than was predicted two years ago when the absolute trough in demand was expected in 1987 and 1988. It is noted that the limited upturn in world trade that has been taking place over the last couple of years has not been accompanied by an equivalent increase in seabound cargo volumes. Thus there is little doubt that employment in the sector will fall even further during the next few years, and the Communication estimates that job losses of up to 45,000 can be expected by 1989.

EMPLOYMENT IN THE EUROPEAN SHIPBUILDING INDUSTRY 1975 - 1985

COUNTRY	1975	1978	1979	1980	1981	1982	1983	1984	1985
BELG.	7,467	6,614	6,258	6,523	6,347	4,680	4,104	4,060	3,923
DNMK.	18,530	12,000	9,900	11,400	11,350	11,800	11,200	10,300	10,200
FRANCE	32,500	25,300	23,000	22,200	22,200	21,600	21,000	16,940	15,058
FRG.	46,839	31,113	27,369	24,784	25,521	27,600	25,966	22,189	22,280
GREECE	2,315	-	-	2,672	3,393	2,900	2,812	2,000	2,000
IRE.	869	840	750	750	762	882	550	-	-
ITALY	25,000	20,000	19,000	18,000	16,500	13,750	12,800	12,800	12,000
NETH.	22,662	17,540	14,340	13,100	13,100	12,800	11,250	10,330	9,936
UK	54,550	41,050	31,200	24,800	25,345	25,000	20,486	14,555	10,200
TOTAL	208,833	154,457	132,017	121,551	125,025	120,824	109,839	93,274	85,577

The Communication examines in some detail the potential Community policy responses to this story of industrial decline, in particular how the resources of the European Social Fund and the European Regional Development Fund can be best made use of. However radical the Communities' intervention it cannot hope to fully stem the tide of decline - it can merely try to help those regions which are worst affected and try to save something of the European shipbuilding industry in anticipation of world demand once again increasing.

NEWS FROM EUROPE

EUROPEAN COMPANIES

Each year the British newspaper "The Financial Times" produces an analysis of the 500 largest European companies. The list is based on publically quoted companies and the organisations are ranked according to a number of criteria including numbers of employees, profitability and market capitalisation. According to this analysis the 25 biggest employers in Europe are as follows:-

EUROPE'S BIGGEST EMPLOYERS:

Company	Country	Employees
1 Siemens	D	348,000
2 Philips	NL	345,600
3 Unilever PLC/NV	NL/UK	312,000
4 Volkswagen	D	259,047
5 British Telecon	UK	233,711
6 Fiat	I	226,222
7 Daimler Benz	D	199,872
8 BAT Industries	UK	197,960
9 Hoechst	D	180,561
10 Peugeot	F	176,800
11 Bayer	D	176,080
12 General Electric	UK	164,536
13 Nestle	SWI	154,769
14 Royal Dutch Shell	NL/UK	142,000
15 Grand Metropolitan	UK	137,195
16 BASF	D	130,173
17 British Petroleum	UK	129,450
18 Thyssen	D	127,969
19 ICI	UK	118,600
20 Lonrho	UK	117,578
21 Mannesmann	D	107,804
22 Barclays	UK	105,900
23 Brown Boveri & Co	SWI	97,800
24 Electrolux	SWED	93,624
25 Thorn EMI	UK	85,700

Another table which forms part of the analysis is a list of the twenty companies with the largest increases in profits between June 1985 and June 1986.

BIGGEST PROFIT INCREASES: (% INCREASE)

Company	Country	Increase
1 Banco Hisp Americano	ESP	7,125.0
2 MAN	D	1,262.0
3 Provinsbanken	DMK	1,147.0
4 Montedison	I	1,039.6
5 Privatanken	DMK	1,014.4
6 Nobel Industries	SWED	696.4
7 General Accident	UK	579.5
8 Den Danske Bank	DMK	543.7
9 Fermenta	SWED	393.3
10 Copenhagen Handelsbk.	DMK	355.3

11 Mannesmann	D	347.7
12 Hoesch	D	333.4
13 Milano (Assicuraz.)	I	331.0
14 Amstrad	UK	272.8
15 Royal Insurance	UK	269.6
16 Thyssen	D	221.7
17 Pentland Industries	UK	211.6
18 Midland Bank	UK	160.0
19 Comp. Ind. Riunite	I	153.1
20 Thomson CSF	F	146.8

A full reprint of the Survey - "The Financial Times Top 500, 1986" is available from, Financial Times Reprints Dept. Bracken House, Cannon Street, London EC4P 4BY, U.K.

