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# **TRADE UNION INFORMATION BULLETIN**

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## **Trade Union Information**

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## CONTENTS

Labour Market Flexibility .....	3
European Foundation New Publications .....	4
CEDEFOP - Training and the factory of the future .....	4
Briefing - The Economic and Social Committee .....	5
News From Europe: European Regional Fund .....	6
Social Security .....	6
Europe as seen by Europeans .....	7
Wages and Incomes European Labour Costs Survey .....	8
Focus On: The European Food Industry .....	10
ETUC Conference on Occupational Cancer .....	11
European Parliament Carcinogenic substances .....	11
New Publications: Rights of Working Women .....	12
inforMISEP .....	12
Equal Opportunities 2nd Action Programme, 1986-1990 .....	13
Eurodata Statistics: Tax League Table .....	14
Inflation and Unemployment .....	14
Bulletin Board .....	15

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The views expressed  
in the Bulletin are those  
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# FLEXIBILITY

Over the last two or three years considerable attention has been focussed on the subject of "flexibility". It has been suggested that increased labour market flexibility can be an important element in increasing the competitiveness of industry and consequently reducing the level of unemployment in Europe. On the other hand many trade unions have suggested that the call for increased flexibility is merely a cover for what is in reality an attempt to reduce the rights of working people. The debate on flexibility is one which will no doubt continue and gather in importance with the increased introduction of new technology which inevitably will lead to calls for changes in work practices. Last year the European Trade Union Institute published a comprehensive research document entitled "Flexibility and Jobs - Myths and Realities", and in July this year the Executive Committee of the European Metalworkers' Federation adopted a position paper entitled "Trade Union Objectives Regarding Labour Market Flexibility".

The EMF paper clearly points out that in many cases "flexibility" has become a euphemism for a range of policy proposals which include cutting real wages, increasing inequality, increasing job insecurity, reducing social security protection and increasing work intensity. The ETUI Report, noting that "flexibility" has assumed an almost mythical aura, points out that trade unions have not only recognised the need for real flexibility, they have had to demonstrate a great deal of flexibility during the current economic crisis. Trade unions fully support increased flexibility when the aim is to negotiate and improve working conditions and the level of employment. But as Gunter Kopke, Director of the ETUI, points out: "they firmly reject flexibility when it appears as a guise for governments and employers ideological aims which, in practice, would have the opposite effect".

The EMF paper examines the reasons behind the employers' insistence on increased flexibility. It follows from, according to the EMF, a belief that traditional macro-economic policies have failed to lift the European economy out of recession and a view that the success of the Japanese and American economies can be ascribed to increased labour market flexibility [although no firm evidence is available to support either of these contentions] Coupled with these so-called reasons are the facts of a shift in the balance of power between employers and employees which has resulted from the recent high levels of unemployment and the new production possibilities provided by the introduction of new technology.

Notwithstanding the risks attached to a view of flexibility which is synonymous with deregulation, both the ETUI and the EMF see some scope for 'real' flexibility which is capable of both increasing labour productivity and improving terms and conditions of employment. The EMF sees some scope for the reorganisation and variation of working time [although the ETUI claim that there is no evidence to suggest that this can have a positive effect on employment]. Equally there is a need for improved training, for both those in work and the unemployed, if true "flexibility" is ever going to be anything other than a meaningless slogan.

If increased flexibility is ever going to provide a positive contribution to economic efficiency and the economic and social welfare of workers the debate must be transformed from an unremitting attack on what are seen as "rigidities" in the labour market. As a recent OECD Report on Labour Market Flexibility stated, many so-called "rigidities" in the labour market represent valued protection for the people concerned. The final EMF proposal is that the European Commission should organise a regular exchange of information and views between all concerned. This proposal, like the entire EMF paper and the ETUI Report, would seem to be a positive contribution to the flexibility debate.

## REFERENCES

- [1] "Flexibility and Jobs - Myths and Realities" ETUI Research Report No. 25, 1985.
- [2] "Trade Union Objectives Regarding Labour Market Flexibility" EMF August 1986.
- [3] "Labour Market Flexibility" OECD Report 1986.

## NEW PUBLICATIONS

This Autumn has brought the usual spate of publications from the European Foundation and, as we have come to expect, many of them are of considerable value to trade unionists. We have only enough space to briefly mention two of them but further information can be obtained from the European Foundation for the Improvement of Living and Working Conditions, Loughlinstown House, Shankill, Co. Dublin, Ireland. Tel. Mr. N. Wood, Dublin 826888.

### OCCUPATIONAL ACCIDENTS AND DISEASES - A REVIEW OF DATA SOURCES. CONSOLIDATED REPORT. (EF/86/46)I.

Two years ago the Foundation embarked upon a state of the art survey of law and practices relating to the reporting of occupational accidents and diseases. Research organisations within the, then, ten Member States were engaged to carry out research and to produce a consolidated report. This report, which has just been published, provides an unparalleled source of information on the differing systems and standards to be found within the Community along with a comprehensive bibliography. The report looks at both the reporting of accidents and diseases and the various systems of compensation available to injured workers. To trade unionists specialising in health and safety issues it will provide an extremely useful international perspective.

### NEW TECHNOLOGY IN THE PUBLIC SERVICE - CONSOLIDATED REPORT. (EF/86/32)I.

As part of the Foundation's Four Year Programme, 1981-84, examinations were undertaken into the effect of new technology on people's lifestyles and one area selected for particular study was the public sector. The project has produced eight national studies along with a bibliographical study and a Consolidated Report. This latter document contains the evaluation studies undertaken by the trade union group, the employers group and the Governments group. In addition the main body of the Consolidated Report examines the range of technological developments in the public service, strategic planning for information systems, the process of introduction of new technology, the impact on jobs and the quality of work life and the impact on consumers.

