



EUROPEAN COMMUNITIES

N° 1/88

TRADE UNION INFORMATION BULLETIN

IN THIS ISSUE

Brussels Summit
Regional Fund
Equal Opportunities

Published by the Trade Union Division of the Directorate-General for Information, Communication and Culture

COMMISSION OF THE EUROPEAN COMMUNITIES (DG X) 200 rue de la Loi, B-1049 Brussels

Trade Union Information

TRADE UNION INFORMATION BULLETIN

CONTENTS

BRUSSELS SUMMIT MEETING REPORT	3
NEWS FROM EUROPE:	
Aid for Portuguese Industry	4
Public Service Agreements	4
European Railways and the Environment	5
Relaunching European Culture	5
EQUAL OPPORTUNITIES	
COMMUNITY MEDIUM TERM PROGRAMME 1986-90	6
CEDEFOP:	
SOCIAL PARTNERS AND VOCATIONAL TRAINING	7
COLLECTIVE AGREEMENTS IN THE EUROPEAN METALWORKING INDUSTRY	8
FOCUS ON:	
INTERNATIONAL TRADE UNION JOURNALS	10
EUROPEAN FOUNDATION:	
SAFETY AND HAZARDOUS WASTES	11
EUROPEAN REGIONAL DEVELOPMENT FUND	12
NEW PUBLICATIONS - INFORMISEP	13
EURODATA - STATISTICS	14
BULLETIN BOARD	15

Editor:
Alan BURNETT
Sheffield, U.K.

The views expressed
in the Bulletin are those
of the Editor
and are not necessarily
those of the
European Commission.

**PUBLISHED FOUR TIMES PER YEAR IN ENGLISH, FRENCH AND GERMAN
BY THE TRADE UNION DIVISION OF THE COMMISSION OF THE EUROPEAN
COMMUNITIES.**

BRUSSELS SUMMIT SUCCESS SPELLS HOPE FOR THE FUTURE OF EUROPE

European Commission President, Jacques Delors, described Friday 12 February 1988 as the happiest day of his life. It was the day when the crisis which had hung over the future of the Community for over a year came to an end. It was the day when the summit meeting of the twelve Heads of State finally reached agreement on the future budget of the Community and the reform of the Common Agricultural Policy.

The problems which faced the various national leaders when they met in Brussels were considerable. They represented the third side of a triangle which underpins all current Community activity. One side of that triangle, the new political measures introduced by the Single European Act, had already been successfully adopted by all twelve Member States. The second side represented the push towards the completion of the internal market by the 1992 deadline, a process which at last seems to have gathered momentum with the necessary process of legislative harmonisation being aided by the new decision-making procedures established by the Single Act. But it was recognised by all involved that the creation of the internal market had to be accompanied by reforms in the Community budget, reforms that would both provide the Community with adequate funds to carry out its social and regional policy and limit the growing costs of the Common Agricultural Policy. It was with these reforms that the Heads of State struggled unsuccessfully in Copenhagen in December.

The Brussels agreement looks likely to open a new chapter in the move towards European unity. For the first time limits to the growth of the Common Agricultural Policy have been agreed. Perhaps as important a new basis for the funding of the Community budget has also been adopted which should allow the Community to escape from the financial limitations it has been operating under recently. In particular this means a substantial increase in the size of the structural funds - the European Social Fund and the European Regional Development Fund - which specifically helps the less prosperous and less developed areas of the Community.

Following the adjournment of the Copenhagen summit the Executive Committee of the European Trade Union Confederation issued a statement deploring the failure to reach agreement on these important issues. The agreement which has now been reached in Brussels should provide the impetus for the Community to tackle not only the completion of the economic market, but also the other objectives which the ETUC, and all trade unions throughout Europe, will see as essential. An important objective is the adoption of the co-operative growth strategy for employment which could help to reduce the unacceptable levels of unemployment which still prevail in most European countries. The increase in the structural funds should help towards the achievement of greater social and economic cohesion between the rich and the poor throughout the Community.