LABOUR AND SOCIAL AFFAIRS COUNCIL

At its' meeting held in December 1986 the Council of Labour and Social Affairs Ministers adopted a number of Directives, Decisions and Resolutions. The Council continued its' work on the proposed Directives on workplace carcinogens and Benzene and these will again be considered by a future meeting of the Council. The Council also adopted a Directive on the application of the principle of equal treatment of men and women who are self-employed and on the protection of self-employed women during pregnancy and motherhood. The Directive is primarily aimed at eliminating all provisions which are contrary to the principle of equal treatment in respect of the establishment, equipment or extension of a business or the launching or extension of any other form of self-employed activity. The Directive also contains provisions on social protection and encouraging the recognition of work by spouses without the professional status of self-employed workers.

The major work of the meeting was to consider and adopt a Council Resolution on an action programme on employment growth. The Resolution expresses the commitment of the Council to concentrating its' work on encouraging the co-operation between Member States in the areas of promoting new business and employment growth; more efficient labour markets; better training for young people and adults and more help for the long term unemployed. The Council invited the Commission to submit its' first proposals for the implementation of the programme before its' next meeting.

NEWS FROM EUROPE

Integrated Operations

The Commission of the European Communities has agreed to grant assistance for feasibility studies to be undertaken on the possibility of integrated operations status being granted to schemes in Portugal, Spain and Northern Ireland.

The Portuguese scheme is focused on the Setubal Peninsula, an area which faces serious and complex socio-economic problems. The area has been hard hit by the decline in the local steel and shipbuilding industries and the Commission grant of 99,793 ECU will be used to investigate and assess the areas suitability for Integrated Operations status. Such a status will bring together all the structural funds of the Community along with potential aid from the European Investment Bank. The Spanish Government will be cofinancing with the European Commission a feasibility study of six regions - Andalucia, Canarias, Castilla-La Mancha, Castilla y Leon, Extremadura and Asturias. The study will cover areas within each region which face acute problems of development. Only the region of Extremadura - where the socio-economic indicators are lowest - has been proposed in its totality.

In Northern Ireland the Community will contribute 75% of the total costs of 55,794 ECU for a study linked to an integrated operation in Belfast. The grant will be used by researchers at the Queen's University, Belfast to try to identify a practical method for selecting schemes suitable for integrated development operations. Apart from showing the Commission's continued interest and support for integrated operations in Belfast, the study is expected to yield results which will be of use to public authorities throughout the Community engaged in implementing integrated operations.

CEDEFOP

Berlin Conference on Continuing Education

In October 1986 a major Conference on the theme of continuing education and training took place in Berlin. The Conference - which was organised by CEDEFOP, the Berlin Senate, the Federal Institute for Vocational Training and the European school of Management Studies - attracted over 500 participants. European trade unions were well represented with delegations from the ETUC, the German Trade Union Confederation (DGB) and other national trade union movements. During the opening plenary session debate surrounded the question of the objectives of continuing education and training. Whilst some participants saw it as necessary to keep pace with technological progress and improve international competitiveness others saw it as a means of improving equal opportunities and humanising the working environment and work organisation. There was agreement from all participants that action was required in the form of collective agreements to ensure that educational opportunities are available to all workers and not restricted to senior employees or employees who already have a high level of educational qualifications.

The discussion during the second day of the Conference turned to the contribution of continuing training and education to the reduction of unemployment. It was stressed, however, that unemployment and other labour market problems cannot be overcome by continuing training alone. It was felt by many delegates that a necessary prerequisite to "successful" continuing training is an active labour market policy which provides for shortened working hours, various forms of release from work (e.g. educational leave) and seeks first and foremost to ensure the equal distribution of available work.

It was felt that the Conference made an important contribution to increasing the awareness of the problems linked with and the opportunities presented by the development and extension of continuing training. The Berlin Senate intends to hold a Conference of this type every two years and representatives from other countries declared their interest in organising a similar Conference perhaps as early as 1987.