### IMPLICATIONS FOR WORK AND TRAINING IN THE FACTORY OF THE FUTURE

The factory of the future will combine automation with flexibility, allowing both automated production processes and a greater frequency of conversion in design and production. Such a factory will feature greater proportions of more highly trained engineers and technicians and it will also have to upgrade the training of other workers and ensure that the training, education and experience of workers and engineers and technicians do not drift too far apart.

These are some of the key findings of a Conference organised earlier this year on the implications for work and training of the factory of the future. The Conference, organised by CEDEFOP, the European Commission and the City of Turin drew together over 120 experts from the various Member States as well as representatives from companies, trade unions and research institutions. A report of the Conference has just been published by CEDEFOP [CEDEFOP Flash 6/86] and it will certainly make interesting reading for trade unionists in the Community.

The following questions had been addressed to the conference to give a more detailed picture of its purpose.

- \* To what extent will technological development lead to full automation and computer integration?
- \* Do computer-based highly integrated production systems lead to more flexibility, or will this aspect mainly be ensured by human qualification and work organisation?
- \* Which new man/machine relationship will arise?
- \* Which measures have to be taken to meet future requirements?

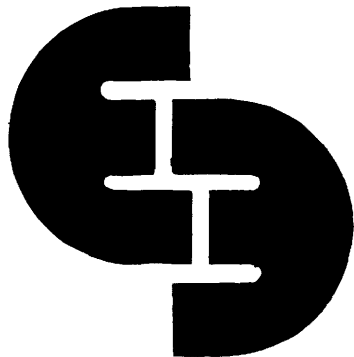
Such questions were discussed with the help of research results from a recently completed investigation under the FAST programme. The results of the Conference's discussion raise many questions which will be of importance to European trade unionists concerning the future of work and the effects of new technology.

THE REPORT IS AVAILABLE FROM THE EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING [CEDEFOP], BUNDESALLEE 22, D-1000 BERLIN 15.



**EUROPEAN  
FOUNDATION**

**CEDEFOP**



## THE ECONOMIC AND SOCIAL COMMITTEE

In this issue of the Bulletin we examine the role and activities of the European Communities' Economic and Social Committee. Following a brief review of the functions and composition of the Committee we review some of the recent opinions adopted by the Committee and examine its future programme of work.

### What is the Economic & Social Committee?

#### FUNCTIONS

The Economic and Social Committee is a Consultative Assembly of representatives of economic and social groupings in the Member States and it forms an integral part of the European Community framework. Its function is to provide an institutional vehicle for the representation of the views of these various interest groups. Under the EEC Treaty it has to be consulted by the Commission and the Council on questions relating to agriculture, freedom of movement of workers, transport, the approximation of laws, social policy, the operation of the European Social Fund and vocational training. In addition the Council and the Commission may consult the Committee on other matters when they deem this appropriate. The Committee has also the right to initiate its own advice and recommendations (known as 'opinions').

#### COMPOSITION

The Economic and Social Committee has currently 189 members representative of three main groups - employers, trade unions and 'other' interest groups. The latter includes representatives of farmers, consumers and small businesses. The members come from all of the Member States and they are proposed by the Member States' governments and serve for a term of four years. They live and work in their home countries, only coming to Brussels for Committee meetings. The Committee's Chairman and Bureau are elected by the Committee from among its own members. The Bureau has the job of organising the Committee's work.

### Recent Opinions

At the 238th Plenary Session of the Economic and Social Committee, held in Brussels in July, the Committee adopted an own-initiative opinion on the Economic Situation in the European Community.

In view of the European Community's modest growth and a somewhat rosier economic outlook as a result of the weakening of the dollar and oil prices, the time is opportune for Member States to turn their attention away from the fight against inflation to combat the scourge of unemployment.

This was a major element of the Opinion adopted by 91 votes for with 47 against and 5 abstentions. The Committee investigated the European Community's programme to implement a medium-term

co-operative growth strategy. In particular the Committee expressed concern about the call within the strategy for wage moderation, believing that this could lead to a fall in consumer demand. The Committee felt that if the employment situation was to be improved, a reduction in working time should be included in the co-operative growth strategy.

#### FUTURE OPINIONS

The provisional future work programme of the Committee for the rest of 1986 includes the following opinions:-

- \* The protection of workers
- \* Local employment initiatives
- \* Health services
- \* Social developments
- \* Dumping of waste at sea
- \* Additives in foodstuffs

# NEWS FROM EUROPE

## EUROPEAN REGIONAL FUND

The European Commission has approved the sixth allocation of grants for 1986 from the European Regional Development Fund [ERDF] for individual investment projects. The allocation is for large-scale projects which cost more than 5 million ECU each. The projects assisted are located in nine Member States: Germany, Greece, Spain, France, Ireland, Italy, the Netherlands, Portugal and the United Kingdom. Under the sixth allocation the Community is contributing 545 million ECU to financing 89 investment projects. The details of the allocation are as follows:-

EUROPEAN REGIONAL DEVELOPMENT FUND, SIXTH ALLOCATION 1986. ALLOCATION BY COUNTRY IN MILLION ECU, FIGURES IN BRACKETS RELATE TO THE NUMBER OF PROJECTS SUPPORTED.