In December 1987 the ETUC stated that successful progress on the budgetary reforms put forward by the Commission would mean that the Europe of justice and solidarity which working people want could be made a reality during 1988. This would be a Europe in which economic and social cohesion could be achieved on the basis of a return to full employment. The Brussels agreement on the reform of the Community budget is an important step towards the achievement of this objective. It means that once again Europe is on course, a course which will lead to greater unity, greater security and greater prosperity for all working people.

NEWS FROM EUROPE

Aid For Portuguese Industry

The European Commission has approved funding of 2,000 million ECU over a five year period to help the modernisation of Portuguese industry. At the time of the accession negotiations which brought Portugal into the European Community it was recognised that Portuguese industry was faced with specific problems. 80% of jobs in Portugal are to be found in the consumer goods sector, a sector which has been subject to far-reaching changes during the last decade.

The modernisation programme supported by the Commission has four major themes:-

1. Infrastructure modernisation:

The programme seeks to accelerate the modernisation of the basic infrastructure which is vital for industrial development. Part of the funding package will be used to speed of the development of new roads and motorways.

2. Vocational training:

Three key objectives in the field of vocational training have been identified:

- [i] strengthening of initial skill training in the textile, clothing, footwear, engineering and building industries.
- [ii] increased training for technicians.
- [iii] the establishment of centres for advanced technological training.

3. Financing of investment:

Here European funds will help to part-finance Portuguese regional assistance measures aimed at helping to create and maintain permanent jobs. In addition small and medium sized enterprises will be given greater access to the banking and financial facilities enjoyed by their counterparts in other member States.

4. Research and Consultancy:

Funds will also be provided to encourage the development of market research and management and innovation consultancy services.

The funding will be provided partly within the framework of the newly expanded structural funds and partly in the form of loans from the European Investment Bank and other Community institutions.

Public Service Agreements

The European Trade Union Institute [ETUI] publishes a regular Newsletter which includes information on important new collective agreements concluded between employers and trade unions in Europe. The December 1987 issue of the Newsletter featured details of new collective agreements within the public service sector from Belgium and the Federal Republic of Germany, details of which are summarised here.

BELGIUM : PUBLIC SECTOR AGREEMENT

A two-year collective agreement covering public servants was concluded in November between the Government and the Christian [CSC] and Liberal [CGSLB] trade union organisations. The key features of the agreement are:-

- * a framework agreement on the introduction of new technology,
- * introduction of "single status" for all employees,
- * abolition of "80% time posts",
- * introduction of educational leave provisions,
- * wage increases of FB 1000 per month.

The socialist public servants' trade union [CuSP] refused to sign the agreement because of changes to pension entitlement and the continuation of the bar on recruitment to the public service.

FEDERAL REPUBLIC OF GERMANY - PART-TIME PUBLIC SERVICE WORKERS.

A new collective agreement negotiated by the public service and transport workers' union OTV provides important new rights for part-time workers. The agreement provides that all public service and public authority part-time workers who work at least 18 hours a week have the right, from the 1 January this year, to be covered by the collective agreements in force for full-time workers.

It is estimated that there are 800,000 part-time workers in the public service in Germany, 80% of whom are women. The new agreement will improve provisions for job protection, pension rights, holiday pay and promotion for these workers.

NEWS FROM EUROPE

EUROPEAN RAILWAYS AND THE ENVIRONMENT

New initiatives at European level to rebuild and strengthen the European railway network were called for by European Commissioner Stanley Clinton Davis at a symposium held in Mannheim late last year. In his speech to the symposium Commissioner Clinton Davis examined the environmental advantages possessed by the railway system over other forms of transport. He claimed that for too long railways have been the poor relation in the development of Community transport policy and he outlined current Commission thinking on future rail transport policy.

In terms of the environmental advantages of rail transport he referred to three specific areas. Firstly, railways are uniquely suited to serve congested, intensively urbanised areas. He quoted statistics produced by the International Road Transport Union which show that whereas a double-track line of 10 metres width would allow the transportation of 40,000 passengers an hour, buses would require a motorway 35 metres wide to carry the same number of passengers and private cars would need a highway 135 metres wide.