The European Social Fund

Each year the European Commission publishes a major report on the activities of the European Social Fund during the previous twelve months. The fourteenth Annual Report, dealing with the activities of the Fund during the financial year 1985, was released in November (*) and it provides a comprehensive overview of the work of the Fund and the division of its' financial resources between Member States and the various budgetary categories. In that year the total ESF allocations amounted to some 2,228,194,000 ECU and this represented 8.4% of the total Community budget. Total applications for Fund assistance amounted to about 5,000 million ECU. A total of 2,740,000 persons received Fund assistance, of whom 1,046,000 were women (38%). Under the rules of the Fund, 75% of all available appropriations must be allocated to operations for young people under 25, 40% of all appropriations must be allocated to absolute priority regions and priority must also be accorded to operations conforming to Community goals as regards employment and vocational training. The following table summarises financial commitments by the fund between the various Member States and the various budgetary items and specific points of the Guidelines.

SUMMARY OF 1985 COMMITMENTS BY THE EUROPEAN SOCIAL FUND (MILLION ECU)

ITEM	B	DK	D	E	F	IR	IT	LUX	NL	UK
A0				.438	.179		9.283			
B0			.743		.052		1.295			
C1	1.638		17.828	26.741	146.761	35.284	105.395	.462	1.077	236.677
C2	7.394	3.968	7.082	15.618	81.054	117.943	102.817		3.151	35.810
C3			.090	.405	4.632		59.439		.073	4.111
D1	2.322		.214	.738	14.006		49.821		3.488	31.188
D2	.068	.893	.289	.728	2.122	5.592	53.446		1.961	6.401
D3	.010		.042	.645	1.579		2.874			.198
D4	.060				.129		1.536		.359	.059
E1	6.183		4.350		19.627		5.690		3.409	8.567
E2				36.737	20.502	57.468	123.679			16.521
E3	57.820	32.957	24.422	39.047	51.684	18.705	20.750		23.613	117.639
E4	1.559		1.128	.549	3.866	.023	4.692		1.220	6.589
E5	.080								.119	
E6	.218		.637	.728	.130	.289	.588		.049	.032
F1	1.564	.253	4.126	.163	1.489	1.003	3.635		1.364	15.187
F2	.358	.277	19.787	11.583	9.580		19.980		.408	3.531
F3	12.921	10.685	12.897	5.206	6.936	30.171	24.214	.291	2.245	35.004
G1	4.049	.620	11.076	.777	23.635	2.618	11.915	.145	3.175	15.117
TOT	96.244	49.654	104.711	140.211	387.965	269.097	601.071	.898	45.710	532.632

The definition of the various budgetary items and guidelines is as follows:-

- A0 - Joint aid from various Community financial instruments.
- B0 - Joint operations by several Member States.
- C1 - Operations to promote vocational training leading to real prospects of a job immediately following the end of full-time education.
- C2 - Operations aimed at providing higher skills and qualifications adopted to new technology to young people under 25.
- C3 - Operations providing vocational training directly linked to obtaining job.
- D1 - Operations to promote employment which accompanies restructuring measures in one or more undertaking.
- D2 - Vocational training operations for persons employed in small or medium sized undertakings who require retraining because of new technology.
- D3 - Vocational training operations leading directly to specific jobs in small or medium sized undertakings to promote research in new products in certain specified areas.

BRIEFING BRIEFING BRIEFING

- D4 - Operations providing vocational training for persons to take up posts as instructors in new initiatives enabling training structures to be developed to the needs of the sectors outlined in D3.
- E1 - Operations providing vocational training for persons over 25 who have been unemployed for more than twelve months.
- E2 - Operations providing vocational training in special priority regions.
- E3 - Operations concerning recruitment to additional and permanent jobs in projects which fulfil a public need.
- E4 - Operations forming part of local initiatives which create additional jobs or integration for disadvantaged groups.
- E5 - Operations aimed at creating additional jobs through reductions in working time agreed between the social partners.
- E6 - Operations to provide instructors and training experts in special priority regions related to projects which further employment prospects of women, migrant workers or disabled persons.
- F1 - Operations designed specifically for women who are unemployed or threatened with unemployment to promote greater mix of sexes in jobs in which they are underrepresented.
- F2 - Operations designed specifically for migrant workers.
- F3 - Operations designed specifically for vocational training and the adaption of workplaces for disabled persons.
- G1 - Specific operations of an innovatory character within the framework of Community objectives.

A full description of all these various categories along with examples of projects funded and details of allocations by age and sex of beneficiaries is contained in the 150 page report. Increasingly trade unions are becoming involved in schemes which attract ESF support - in addition to those schemes which specifically require the involvement of the social partners (E5) - and consequently this Report provides a very useful source of information to trade union members who are looking to become involved with ESF applications.