Country	Industry Projects	Infra-structure	Total
BELG.	0.00[0]	0.00[0]	0.00[0]
DEN.	0.00[0]	0.00[0]	0.00[0]
W.GERM.	3.08[7]	0.00[0]	3.08[7]
GREECE	0.00[0]	74.71[6]	74.71[6]
SPAIN	0.00[0]	104.26[24]	104.26[24]
FRANCE	0.26[1]	0.00[0]	0.26[1]
IRELAND	0.00[0]	35.07[7]	35.07[7]
ITALY	29.17[6]	244.25[17]	273.42[23]
LUX.	0.00[0]	0.00[0]	0.00[0]
NETH.	0.00[0]	2.44[1]	2.44[1]
PORT.	0.00[0]	2.54[1]	2.54[1]
U.K.	27.53[13]	22.18[6]	49.71[19]

EUR 12 60.04[27] 485.45[62] 545.49[89]

The grants to industry will create or maintain more than 6,500 jobs. The grants for infrastructure projects will create direct employment opportunities as well as creating back-up facilities for industrial and service activities which will also create permanent jobs. The direct jobs created by the grants for industry will create and maintain the following jobs:

COUNTRY	JOBS CREATED	JOBS MAINTAINED
Germany	309	0
France	144	0
Italy	848	0
U.K.	1572	3664

## SOCIAL SECURITY

The European Commission has just published a Communication to the Council of Ministers [\*] on the subject of Social Security systems in the various Member States. The document examines the current range of social security systems and the methods used for financing such schemes. It also includes a set of proposals for Community action on Social Security.

The Communication provides figures on the level of public revenue as a percentage of Gross Domestic Product [GDP]

### CURRENT PUBLIC REVENUE AS A PERCENTAGE OF GDP

COUNTRY.	1982	1983	1984
BELGIUM	47.0	46.1	46.6
DENMARK	51.6	54.1	55.9
GERMANY	46.0	45.9	46.2
GREECE	31.2	31.9	33.2
FRANCE	48.3	48.9	49.8
IRELAND	41.6	42.5	43.4
ITALY	42.2	45.1	45.1
LUX.	55.7	58.1	57.0
NETHERLANDS	54.2	56.6	55.1
U.K.	42.5	41.8	42.0

The Communication also contains figures on how Social Security provisions are financed; the relative contributions of employers, employees and the state.

### FINANCING OF SOCIAL SECURITY IN 1983 BY SOURCE OF REVENUE [%]

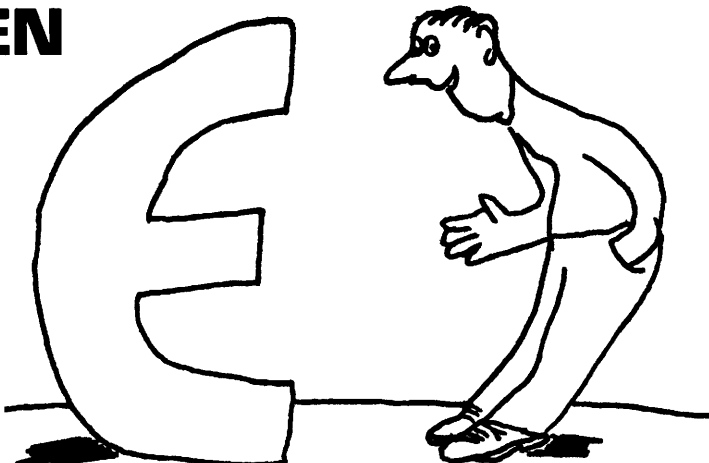
- A - Employers' contribution.
- B - Insured persons' contribution.
- C - Public subsidies.
- D - Other revenue.

COUNTRY	A	B	C	D
Belgium	32.9	16.8	39.8	4.2
Denmark	10.9	3.7	81.5	4.8
Germany	40.2	29.6	26.8	3.4
France	52.8	23.6	20.6	3.1
Ireland	23.0	12.5	63.3	1.2
Greece	24.2	25.0	45.8	5.0
Italy	53.3	13.9	30.6	2.2
Lux.	33.1	25.6	32.8	8.5
Neth.	31.1	36.8	18.6	13.5
U.K.	31.8	15.9	43.4	8.9

[\*]"PROBLEMS OF SOCIAL SECURITY - AREAS OF COMMON INTEREST" Communication from the Commission to the Council. COM[86] 410 Final. July 1986.

# EUROPE AS SEEN BY EUROPEANS

Since its inception the European Community has been concerned with not only informing European citizens of the aims and actions of the Community but also making the information process a two-way one by actively seeking out the views and expectations of people in the Member States. One of the most important ways in which this has been attempted is by the use of regular opinion polling, and over the last thirteen



years the results of these polls has been published in the Eurobarometer series. There has now been published (\*) a review of the findings of such polls since they were introduced in their current form in 1973. "Europe as seen by Europeans" provides not only a wealth of statistical information relating to peoples' perceptions of 'the European dimension', it also highlights some of the trends in European public opinion by comparing results of similar polls taken over a period of time.

The fight against unemployment is probably identified by most trade unionists as the main priority facing both individual Member States and the Community itself. According to an opinion poll carried out in 1984, this view is shared by all citizens in the European Community. The opinion pollsters asked the following question:-

"Of the following areas, on which two do you think the countries of the European Community working together should concentrate their efforts in the next five or six years?"

The results for the Community as a whole and the highest and lowest scores registered by citizens of individual countries were as follows.