Trains have also a significant marginal advantage in a world of finite energy supplies, claimed the Commissioner. Figures produced by the Community statistical service, EUROSTAT, show that trains use only 3% of the total amount of energy dedicated to transport within the Community whilst accounting for 23% of freight and 9% of passenger transport. The fact that railways use less scarce energy resources enhances both the environmental and economic performance of the railway system.

Finally the Commissioner referred to the safety record of the railway system compared to the horrifying statistics of death and injury related to Europe's roads. Each year in Europe approximately 50,000 people are killed and 2,000,000 injured in car accidents. "Trains pass the most important environmental test of all", he said, "they are gentle with people".

Commenting on the current Commission thinking on the future of railway policy he stated that a way must be found of tackling the historical debts of railway enterprises. Member States must finance infrastructure maintenance and development, where appropriate with Community support. Commissioner Clinton Davis also called for a clear definition of the public service obligations of the railway system, whilst at the same time ways in which railway enterprises can be given greater management autonomy should be investigated.

RELAUNCHING EUROPEAN CULTURE

The European Commission has adopted a communication concerning the relaunching of action for culture in the European Community. This important initiative comes at a time when significant efforts are being directed towards the completion of the internal market by 1992 and it is seen as an important element in the creation of true European union. The framework programme proposed for the period 1988 to 1992 covers five fields - the creation of a European cultural area, the promotion of the European audiovisual industry, access to cultural resources, training for the cultural sector and the dialogue between European culture and the rest of the world. Specific emphasis will be put on policies to promote culture in the regions and preserve European cultural heritage.

In the audiovisual industry it is recognised that action is required to promote, in the medium term, the competitiveness of the European industry in order to avoid the invasion of non-European programmes resulting in the squeezing out of the European industry and the subsequent decline of culture in Europe.

EQUAL OPPORTUNITY

COMMUNITY MEDIUM TERM

PROGRAMME 1986-1990

Two years ago the Community adopted a medium term programme on equal opportunities for women. This programme, which was to run for five years between 1986 and 1990, had four major objectives:-

1. To consolidate equal opportunity rights under Community law,
2. To follow up, develop and intensify action projects already started,
3. To fully involve all groups concerned with equal opportunities,
4. To target actions concerning specific categories.

Seven categories of action were established - improved application of existing legal provisions, education and training, employment, new technologies, social protection and social security, sharing of family and occupational responsibilities, and increasing awareness and changing attitudes. The Commission has just published an interim report which examines progress to date in achieving the objectives of the programme. The following is a list of measures already undertaken.

1986

- * Three new information networks established - Women and Television, Child Care, and Local Employment Initiatives and Women.
- * Various Community level conferences organised including Income Tax and Equal Treatment and Women and Training.
- * Council of Ministers adopts resolution on the promotion of equal opportunities for women and a directive on equal treatment in occupational social security schemes.
- * Directive on equal treatment for the self-employed adopted.
- * Evaluation Report on application of Equality Directives prepared.

1987

- * Directive on social security adopted by Commission. This covers the areas excluded from previous directives - retirement age, survivors' pensions and family allowances.
- * Draft Directive prepared changing the burden of proof in equal opportunity cases to the employer once prima facie evidence of direct or indirect discrimination is shown.
- * Report issued on the Dignity of Women in the Workplace which includes a recommendation for action on legal protection against sexual harassment.
- * Various national conferences organised on the equality directives.
- * European seminars organised on the problems of migrant women and on business creation by women.
- * Communications transmitted to the Council of Ministers and the European Parliament on the revision of protective legislation for women and vocational training for women.
- * Commission publishes Guide to Good Practice to improve women's career prospects in industry.
- * Encouragement given for the adoption of positive action programmes, particularly in television, industry, banking and the public sector.
- * Two seminars were organised to promote positive action in industry and the public sector.
- * First report of the Child Care Network published which includes recommendations for action at local and Community level.