(*) "REPORT FROM THE COMMISSION TO THE COUNCIL AND THE EUROPEAN PARLIAMENT - FOURTEENTH REPORT ON THE ACTIVITIES OF THE EUROPEAN SOCIAL FUND, FINANCIAL YEAR 1985, COM(86) 583 final, November 1986.

EMF Women's Day Statement

The following statement has been released by a special working party of the European Metalworkers Federation to coincide with International Women's Day - 8 March 1987.

"We metalworking women of Europe will be joining forces for the first time on 8th March to proclaim our demands. We will pool all our strength, our determination, our intelligence and our imagination to get the entire labour world and trade union movement to combine their efforts to achieve equal opportunities and to eradicate the social and economic causes of discrimination between men and women.

We will do this together to assert the right to work as a human right for men and women. Many more women are going out to work than in the past - and more and more women are seeking employment. But our attitude to work has changed. We do not consider either economic crises or marriage and children to be a reason for giving up a job. We want to work. We want qualified jobs. And we want to have time to ourselves. But we also want a different form of work sharing between men and women.

We will fight together for the reduction in working time. Unemployment is rising steadily in Europe. The fight to reduce working time is a common goal in the European trade union movement. The aim is not only to protect jobs: for us women who have to cope with the double burden of occupational and family commitments, reducing working time is also a way to improve the quality of life. We will fight together on the 8th of March for equality for men and women. We constitute half of humanity, and, just as our sisters in the US textile industry demanded at the beginning of this century, we want bread and flowers"

FLEXIBILITY AND WORKING TIME

A NEW ETUI REPORT

One of the greatest advantages trade unions derive from their co-operation with other trade unions on a European level is the ability to examine issues which affect trade unions throughout the Community and benefit from the experiences which have been gained by trade union movements in other countries. One of the most useful sources of analysis of such European-wide trends has traditionally been provided by the work of the European Trade Union Institute (ETUI) and their latest Research Report, "Flexibility of Working Time in Western Europe - Characteristics, Impact and Trade Union Positions"(*), is no exception. This new Report follows on from a 1985 Report entitled "Flexibility and Jobs - Myths and Realities", and it is an expanded and revised version of the last chapter of that Report which dealt with flexibility and working time.

This new study examines the various forms of flexibility of working time now prevalent in the countries of Western Europe. It covers the practices of flexible working hours, overtime, reorganisation of the working day and week, extension of equipment use time and part-time work. Its' main conclusions are:-

1. Overtime is only justifiable under exceptional and unpredictable circumstances. Systematic overtime should be abolished to make room for full time jobs. Compensation for any overtime work should be in terms of time off in lieu.
2. Most of the formulae for reorganising the traditional 8-hour, 5-day working week will have little effect in producing either more flexible production or increased employment. Excessive lengthening of the working day will merely increase workers' fatigue and lead to lower productivity at the end of the day.
3. The increased use of shiftwork, especially when it involves night, weekend and Sunday working, is not regarded by trade unions as an acceptable way of improving plant profitability. Shiftworking cannot be justified on economic grounds as it represents a threat to workers' health and impedes workers' fulfilment in the sphere of family life and leisure, cultural and social activities.
4. Experience has shown that part-time work makes no contribution to reducing unemployment, though it may perform a complementary role in conjunction with a general reduction in working hours.

As was reported in the last issue of this Bulletin, flexibility has become something of a key word in industrial relations in the eighties. Trade unions throughout Europe are experiencing some of the positive, and some of the negative, effects of the move towards greater flexibility. This new ETUI Research Report will provide trade unionists with an authoritative assessment of current developments in flexible working hours, and as such it provides an important contribution to the literature.

(*) "FLEXIBILITY OF WORKING TIME IN WESTERN EUROPE - CHARACTERISTICS, IMPACT AND TRADE UNION POSITIONS" December 1986. Free of charge to ETUC member organisations, BF 300 to individual trade union members. Available from ETUI, Boulevard de L'Imperatrice 66 (Bte 4) 1000 Brussels, Belgium.

News from the ETUC Industry Committees

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Article 4 of the Constitution of the European Trade Union Confederation makes provision for the establishment of European Industry Committees, that is groups of trade unions within one or more economic sectors grouped together at European level. The ETUC currently recognises eleven such committees and their work provides a useful and valuable means of co-ordinated action at European level. From time to time we shall be examining the work of these committees, and in this issue of the Bulletin we focus on the activities of the ECF - the European Committee of Food Catering and Allied Workers' Unions.