AREA	COMMUNITY	HIGHEST SCORE	LOWEST SCORE
Creating jobs	77	Ireland (88)	Greece (51)
Social Welfare	28	Luxembourg (49)	Italy (18)
Defence	20	France (27)	Luxembourg (8)
Agriculture	20	Greece (33)	Luxembourg (10)
Help to poorer parts of Europe	17	Greece (34)	Netherlands (9)
Scientific Research	16	France (25)	Ireland (6)
Help to the Third World	15	Netherlands (23)	Belgium (7)

The results of 25 separate surveys are analysed by the publication. From these we can note that 61% of those questioned saw their countries membership of the Community as, generally speaking, a good thing, 88% are in favour of European passports and free travel within the Community, three times as many people prefer the term 'European Community' to the term 'Common Market', and 59% felt that the European Parliament was doing a good job. Different sections of the book look at attitudes towards 'A People's Europe', the European Parliament and the Future of Europe. In terms of the latter, a survey was conducted in 1982 which asked people to rank their hopes and fears concerning changes which might come about in the next ten or fifteen years. The three most recurrent 'hopes' were scientific and technological developments (39%), understanding and goodwill between fellow citizens (35%) and prospects for improving living standards (31%). The three principle fears were a rise in crime and terrorism (71%), rising unemployment (66%) and the despoiling of natural life (57%). The hundreds of other findings collected over the past thirteen years not only reveal how Europeans see themselves, they provide an insight into the depths of the European consciousness.

(\*) "EUROPE AS SEEN BY EUROPEANS : European Polling 1973-86" European Documentation, Periodical 4/1986. Office For Official Publications of the European Community. L-2985 Luxembourg.

# WAGES & INCOMES

## European Labour Costs Survey

Eurostat, the statistical service of the European Commission, has just published the first detailed results of the major survey they undertook into labour costs in the European Community in 1984. The results, categorised by industrial groupings, cover six Member States - West Germany, France, the Netherlands, Luxembourg, the United Kingdom and Denmark. The full results of the survey are expected to be published at the end of the year and will obviously make interesting reading for European trade unionists. The statistics examine monthly and hourly labour costs in both the national currency and in European Currency Units (ECUs). The following table relates to hourly labour costs for manual and non-manual workers in ECU.

INDUSTRIAL GROUPING	W. Germany	France	Netherlands	Luxembourg	United Kingdom	Denmark
All industries	14.24	12.37	13.68	11.07	9.04	11.95
Mining and Quarrying	18.98	16.09	18.53	8.76	12.94	13.46
Manufacturing Industry	14.17	12.28	13.64	11.58	8.84	11.79
Energy, water	19.53	18.19	17.03	14.66	13.93	-
Extraction of solid fuels	20.04	15.77	-	-	-	-
Extraction of petroleum, natural gas	-	25.87	19.22	-	18.52	-
Mineral oil refining	23.39	21.04	19.80	-	16.22	14.22
Nuclear fuels industry	-	17.24	-	-	12.94	-
Electricity, gas and steam	18.99	18.51	16.91	-	13.70	13.91
Water supply	14.03	15.39	15.23	-	11.55	-
Production of metals	15.21	13.92	17.94	12.28	10.18	11.59
Iron and steel industry	16.07	14.80	-	12.61	12.11	11.33
Production of non-ferrous metals	14.58	13.97	14.29	12.04	9.35	11.86
Other minerals, peat extraction	13.43	12.56	16.03	8.76	8.30	11.46
Non-metallic mineral production	12.86	12.08	13.33	9.42	8.36	11.67
Glass manufacture	13.04	13.01	14.66	-	9.36	11.02
Manufacture of ceramic goods	11.82	10.69	12.01	-	7.26	11.53
Chemical industry	17.84	15.43	17.16	12.58	11.11	13.23
Man-made fibre industry	15.30	14.68	-	-	8.89	-
Metal manufacturing, engineering	14.85	12.94	12.85	10.96	9.16	11.77
Manufacture of metal articles	13.01	11.50	11.58	10.43	7.99	11.38
Foundries	13.46	11.41	11.68	11.97	7.86	10.65
Manufacturing of struct. metal prods.	13.82	11.24	11.54	8.69	7.08	11.99
Tools and finished metal goods	12.15	11.09	11.63	9.90	8.19	11.26
Mechanical engineering	14.54	12.67	12.33	12.21	9.08	11.75
Office machinery, data processing	20.75	21.05	15.85	-	13.36	13.71
Electrical engineering	14.68	13.05	13.77	11.51	8.84	11.68
Motor vehicle, parts & accessories	16.89	12.82	12.33	9.11	9.31	11.20
Motor vehicles	18.34	13.63	13.39	-	10.07	-
Other means of transport	16.01	15.41	13.29	-	10.40	12.03
Shipbuilding	14.94	12.77	13.44	-	9.90	12.90
Aerospace equipment	17.91	17.42	-	-	11.04	-
Instrument engineering	12.49	11.66	11.82	6.12	8.80	11.40
Food, drink and tobacco industry	12.03	11.28	13.40	8.56	8.16	12.01
Food industry	11.34	10.81	13.08	7.50	7.42	11.55
Drink industry	13.46	14.07	15.41	10.45	10.21	14.92
Tobacco industry	16.97	-	14.79	-	13.05	11.48
Textile industry	10.52	9.21	11.79	-	6.13	10.48
Wool industry	10.63	9.41	12.47	-	6.21	10.81
Cotton industry	10.67	9.50	11.89	-	6.43	10.93
Knitting industry	9.57	8.35	8.96	-	5.27	9.28
Leather and leather goods	9.38	8.79	10.72	-	6.33	9.43