CEDEFOP

The Social Partners and Vocational Training

High priority was attached in the 1986-88 Action Guidelines of the European Centre For The Development of Vocational Training [CEDEFOP] to a research project designed to examine the role of the social partners - trade unions and employers - in matters relating to vocational training. An interim report of this research project [*] has now been published and this reviews progress to date and considers developments which are scheduled to take place during the coming year.

The researchers decided that their first task was to examine current practice in the various Member States. So far studies have been carried out on the role of the social partners in seven Member States - Belgium, Denmark, the Federal Republic of Germany, France, Italy, the Netherlands and the United Kingdom. Studies of the remaining Member States are expected to be published during 1988. Each study follows a common methodology and is divided into two major sections - a general analysis and a sectoral analysis.

The general analysis covers aspects such as the historical development of vocational training, the range of institutions involved and the existing links between such institutions and the social partners. In particular the degree and nature of social partner involvement in the development, implementation, administration and control of training is considered in detail. Consideration is also given to the links between the social partners and government, in terms of the governments control of and influence on vocational training programmes.

The sectoral analysis has been specifically designed to highlight social partner co-operation in three critical areas of industrial and commercial development. Thus each national study considers the arrangements for vocational training in the following three sectors:-

THE CONSTRUCTION SECTOR..... A sector dominated by small and medium sized enterprises.

THE METALWORKING & ELECTRONICS SECTOR... A sector characterised by the extensive use of new technology.

THE BANKING & INSURANCE SECTOR..... A service sector in which the employment of women workers predominates.

In addition to the national studies two European-level studies relating to vocational training have already been carried out. One looks at the role of trade unions and employers' associations within the European Community, whilst the second examines their role within other international organisations such as the ILO and the OECD. The preliminary results of both the national and international research studies were considered at a Workshop which was held in Berlin late last year. These results tend to suggest that whilst there seems to be an increase in the rate of involvement of the social partners in vocational training, there is also a clear trend towards a greater polarisation of views between the social partners. Evidence would seem to suggest that the social dialogue on vocational training functions best in those countries where it is already institutionalised at all policy making levels.

[*] "THE ROLE OF THE SOCIAL PARTNERS IN INITIAL AND CONTINUING VOCATIONAL TRAINING IN THE EUROPEAN COMMUNITY"
CEDEFOP Flash 8/87. [November 1987]

Collective Agreements in the European Metal- working Industry

The trends in collective agreements in the metalworking industry are monitored regularly by the international trade union body - the European Metalworkers' Federation in the Community [EMF]. The following table summarises the latest agreements in force in Member States, examining the duration of the agreement and the key terms relating to pay and hours of work. The information is taken from various EMF publications.

<u>COUNTRY</u>	<u>DURATION OF AGREEMENT</u>	<u>MAIN TERMS</u>
DENMARK	1/3/87 to 28/2/91	Working time to be reduced from 39 hours per week by a half hour each year to 37 hours in 1990. This will be accompanied by full wage compensation. Overtime to be limited to a maximum of 12 hours in any four week period. Minimum wage to be increased by 13% in 1987 and a further 6% in 1988. Provision for local wage negotiations at regional or plant level once a year.
FEDERAL REPUBLIC OF GERMANY	1/4/87 to 31/3/90	Working time to be reduced from 38.5 hours per week to 37 hours by 1/4/89. Apprentices hours to be reduced from 40 to 38.5. Reduction in hours to be achieved with no loss of pay. Wage increases:- 3.7% from 1/4/87, 2% from 1/4/88 and 2.5% from 1/4/89.
THE NETHERLANDS	1987/88	STEEL SECTOR: 1% increase in wages on the 1/1/87 and 1/1/88. New shiftwork system introduced for continuous shiftworking - 37 weeks on 5 shifts of 33.6 hours per week and 15 weeks on 4 shifts of 42 hours per week. Weekly working time for those on two and three shift systems to be reduced from 38 to 37 hours from 1/9/87.
LUXEMBOURG	1/1/85 to 31/12/87	Recuperation of wage losses from previous agreement equivalent to 6% wage increase. Wages to be linked to consumer price index. 12 extra days holidays introduced as follows:- 7 days from 1/1/85, 3 days from 1/1/86 and 2 days from 1/1/87. Average working week in 1987 - 36 hours 35 minutes.