EUROPEAN CONSULTATIVE COMMITTEE ESTABLISHED IN BSN GROUP

Towards the end of 1986 agreement was reached between the ECF and the management of the multinational BSN Group on the establishment of a European consultative body which will have representation from the various plants involved in the beverage, milk production, foodstuffs and confectionery sectors. The committee will be made up of the Secretariats of the ECF and the IUF along with the Secretaries of the competent national member organisations. There will also be 15 lay delegates drawn from BSN plants in Europe and appointed by their national unions.

Thus the Consultative Committee will have trade union representatives from France, Belgium, Spain, Italy, the Netherlands, Austria and the German Federal Republic. It is envisaged that the Committee will have an annual meeting with BSN management and the first of these is scheduled to take place during March 1987.

The BSN Group now employs over 40,000 workers in some 100 plants based in seven European countries. The group is involved in a wide range of sectors within the food and drink industry. Provision has been made for sessions to be held between the annual consultation meetings for working parties or bilateral meetings of delegates.

The ECF regard the agreement on the establishment of this Committee as an important contribution to the policy of a "European Social Dialogue" in the spirit of the Val Duchesse meeting.

SPANISH - GERMAN SEMINAR.

The Executive Committee of the ECF have agreed to hold a special seminar of trade unionists from ECF member organisations in Spain and the Federal Republic of Germany. The seminar, which will be held at the German NGG Union's training centre at Oberjosbach near Frankfurt, will be attended by twenty trade union representatives plus a representative of the EEC Commission and the Secretary of the ECF.

ECF RECOMMENDATIONS ON FLEXIBILITY OF WORKING TIME

A set of recommendations of the flexibility of working hours has been adopted by the Executive Committee of the ECF. These recommendations are intended to act as a guide to member unions when concluding agreements on flexible working hours. They include the following points:-

- * Any work done outside normal working hours must give rise to supplementary payment and must count in the individuals total working time.
- * Forms of flexible working time which involve extra shifts at weekends are unacceptable.
- * An appropriate proportion of the wage to be paid even for periods in which the agreed total of hours has not been attained.
- * Continuous or semi-continuous shift systems should be accepted only if necessary for operational or technical reasons.
- * The number of permanent jobs to be specified in collective agreements in such a way as to ensure that the normal workload can be handled without any risk to health.

Regional Unemployment

Eurostat - the statistical service of the European Commission - recently published figures representing the rates of unemployment in the regions of the Member States of the Community. The method of measurement used is the one which corresponds to the International Labour Office definition - i.e. those who were without work, available for work and actively looking for work. Eurostat regularly publishes a major study of regional unemployment in the Community each year, but this is the first year when figures for Portugal and Spain have been included. The addition of the high unemployment rates in the Spanish regions has meant that the gap between the two extremes of unemployment (in the case of 1986, Andallucia in Spain with 30.2% and Luxembourg with 2.5%, has widened considerably. One trend noticeable in most Member States is that whereas the total level of unemployment has changed little over the twelve months to April 1986, the regional disparities in each country have tended to increase.

REGIONAL UNEMPLOYMENT RATES IN THE EUROPEAN COMMUNITY - APRIL 1986.