INDUSTRIAL GROUPING	W. Germany	France	Netherlands	Luxembourg	United Kingdom	Denmark
Manufacture of clothing and footwear	9.02	8.81	9.42	5.08	5.38	9.39
Manufacture of footwear	9.14	8.49	9.88	-	6.47	9.79
Manufacture of clothing	8.95	8.03	9.25	4.82	4.01	9.06
Timber, wood, furniture industries	11.82	9.23	10.87	8.25	7.53	10.10
Paper, printing and publishing	13.71	13.32	14.16	11.71	10.21	13.75
Manufacture of pulp, paper and board	14.34	14.22	14.62	-	9.26	12.37
Processing of paper and board	11.87	11.05	13.15	-	8.87	12.01
Printing and publishing	14.28	14.04	14.35	-	10.80	14.35
Processing of rubber and plastic	12.38	11.09	12.55	13.18	8.13	11.50
Manufacture of rubber products	13.42	11.40	13.13	-	8.50	11.43
Processing of plastics	11.89	10.87	12.41	-	7.89	11.61
Other manufacturing industries	10.65	11.57	11.09	-	7.38	10.97
Building and civil engineering	12.91	11.16	13.31	8.60	8.47	12.49
Building excluding installation	13.05	11.16	13.89	8.52	8.55	12.29

It must be remembered that 'labour costs' not only includes the cost of wages and other forms of payment but also such things as social security contributions and pension contributions. The structure of total labour costs is given in another table in the new Eurostat publication.

STRUCTURE OF LABOUR COSTS AS A % OF TOTAL COSTS, MANUAL AND NON-MANUAL WORKERS

COMPONENT	W. Germany	France	Netherlands	Luxembourg	United Kingdom	Denmark
Direct earnings	56.5	52.5	56.1	69.0	71.3	83.6
Bonuses and premiums	8.6	5.0	7.1	3.2	1.1	0.7
Payments of days not worked	11.4	9.4	9.6	11.2	10.4	8.0
Payments in kind	0.2	1.2	0.1	0.3	0.2	0.1
<b>TOTAL DIRECT COSTS</b>	<b>76.7</b>	<b>68.1</b>	<b>72.9</b>	<b>83.7</b>	<b>83.0</b>	<b>92.4</b>
<u>Social Security statutory expenditure</u>						
Sickness and retirement contributions	12.2	12.4	8.6	9.4	-	0.5
Unemployment insurance	-	-	0.4	-	-	2.1
Guarenteed remuneration	2.6	-	4.8	0.5	-	1.1
Occupational accident and illness	1.3	2.1	-	2.6	-	0.4
Family allowance	-	4.9	2.5	1.7	-	-
Other statutory social expenditure	0.3	-	-	-	-	0.5
<b>TOTAL, STATUTORY EXP. FOR SOC. SECURITY</b>	<b>16.4</b>	<b>19.4</b>	<b>16.3</b>	<b>14.3</b>	<b>7.6</b>	<b>4.6</b>
<u>Soc. Security non-statutory expend.</u>						
Insurance contributions	0.1	0.2	0.8	0.2	-	1.1
Retirement	4.4	4.7	6.4	0.4	-	1.0
Guarenteed remuneration	-	0.6	0.2	-	-	-
Unemployment insurance	-	2.8	-	-	-	-
Family allowance	0.1	0.1	-	0.1	-	-
Other non-statutory social expenditure	-	0.3	0.7	-	-	0.1
<b>TOTAL, NON-STAT EXP. FOR SOC SECURITY</b>	<b>4.6</b>	<b>8.7</b>	<b>8.1</b>	<b>0.6</b>	<b>7.0</b>	<b>1.1</b>
Other expenditure	0.7	2.3	2.3	1.3	1.2	0.4
Other costs	1.6	0.5	0.4	0.1	1.2	1.5

Although we are still awaiting the final report on the 1974 Labour Costs Survey, this intermediate report provides a very useful source of information for trade unionists on European labour costs.

"Labour Costs Survey, 1984 - Intermediate Report" Eurostat, Wages and 'Incomes Series. No 1 1986. EUROSTAT. B.P. 1907, Luxembourg.

Information for this feature on the European Food Industry is taken from the September 1986 issue of "Euro-Bulletin", the regular newsletter of the European Federation of Agricultural Workers' Unions in the Community [EFA] and the European Committee of Food, Catering and Allied Workers [ECF].

## BELGIUM - SHORTER WORKING WEEK IN HOTEL AND CATERING SECTOR

Since 1 July 1986 the following average weekly working hours, agreed after collective bargaining, have come into effect in the hotel and catering sectors. In each case employers have agreed to fully compensate wages for the cut in hours.

Firms with between  
1 and 9 employees .....40 hours per week  
Firms with between  
10 and 49 employees .....39 hours per week  
Firms with more  
than 50 employees .....38 hours per week

## EUROPEAN COMMUNITY STUDY

The European Community Council of Ministers recently approved the funding of an EEC study of the hotel and catering industry. The study is expected to be completed by the end of 1987. The Commission has indicated that it will shortly be consulting both sides of industry and the study will include forecasts of employment policy prospects up to the year 1995.

## ECF SEMINAR - MANCHESTER

Twenty-five delegates from ECF member associations in Italy, Ireland and Great Britain met in Manchester in June for their second European Seminar. They had discussions with representatives of the European Commission on questions connected with agriculture and food policies and the financial and social policies of the European Community, including measures to combat unemployment.