<u>COUNTRY</u>	<u>DURATION OF AGREEMENT</u>	<u>MAIN TERMS</u>
BELGIUM	1/1/87 to 31/12/88	<p>Allocation by companies of 0.5% of total wage bill for job creation and vocational training.</p> <p>Universal extension of 38 hour week from 1/1/88</p> <p>An agreement by employers to restrict the use of temporary workers.</p> <p>An automatic adjustment of wages to the consumer price index [except for first 2% per year].</p> <p>Actual details of wage increases to be worked out on regional level after joint negotiations based on budget agreed at national level.</p>
FRANCE	-	<p>Wages and hours covered by separate company agreements.</p> <p>New national agreement on the introduction of new technology concluded on 21/1/87. Works Councils to be informed and consulted about major changes before irreversible decisions are taken. Agreement to training of workers and workers representatives.</p>
ITALY	1/1/87 to 31/12/89	<p>Increase in minimum wages on 1/2/87, 1/3/88 and 1/3/89.</p> <p>Working time to be reduced by 16 hours per week on 1/1/89</p> <p>System by which trade unions are supplied with information on technological change, investment and employment to be supplemented by creation of new data bank on new technologies and their employment effects.</p> <p>Establishment of national commission whose task will be to identify any obstacles to real equality between men and women as regards opportunities at work and ways of overcoming them.</p>
SPAIN	1/1/87 to 31/12/88	<p>Wages to be increased by 6% to 8% in 1987 and 3.6% to 5% in 1988.</p> <p>Annual working time to be reduced by 10 hours in 1987 and 12 hours in 1988.</p> <p>Increased provisions for health and safety at work and improved vocational training opportunities.</p> <p>Trade union involvement in planning work organisation.</p>
PORTUGAL	1/3/87 to 31/12/87	<p>Negotiations on wage increases for individual sectors:</p> <p>Goldsmiths/Watchsmiths - 14% from 1/1/87</p> <p>State steel sector - 12.2% from 1/1/87</p> <p>Engineering & Shipbuilding - 12% from 1/3/87</p> <p>Non-ferrous metals - 13% from 1/4/87</p> <p>Electrical & Electrical Equipment - 11.7% from 1/5/87</p> <p>Automobile Industry - 11.84% from 1/8/87</p>

FOCUS ON

International Trade Union Journals

As Europe, and indeed the world, becomes more and more an integrated economic and social area, trade unionism has also had to strengthen its' international links. The various international trade union federations fulfil an important role in the encouragement of international solidarity between workers of the same industrial sectors in different parts of the world. An important part of the work of such federations is the bulletins and newsletters which provide information about the struggles and campaigns of trade unionists in other countries. Here we briefly examine three such publications.

INTERNATIONAL TRANSPORT WORKERS' FEDERATION - ITF NEWS

ITF News is the regular bulletin of the International Transport Workers' Federation. Each issue examines the main developments within the movement and highlights the struggle of transport workers to obtain the rights of trade union organisation and the fight for better working conditions. In addition to general developments the newsletter looks at changes within the specific sectors covered by the federation - civil aviation, inland transport, dock working, fisheries and maritime transport.

European issues are well represented in the content of ITF News, the latest issue having articles on the effects of the European Community air transport liberalisation measures, the union opposition to the Community policy liberalising road transport and the latest Community fishing quotas.

ITF NEWS is published by the International Transport Workers' Federation, 133-135 Great Suffolk Street, London SE1 1PD, United Kingdom.

EUROPEAN FEDERATION OF AGRICULTURAL WORKERS/ EUROPEAN COMMITTEE OF FOOD, CATERING AND ALLIED WORKERS - EURO-BULLETIN

Euro-Bulletin is the regular publication which covers agricultural and food workers' issues in Europe. Regular sections of the Bulletin look at employment policies, trade union policies, European policies and farm and food policies. It provides a useful source of information on both collective agreements and current European developments which affect the food and farming sectors. It also provide regular reports of EFA and ECF meetings and conferences.