ANDALLUCIA (ESP).....	30.2	LIEGE (BELG).....	12.7
SUR (ESP).....	28.7	PROVENCE-ALPES-COTE D'AZUR (F).....	12.7
EXTREMADURA (ESP).....	28.6	CHAMPAGNE-ARDENNE (F).....	12.5
CANARIAS (ESP).....	27.3	WEST MIDLANDS (UK).....	12.5
PAIS VASCO (ESP).....	24.6	REGION WALLONNE (BELG).....	12.4
CATALUNA (ESP).....	21.6	BRUXELLES-BRUSSEL (BELG).....	12.3
NORESTE (ESP).....	21.0	YORKSHIRE & HUMBERSIDE (UK).....	12.1
ESTE (ESP).....	20.5	POITOU-CHARENTES (F).....	11.8
MADRID (ESP).....	20.5	NAMUR (BELG).....	11.5
COMUNIDAD VALENCIANA (ESP).....	19.8	UMBRIA (I).....	11.3
CENTRO (ESP).....	19.4	LIMBURG (NL).....	11.2
SARDEGNA (I).....	19.3	NOORD-NEDERLAND (NL).....	11.2
ASTURIAS (ESP).....	18.9	UEST (F).....	11.1
IRELAND (IRE).....	18.7	ANATOLIKI STEREA KAI NISIA (E).....	11.0(*)
BASILICATA (I).....	18.5	LORRAINE (F).....	11.0
MURCIA (ESP).....	18.4	PAYS DE LA LOIRE (F).....	11.0
CASTILLA - LEON (ESP).....	18.2	SAARLAND (D).....	11.0
CANTABRIA (ESP).....	17.9	BRETAGNE (F).....	10.9
NAVARRA (ESP).....	17.9	HAMBURG (D).....	10.8
NORTHERN IRELAND (UK).....	17.1	AQUITAINE (F).....	10.7
ARAGON (ESP).....	16.7	BASSIN PARISIEN (F).....	10.7
RIOJA (ESP).....	16.6	FRIESLAND (NL).....	10.7
CATILLA - LA MANCHA (ESP).....	15.7	NOORD-HOLLAND (NL).....	10.6
CORSE (F).....	15.7	ABRUZZI (I).....	10.5
NOROESTE (ESP).....	15.6	GELDERLAND (NL).....	10.3
CAMPANIA (I).....	15.4	PICARDIE (F).....	10.3
NORTH (UK).....	15.1	WESER-EMS (D).....	10.3
CALABRIA (I).....	14.4	BOURGOGNE (F).....	10.2
HAINAUT (BELG).....	14.2	BASSE-NORMANDIE (F).....	10.1
SUD (I).....	14.2	MUENSTER (D).....	10.1
GALICIA (ESP).....	14.0	OOST-NEDERLAND (NL).....	10.1
LANGUEDOC-ROUSSILLON (F).....	13.7	ABRUZZI-MOLISE (I).....	10.0
SICILIA (I).....	13.7	ZUID-NEDERLAND (NL).....	10.0
BALEARES (ESP).....	13.6	LAZIO (I).....	9.9
NORTH WEST (UK).....	13.3	EAST MIDLANDS (UK).....	9.8
PUGLIA (I).....	13.3	LUXEMBOURG (BELG).....	9.8
WALES (UK).....	13.3	ARNSBERG (D).....	9.7
GRONIGEN (NL).....	13.2	SUD-OUEST (F).....	9.7
SCOTLAND (UK).....	13.2	OVERIJSSSEL (NL).....	9.6
MEDITERRANEE (F).....	13.1	ANTWERPEN (BELG).....	9.5
LIMBURG (BELG).....	13.0	AUVERGNE (F).....	9.5
BREMEN (D).....	12.9	FRANCHE-COMTE (F).....	9.5
NORD - PAS-DE-CALAIS (F).....	12.8	NOORD-BRABANT (NL).....	9.4
HAUTE-NORMANDIE (F).....	12.7	CENTRE (F).....	9.3
		EST (F).....	9.3
		BRABANT (BELG).....	9.2
		WEST-NEDERLAND (NL).....	9.2

Innovative Schemes for the Employment of Young People

The most pressing social and economic problem facing the people of Europe is the continued high level of unemployment, and the most worrying and socially dangerous aspect of this problem is the high level of youth unemployment. Within the European Community there are some 13 million unemployed workers, of whom 37% are under the age of 25. Some time ago the Commission of the European Communities (Directorate-General V) launched a major programme aimed at improving knowledge of the real causes of youth unemployment so that action could be taken to contain it. One part of that programme was a consultative exercise aimed at identifying innovative practices adopted by companies in the employment of young people. Consultative meetings were held in Belgium, France, Ireland, Italy, the Federal Republic of Germany and the United Kingdom and from these meetings a Report has been prepared (*) which highlights some of the most significant schemes which are currently being undertaken. In producing this Report the Commission hope to further stimulate activities by European companies designed to provide further employment opportunities for young workers.

YOUTH EMPLOYMENT CREATION SCHEME - INTERCOM (BELGIUM)

Intercom is a gas and electricity production and distribution company. Over recent years there has been no expansion in the workforce and recruitment is limited to replacement of those leaving, with maximum use being made of the possibilities provided by the legislation on early retirement. Three years ago a scheme was introduced whereby for each vacancy created by early retirement the company agreed to recruit two young people to work half the normal hours for two years, following which they made the transition to full time employment. Since the scheme was introduced the proportion of young people (under 25) in the workforce has almost doubled and over 230 young workers have already been recruited.