In the forefront of the discussions which took place during the two-day meeting was an exchange of information on economic development and trade union policy in the hotel and catering industry and the food industry. Among topics raised by delegates were the trade union response to the introduction of new technology and the reduction of working hours.

"EURO-BULLETIN" IS PUBLISHED BY ECF AND EFA, RUE FOSSE AUX LOUPS 38, B- 1000 BRUSSELS.

## ECF OPINION ON EUROPEAN COMMUNITY FOODSTUFFS LEGISLATION

The European Commission recently published its proposals for Community foodstuffs legislation in conjunction with the forthcoming completion of the internal market. The Commission assumes that it would be neither desirable nor feasible to harmonise the diversity of existing national foodstuffs regulations. This being the case, each Member State will be expected to recognise the national regulations of all the other Member States. In addition the Commission will issue regulations regarding the labelling of products and the use of additives.

At its June Executive Committee meeting, the ECF welcomed in principle the proposals on the internal market. They felt that an internal market which functioned properly could augment the range of goods on offer to workers and consumers. However the ECF opposed any proposal which might jeopardise consumer and health protection or which would leave scope for unfair competition. The ECF then listed a series of demands, including the following:-

- \* that foodstuff manufacturing requirements should not be allowed to affect adversely the wealth of regional eating and drinking customs
- \* that any measure in the area of harmonisation of foodstuffs legislation and competition which could put at risk jobs in agriculture or in the food industry be abandoned

## HEALTH AND SAFETY NOTES

### ETUC Conference on Occupational Cancer

Over sixty trade union delegates gathered in Lisbon in July to attend a Conference on occupational cancer organised by the European Trade Union Confederation [ETUC]. The purpose of the Conference was to share experiences on a European level and discuss necessary measures to prevent occupational cancer. As well as trade unionists, the Conference was attended by scientists, doctors and representatives of the Commission and the Economic and Social Committee. Although there was general support for the Commission's various initiatives on the subject of cancer it was felt by many of the trade unionists that there was too much emphasis placed on the role of alcohol and tobacco in the development of cancers at the expense of the role of occupational agents. Recent research carried out in the Federal Republic of Germany has suggested that about 80% of all cancers are occupational in origin. Some delegates suggested that Governments tend to ignore the importance of occupational agents in the development of cancers for economic reasons.

Nobody is entirely certain about the total number of substances workers are exposed to in the course of their employment, but one estimate puts the figure at about 70,000. Some of these are clearly associated with the formation of cancers [see European Parliament report below], whilst the precise dangers of many others are still not clearly understood. Delegates stressed that whilst nobody could argue against the dangers associated with smoking, this was a 'voluntary' risk whereas workplace cancer risks are forced onto the worker by the employer. Equally exposure to some substances increased the risks of smoking-related cancers. Thus smoking cannot be used as an excuse not to take preventative measures against carcinogenic substances.

The ETUC Action Programme on occupational cancer calls for prohibition or rigorous control of all probable suspect carcinogens without waiting for dead workers to 'prove' a substance is carcinogenic.



## European Parliament

Mr Francois Roelants du Vivier, a Belgium member of the European Parliament, requested information from the Commission on the proposed list of carcinogenic, mutagenic and teratogenic substances. Commissioner Clinton Davis in replying to the question provided a first list of 27 substances which the Commission intends to label with the phrase "May Cause Cancer". The list is as follows:-

- |   |  |
|---|--|
| 1. benzidine                                    | 2. salts of benzidine                  |
| 3. 2-naphthylamine                              | 4. salts of 2-naphthylamine            |
| 5. zinc chromate                                | 6. benzene                             |
| 7. bis-[chloromethyl]-ether                     | 8. [chloromethyl]-methyl-ether         |
| 9. 4-aminobiphenyl                              | 10. salts of 4-aminobiphenyl           |
| 11. diethyl sulphate                            | 12. 1,2-dibromo-3-chloropropane        |
| 13. epichlorohydrin                             | 14. 2-nitropropane                     |
| 15. 3,3'-dichlorobenzidine                      | 16. salts of 3,3'-dichlorobenzidine    |
| 17. 1,2-dibromoethane                           | 18. 4,4'-methylenebis[2-chloroaniline] |
| 19. salts of 4,4'-methylenebis[2-chloroaniline] |  |
| 20. calcium chromate                            | 21. strontium chromate                 |
| 22. N,N-dimethylnitrosamine                     | 23. dimethyl sulphate                  |
| 24. acrylonitrile                               | 25. cadmium chloride                   |
| 26. 5-nitroacenaphthene                         | 27. 2-methylaziridine                  |

Although the list only contains 27 substances, work is currently being carried out by a Working Group on the Classification and Labelling of Dangerous Substances on a further 26 substances. A further list will be published as soon as work on these substances is completed.

**NEW**

## **Recent Publications from the Commission of the European Communities**

### **Rights of Working Women**

There are over 44 million working women within the European Community out of a total working population of 118 million. Considerable progress has been made during the last two decades in providing a legislative framework to help to guarantee both equal pay and equal opportunities for women workers and it has been the European Community which has been in the forefront of that provision. The principles of equal pay and opportunity for men and women were enshrined in Article 119 of the 1957 Treaty of Rome and three Council Directives [on Equal Pay, 1975, on Equal Treatment, 1976 and on Social Security, 1978].