EURO-BULLETIN is published by EAL and EFA, 38, Rue Fosse-aux-Loups, B-1000 Brussels, Belgium.

INTERNATIONAL FEDERATION OF CHEMICAL, ENERGY AND GENERAL WORKERS UNIONS - ICEF BULLETIN

The International Federation of Chemical, Energy and General Workers' Unions produce a very informative Bulletin which examines all aspects of the international trade union movement. However it particularly concentrates on health and safety issues and includes a regular occupational health newsletter. The information, whilst obviously of great benefit to workers in the chemical industry, is of importance to all workers and provides a useful addition to the resources of trade unions.

ICEF BULLETIN is published by the International Federation of Chemical, Energy and General Workers' Unions, 109 Ave. Emile de Beco, B-1050 Brussels, Belgium.

Safety and Hazardous Wastes

Each year somewhere between 20 and 30 million tonnes of hazardous waste are produced in the European Community. Such waste is the unwanted by-product of the multitude of industrial processes that characterise a modern industrial environment. The problems caused by one form of hazardous waste - nuclear waste - have already been well identified, but nuclear wastes are just one example. Perhaps even more dangerous to workers, and the environment they live in, are the non-nuclear wastes and this is an area where only limited research has been carried out. It is a problem which is uniquely suited to a European solution - the toxic effects of waste do not recognise nor adhere to national boundaries. It is also a problem of almost limitless proportions. With several million man-made chemicals already in existence, the difficulty of assessing their long-term effects is immense, especially as most hazardous wastes are in the form of a cocktail of chemicals to which there is no set recipe. As the Irish Minister for the Public Services, John Boland TD, said recently, "whilst their volume can be minimised, hazardous wastes will not go away if ignored"

John Boland was speaking at the opening of a Round Table Discussion on the safety aspects of hazardous wastes which was organised by the European Foundation for the Improvement of Living and Working Conditions. The Foundation have now published a report of that conference [*] in the form of an extremely useful handbook which assesses the existing hazards and the potentiality for European regulations in controlling the effects of waste products. The handbook has been compiled by Sonia Withers, an acknowledged international expert in the field of environmental pollution control. It is a handbook which will prove to be of great interest to trade unions and trade unionists who are in anyway involved with the transport, storage and disposal of hazardous chemical wastes.

Research suggests that within the European Community there are about 100,000 workers directly involved with the transport or disposal of hazardous wastes. However there are no accurate estimates of the accident frequency rates in the industry although organisations like the ILO and WHO suggest that it is one of the highest accident rates for any industry. The range of risks faced by workers is extensive, and includes the dangers from the inhalation of dust and fumes, ingestion, skin contact and infection. Each of these areas is dealt with in the handbook.

In considering the role of European legislation, the handbook examines the current national safety laws in several Member States. Also the legal question of liability is considered - who is responsible for the possible widespread and long-term effects of waste products? The Round Table Conference produced a series of recommendations and these are summarised in the handbook. Of interest to trade unionists will be the call for the education and training of handlers, transporters and processers as part of an overall waste management policy. The conference also called for a study of the implications of a policy to reduce, recycle and re-use waste, especially the impact of such a policy on employment. There is also a demand that a system should be introduced to ensure strict procedures are followed at waste disposal sites and treatment plants. This implies a preliminary analysis before wastes are accepted and a control analysis on arrival, which in turn demands adequate technical resources.

The handbook succeeds in being both informative and well-presented. Despite dealing with what is a complex and technical subject, it is easy to follow the main argument and recognise the necessity of the key recommendations for action. It provides a very welcome resource for trade unions and trade unionists.

[*] "Safety in Hazardous Wastes" Information Booklet No. 2. Published by the European Foundation for the Improvement of Living and Working Conditions.

European Regional Development Fund 1975 - 1987

Over the years the European Regional Development Fund has become one of the main instruments of economic cohesion within the Community. Between 1975 and 1987 nearly 20,000 million ECU has been allocated to the various regions of Europe through the fund. The aid has been concentrated in those areas where the regional disparities are greatest, nevertheless aid has one to all twelve Member States. Figures recently released by the European Commission examine the distribution of aid over that thirteen year period. The following table looks at distribution of aid by country, and in the case of six Member States, distribution by region as well. The figures cover the period 1975 to 1987 and are in millions of ECU.