THE EMPLOYMENT OF YOUNG HANDICAPPED WORKERS - HONEYWELL (ITALY)

In 1985 Honeywell introduced a scheme aimed at training young handicapped workers in computer programming skills so that they could emerge from dependent status by showing that they have genuine professional qualifications. Machines were modified to meet the needs of the handicapped workers and a group was established comprising of the company's staff, trade union representatives and specialists from the Milan Welfare services to design a course of theoretical and practical training. The company applied for a grant from the European Social Fund to help to meet the costs of providing the course which started in April 1985. On completing this 900 hour course trainees would be qualified to apply for jobs as computer programmers.

The Report provides a summary of the main points to come out of the various Consultative meetings along with details of 29 schemes - two examples of which are given above - covering a variety of industries and grouped into the following headings:-

1. University/industry agreements.
2. Integration based on training.
3. New employment formulas.
4. Young people for new skills.
5. Work-sharing between the generations.
6. Improving the employability of young people.

The Report concludes with a consolidated review of new modes of integration and new systems of employment and establishes a set of recommendations.

(*) "Soundings Among Employers on Innovative Schemes for the Employment of Young People" Commission of the European Community. Etude No. 84/27. V/119/86.

NEW

Recent Publications from the Commission of the European Communities

MICROCOMPUTERS AND SMALL FIRMS

The question of the effects of microcomputers on industry and commerce is bound to become a constant theme of the latter part of the twentieth century. It is a theme of considerable importance to trade unionists throughout Europe and therefore it is quite appropriate that the European Commission should be in the forefront of commissioning and preparing research on this matter. A recently published document (*) examines the experience in Community countries of the application of microcomputers in the administration and management processes in smaller businesses. Although by now we are becoming familiar with examinations of new technology and medium and large enterprises, this new publication effectively fills a gap in considering the effects of new technology specifically in terms of small firms.

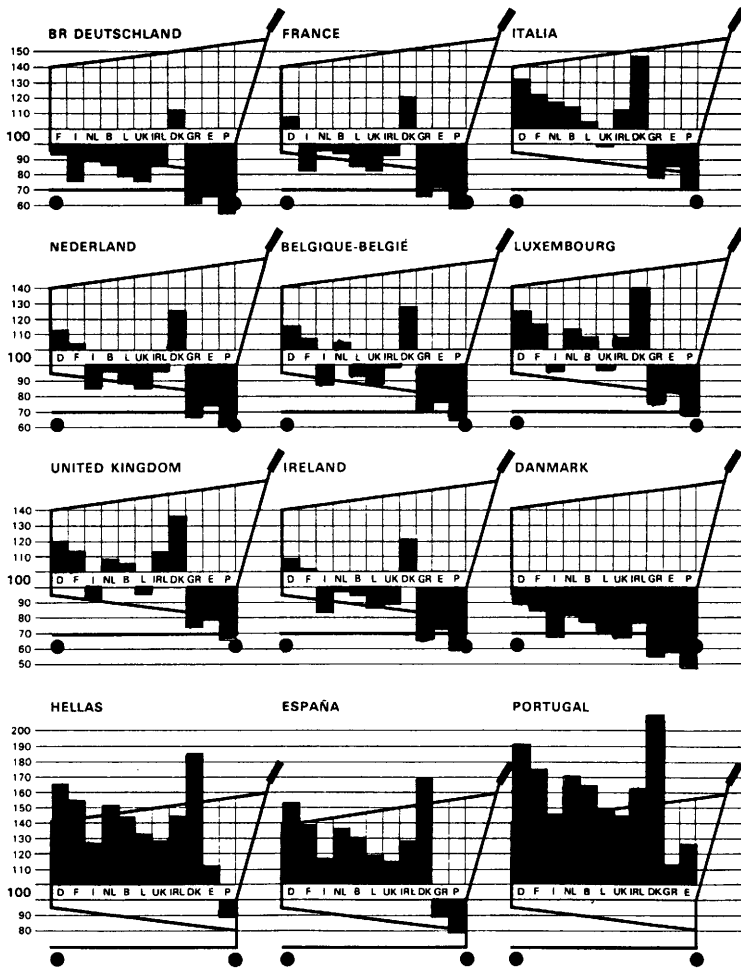
The Research Report was prepared for the European Commission by the Irish Management Institute and it addresses itself to four key questions:-

- * What are the major uses of microcomputer-based technology in offices in smaller companies, and how are these uses likely to develop as companies gain experience with this technology?
- * In what ways are microcomputers contributing to the competitiveness, management and control of small companies? How might this contribution be improved?
- * Which are the most common problems encountered in absorbing microcomputer technology into offices in the smaller company? What lessons are being learnt in trying to cope with these problems?
- * What effects are becoming evident in office employment in smaller companies using microcomputers?