At the close of the United Nations Decade for Women [1975-85] which coincides with the termination of the European Community Action Programme on the promotion of equal opportunities for women [1982-1985], the Commission has published a new book [\*] which takes stock of the positive developments both at Community level and in the Member States [with the exception of Spain and Portugal]. Of the 44 million working women, 69% work in the service sector, 25% in industry and 6% in agriculture. The book reviews the legislation governing this substantial labour force and analyses the disputes concerning sex discrimination in the ten Member States. The book reviews a number of leading legal cases both at European level and in the Member States. The European experience, it is hoped, may serve as a model beyond the frontiers of the European Community and benefit the international community at large.

[\*] "European Perspectives : The Rights of Working Women in the European Community" ISBN 92-825-5341-8. Available from the European Community National Offices.

### **inforMISEP**

Some time ago the Commission of the European Communities created a Mutual Information System on Employment Policies [MISEP]. The purpose of this system was to provide a means of exchanging information on policies and actions aimed at promoting and improving employment within the European Community. An important part of MISEP is the quarterly publication "inforMISEP", produced by the European Commission [DGV]. Issue No. 15 has just been published and contains a wide range of information from the various Member States on such subjects as aid to the unemployed, training, job creation and working time. In particular there are articles on changes to the French redundancy laws, new schemes to aid the unemployed in Spain, youth training in Ireland and the law on 'career breaks' in Belgium. In the case of the latter the full text of the Royal decree which establishes the right to career breaks - the right to suspend the contract of employment for a limited period with the guaranteed right to return to work - is published. InforMISEP also provides a useful overview of the key developments in each of the Member States.

The MISEP project includes both individual reports on each Member State [see European Trade Union Information Bulletin 4/85] and the quarterly inforMISEP publication. They are available from the European Centre for Work and Society, P.O.Box 3073, NL-6202 NB Maastricht.

HEALTH CARE PROFESSIONS IN THE MEMBER STATES OF THE EUROPEAN COMMUNITY - EDUCATION AND TRAINING. European Commission Document. ISBN 92-825-5856-8.

A major review of the comparative training requirements for health care professionals in the various Member States of the Community. Includes a full analysis of both educational requirements and training provisions.

# Equal Opportunities

## 2nd Action Programme 1986-1990

Four years ago the European Commission launched its first Action Programme on equal opportunities for men and women. The Programme, covering the years 1982 to 1985, had the aim of encouraging a more equal participation of men and women in economic and social life. At the end of the Programme the Commission carried out an evaluation exercise in order to judge the success of the Programme and determine whether further action was required. That evaluation exercise made it clear that there was a need for continued and more intensive action by the Community, particularly with a view to adapting measures in line with economic and social changes and with technological developments. These needs have been incorporated into the Second Action Programme, covering the years 1986 to 1990, which was published earlier this year.

The Action Programme is divided into seven major areas, each of which is examined from the point of view of action required by the Member States and action required by the Commission itself.

The first area, and perhaps still one of the most important, is concerned with the need to bring about an improved application of existing provisions. The Programme calls on Member States to increase the quality and quantity of information and publicity about existing legislation on equal treatment. For its own part the Commission pledges to intensify the task of ensuring that Member States are effectively translating Community Directives into national law. The Commission also promises to put forward a Community legal instrument aimed at reversing the burden of proof applying to all equal opportunity measures.

Education and training is the second area within the new Action Programme. Member States are required to take a variety of initiatives in this field, including action to increase the awareness of all parties in the education process about the ways of achieving equal opportunities and the elimination of sex-related stereotypes from all educational material. For its part the Commission promises financial support for the introduction of innovative action programmes and the collection of practical examples of equal opportunity programmes.

In the field of employment the Commission calls on Member States to concentrate their action in areas such as the public sector (in order to establish an effective example of equal opportunities in action), the quantitative and qualitative improvement of women's participation in decision-making and the promotion of local employment initiatives which are seen as particularly beneficial to women workers. The Commission is to introduce a Code of Practice designed

to assist Member States, the two sides of industry and potential promoters of positive action in the implementation of positive action for women.

The Action Programme pays particular attention to new technology. The Commission pledges to encourage equal opportunities in the use of new technologies, particularly with respect to training opportunities. Studies are to be carried out to investigate the impact of new technology on women's employment opportunities and the effect of the introduction of new technology on women's health and safety at work. On the basis of the results and assessment of the various proposed studies and investigations the Commission will propose Community guidelines in respect of the impact of new technologies on women's employment.

In the field of Social Security Member States are requested to draw up measures to reform social security budgets so that they do not have a discriminatory effect as regards women. Emphasis is also placed on the sharing of family and occupational responsibilities. The Commission will propose recommendations for action in the field of day-care facilities.

The final area covered by the Action Programme is concerned with increasing awareness and changing attitudes. The Commission lists in the Programme a series of measures designed to promote equal opportunities and expand its traditional information activities with regard to women.

The full text of the 2nd Action Programme is published by the European Commission as Supplement 23 to 'Women of Europe'(X/77/86) Copies are available in the various Community languages from Commission of the European Communities, DGX, 200 rue de la Loi, 1049 Brussels.

## Tax League Table

The Organisation of Economic Co-operation and Development [OECD] has recently published statistics on taxation revenue as a percentage of Gross National Product. This indicates the level of taxation [and thus public expenditure] in relation to the total size of the economy. The figures, for 1984 and 1985, come from the OECD publication "Statistics on Public Revenue in OECD Member States."