SPAIN	1,179.59	IRELAND	1,029.92
Galicia	82.16	Donegal	17.88
Princ. De Asturias	72.35	North-East	15.60
Aragon	4.84	North-West	22.05
Castilla Y Leon	178.01	West	52.51
Castilla-La-Mancha	158.32	Midlands	37.00
Extremadura	96.82	East	214.17
Andalucia	477.95	Mid-West	102.68
Murcia	61.47	South-East	61.58
Canarias	24.65	South-West	149.27
Multi-regional	23.02	Multi-regional	357.08
FRANCE	2,419.88	ITALY	6,505.09
Haute-Normandie	2.97	Friuli-Venezia Giulia	71.28
Basse-Normandie	41.30	Toscana	19.04
Picardie	5.70	Marche	87.56
Champagne-Ardennes	22.57	Lazio	270.34
Bourgogne	0.65	Abruzzi	301.69
Centre	4.40	Molise	111.82
Nord-Pas-De-Calais	166.42	Campania	2,449.02
Bretagne	298.50	Puglia	425.67
Pays De La Loire	121.30	Basilicata	525.72
Poitou-Charentes	83.65	Calabria	592.35
Lorraine	179.49	Sicilia	887.20
Alsace	10.17	Sardegna	382.77
Franche-Comte	0.50	Multi-regional	380.63
Limousin	128.49		
Aquitaine	145.20	PORTUGAL	648.83
Midi-Pyrenees	276.98	Norte	200.19
Auvergne	149.19	Centro	157.10
Rhone-Alpes	58.87	Lisboa e Vale Do Tejo	53.69
Languedoc-Roussillon	160.50	Alentejo	93.24
Provence-Alpes-C D'Az.	31.26	Algarve	28.32
Corse	68.21	AcORES	39.62
Martinique	104.44	Madeira	39.83
Guadeloupe	90.40	Multi-regional	36.84
Guyane	65.02		
Reunion	145.54		
Multi-regional	48.16		

UNITED KINGDOM	4,161.75	WEST GERMANY	787.24
North	591.41	GREECE	2,009.33
Yorkshire & Humberside	323.85	LUXEMBOURG	12.60
East Midlands	64.51	NETHERLANDS	209.26
South West	178.76		
West Midlands	209.84		
North West	564.09		
Wales	635.51		
Scotland	1,025.15		
Northern Ireland	442.59		
Multi-regional	126.04		
BELGIUM	165.59	TOTAL	19,293.40
DENMARK	163.02		



Recent Publications from the Commission of the European Communities

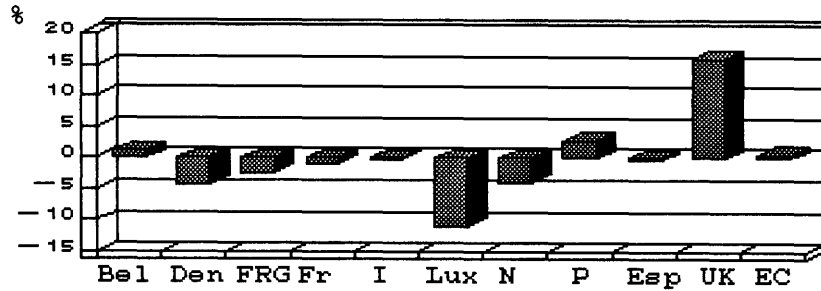
InforMISEP is the quarterly publication which reviews the information gathered by the Communities Mutual Information System on Employment Policies. Each issue examines overall policy developments as well as policies in special categories such as aid to the unemployed, training job creation and working time.