The Report analyses and summarises the decisions made, and approaches followed, by over one hundred and fifty small companies in Denmark, Greece and Ireland in relation to the above questions. It will be the responses to the last two of these questions - problems encountered in introducing new technology and employment implications - which will be of most interest to trade unionists. The case studies identify the major categories of staff affected by the use of microcomputers - clerks, accountants, bookkeepers, operators and secretaries. Over one quarter of the companies concerned experienced some "staff adjustment difficulties", and these difficulties include staff acceptance, the need for greater work discipline, work scheduling and accuracy. Some reasons given by the staff themselves for adjustment difficulties include lack of knowledge of new technology, insufficient training, the lack of personal ability to cope with the new systems and fear of job losses.

It appears from the findings of the study that staff may have some justification in this final fear. Whilst some employment has been created through the use of microcomputers, staff have also been made redundant. The Report concludes that the overall effect is a net loss in employment together with non recruitment of additional staff, the job categories most at risk being office and accounts staff. Whilst the most common factors prompting companies to acquire a business microcomputer were such things as improved accounting procedures and availability of information, a considerable number of companies listed amongst their objectives such factors as timesaving, reducing costs and staff reductions. Such findings do not inspire confidence in the so-called employment expanding effects of new technology.

(*) "MICROCOMPUTERS IN THE ADMINISTRATION AND MANAGEMENT PROCESSES IN SMALLER BUSINESS - THE EMERGING EXPERIENCE IN EEC COUNTRIES" European Communities Document ISBN 92-825-5849-5. (ECU 14.48)



PRICE LEVEL INDEX FOR PRIVATE CONSUMPTION.

The pictogram represents comparative price levels in the twelve Member States of the European Community in September 1986.

To give an example of how it works -

To buy a basket of goods and service costing 100DM in the Federal Republic of Germany it would be necessary to spend:-

- 91.6DM in France
- 76.6DM in Italy
- 110.2DM in Denmark
- etc. etc.

SOURCE:

Eurostat, "Consumer Price Index" 9B (1986).

EC - Expenditure

The following table shows the percentage of the total budget of the European Communities (1985 - 28,098 million ECU) accounted for by the different budget headings. The figures are taken from the Annual Report of the Court of Auditors for 1985 which was published in December 1986.

BUDGET HEADING	%	BUDGET HEADING	%
Administration:		European Social Fund	5.0
European Parliament	0.8	Other social measures	0.3
Council	0.5	Energy	0.4
Commission	3.1	Research and investment	1.8
Court of Justice	0.1	Industry	0.2
Court of Auditors	0.1	Other industrial measures	0.1
Agriculture:		Repayments to Member States	4.4
Guarantee price intervention	70.2	Food aid to developing countries	2.0
Guidance measures	2.6	Financial aid	1.9
Fisheries policy	0.3		
European Regional Fund	5.8		
Other regional measures	0.1		
Transport	0.3		
		TOTAL	100.0

BULLETIN BOARD

Information on all aspects of women and employment issues in Europe can be found in the monthly Bulletin of the Centre For Research on European Women - CREW REPORTS. CREW is an independent women's co-operative established in 1980 whose aim is to provide information on women and employment issues and build up links with groups, projects and organisations operating in this field throughout the Community.

Their monthly Bulletin provides both information and comment on current issues and developments within the Community. It is available from:-

Centre For Research on European Women.
38, rue Stevin, Brussels.

A major Conference is being organised for June 1987 which will bring together trade unionists and research workers. The Conference is being organised by the Commission of the European Communities (Directorate-General for Employment, Social Affairs and Education) and it will examine the scope for co-operation between research centres and trade unions.

For many years now the Commission has been encouraging close co-operation between Universities and research centres on the one hand and industry on the other. So far, however, there has been little practical experience of workers and their representatives participating in this development. It is hoped that the proposed Conference will help to overcome this problem by providing an opportunity to examine some existing cases where co-operation has brought benefits to researchers and trade unionists alike.

The Conference will be held in the Albert Borschette Conference Centre in Brussels on the 15 and 16 June 1987. Trade unions are invited to send representatives to the Conference and further details can be obtained by writing to:-

Mr. L E Andreasen
Commission of the European Communities.
Directorate-General for Employment, Social Affairs and Education.
200, rue de la Loi,
B - 1049 BRUSSELS
Belgium.

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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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