### TOTAL TAX REVENUE AS A % OF GDP

COUNTRY	1984	1985
SWEDEN	50.46	50.60
DENMARK	48.02	49.40
BELGIUM	46.73	n/a
NORWAY	46.41	47.80
NETHERLANDS	45.54	44.78
FRANCE	45.49	45.55
AUSTRIA	41.95	42.30
LUXEMBOURG	41.43	n/a
ITALY	41.17	n/a
IRELAND	39.48	38.37
UNITED KINGDOM	38.51	38.58
WEST GERMANY	37.73	37.97
FINLAND	36.00	37.12
GREECE	35.23	n/a
CANADA	33.37	34.18
SWITZERLAND	32.18	32.04
PORTUGAL	31.97	31.47
AUSTRALIA	31.21	n/a
NEW ZEALAND	31.04	n/a
UNITED STATES	28.99	n/a
SPAIN	28.39	28.47
JAPAN	27.38	n/a
TURKEY	14.43	15.63

## Inflation

Eurostat, the European Community Statistical Service have just released figures on the increase in consumer prices in the various Member States. The first table refers to the rate of increase over one month, the second refers to the annual rate of inflation.

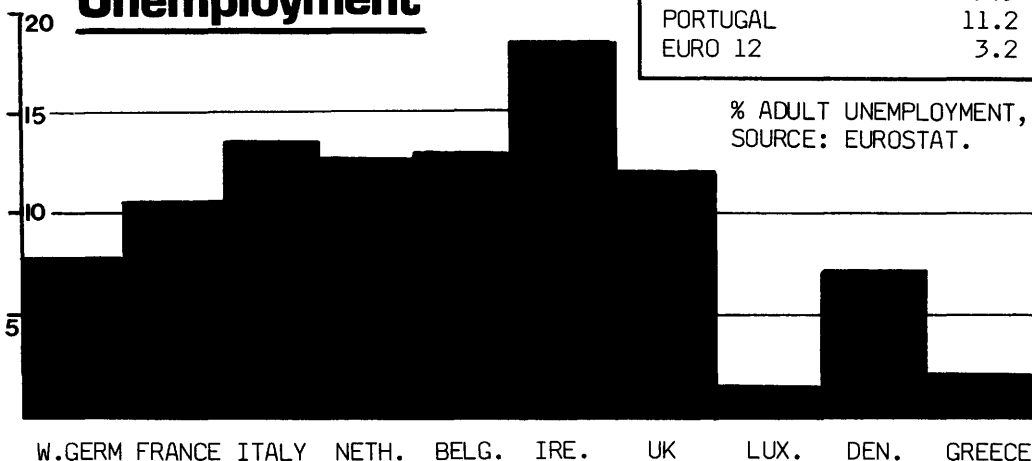
TABLE 1. INCREASE OVER ONE MONTH

COUNTRY	JUNE/JULY	JULY/AUG.
WEST GERMANY	-0.5	-0.2
FRANCE	0.1	0.1
ITALY	0.0	0.2
NETHERLANDS	-0.8	0.1
BELGIUM	0.0	0.1
LUXEMBOURG	-0.2	-0.3
UNITED KINGDOM	-0.3	0.3
IRELAND	-	0.2
DENMARK	-0.7	0.5
GREECE	-0.5	0.0
SPAIN	1.0	0.3
PORTUGAL	0.0	1.0
EURO 12	-0.1	0.1

TABLE 2. ANNUAL RATE OF INCREASE

COUNTRY	JULY	AUGUST
WEST GERMANY	-0.5	-0.4
FRANCE	2.0	2.0
ITALY	5.8	5.7
NETHERLANDS	-0.4	-0.3
BELGIUM	0.7	0.8
LUXEMBOURG	-0.6	-0.5
UNITED KINGDOM	2.4	2.4
IRELAND	-	3.1
DENMARK	3.6	4.3
GREECE	24.6	24.2
SPAIN	9.3	9.5
PORTUGAL	11.2	11.5
EURO 12	3.2	3.3

## Unemployment



% ADULT UNEMPLOYMENT, AUGUST 1986.  
SOURCE: EUROSTAT.

# BULLETIN BOARD

## NEW ETUC PUBLICATION

The ETUC has just published a new book entitled "A Different Style of Life and Work in Europe". In this book, the ETUC takes stock of the European social dimension and outlines future prospects. It demonstrates that integration will only have a chance of success if working people are involved. The book is edited by ETUC General Secretary Mathias Hinterscheid and contains articles by leading Europeans. Further details of this publication will be provided in the next issue of the European Trade Union Information Bulletin.

## ILO GUIDE TO VDU'S

The International Labour Office [ILO] has just published a new guide to the laws, regulations and agreements relating to work with Visual Display Units [VDUs]. The 400 page guide is produced as a special issue of the regular ILO publication "Conditions of Work Digest". As well as providing information on both legal requirements and collective agreements, the guide contains a full bibliography on the subject. It is available [price SFr35] from ILO Publications, 1211 Geneva, 22, Switzerland.

## ICFTU SURVEY OF VIOLATION OF TRADE UNION RIGHTS

Each year the International Confederation of Free Trade Unions [ICFTU] produces a survey of violations of trade union rights in countries throughout the world. The latest issue, 1985-86, describes attacks on trade union rights on every continent, the culprits including countries of all types - developing and industrialised nations, communist states, right-wing dictatorships and parliamentary democracies. According to the survey, whilst there have been some improvements - particularly in countries which have recently returned to democracy - the overall picture remains grim. The survey lists the many complaints against governments which infringe the right of association which have been submitted to the ILO

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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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