The December 1987 issue of InforMISEP contains a wealth of information which will be of value to European trade unionists, including information on the following issues:-

- * The new intervention policies of the Portuguese Government in favour of the most disadvantaged groups - young workers, the long-term unemployed, women and the disabled.
- * The reform of the unemployment benefit system in Luxembourg.
- * The pay subsidy scheme introduced to support low paid workers in the Netherlands.
- * The new French law which reforms the apprenticeship system.
- * The work of the National Council for Vocational Qualifications in the United Kingdom.
- * Measures introduced in Belgium to promote equal opportunities for men and women in the private sector.
- * The new French law on the employment of disabled people.
- * New Belgium regulations on the limitation of temporary work.

Copies of InforMISEP along with the Basic Information Reports on each of the twelve Member States are available from the European Centre For Work and Society, PO Box 3073, NL-6202 NB Maastricht, Netherlands.

Percentage change in steel production 1986/1987



SOURCE: IISI - Iron and Steel Institute, Brussels.

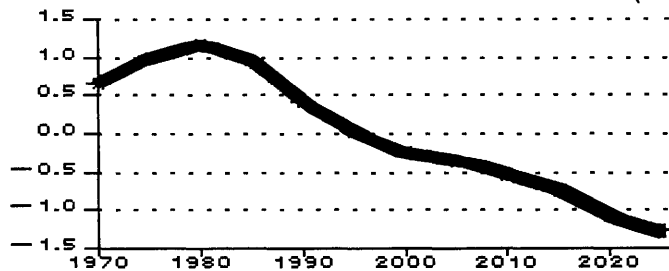
Percentage Change in Employment 1983-85 (%)



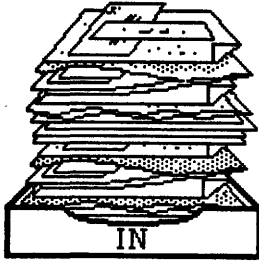
Change in full-time employment
 Change in part-time employment
 SOURCE: EUROSTAT: Labour Market Sample Survey 1983, 1985.

CHANGES IN EUROPEAN WORKING POPULATION

GROWTH / DECLINE IN TOTAL WORKING POPULATION (MILLIONS)



SOURCE: EUROSTAT, Demographic and Labour Force Analysis.



BULLETIN BOARD

CODE OF CONDUCT ON SOUTH AFRICA

The Ministers of Foreign Affairs of the twelve Member States, meeting in early February approved the Seventh Annual Report on the application of the Code of Conduct by Community companies with subsidiaries in South Africa. The Ministers noted in particular in their communique:-

1. That the level of companies' involvement with trade unions representing black workers continued to increase.
2. That companies are applying common pay scales for all employees, irrespective of race.
3. Over 95% of black workers are receiving wages at or above the level advocated in the Code.
4. That many companies have specific policies for training and promoting black workers and providing them with a wide range of fringe benefits.

ETUC EXECUTIVE MEETING

The Executive Committee of the European Trade Union Confederation met in Brussels on the 11 and 12 February. Part of the meeting was devoted to preparations for the 6th Statutory Congress of the ETUC which is due to take place in Stockholm in May.

The agenda also included the adoption of two craft declarations, one on retired workers and the other on the Commission's proposals in the field of health and safety at work. The meeting also considered the social measures which the ETUC believe must accompany the completion of the internal market.

COURT OF JUSTICE RULES ON EQUAL PAY

The European Court of Justice has ruled on a case brought by an Irish woman concerning the interpretation of EC provisions on equal pay for women. The provisions on equal pay, which are contained in Article 119 of the Treaty of Rome, state that there must be equal pay for the same work, or work of equal value, irrespective of sex. The Irish case concerned a woman who worked for the Irish telecommunications service who had a job which was recognised as being superior to the jobs done by some of the men employed by the same organisation, and yet it received lower pay.

An application for equal pay with the jobs done by the men was rejected by Irish Labour Courts on the basis that the Community provision only covered the same job or work of equal value. They stated that there were no provisions for equal pay for work rated as superior. The Irish High Court referred the case to the European Court of Justice who decided that Article 119 should be interpreted to include cases in which a woman is seeking equal pay for work which is rated as superior to the work of a person who has been taken as a basis for comparison. The decision of the Court of Justice was welcomed by the European Commission.