

TRADE UNION INFORMATION BULLETIN

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1/1991

Commission Calls For More Action in the Social Field

The European Commission has called for more action to make up for delays in adopting measures in the social policy field. The call comes in the Commissions' 1991 Programme submitted to the European Parliament in January. The Programme states that action must be carried forward on the accompanying measures to the creation of a European single market. As well as calling for existing delays to be made up, the Programme also promises that new social measures will be put forward by the Commission during the coming year.

The full programme of policies on the social dimension is reproduced in full on page 3 of this Bulletin. The aim of the Commission remains to create a core of social rights applicable throughout the Community. A number of proposals have already been made and the Commission promise to deal with the remaining items from the Social Charter Action Programme during the coming twelve months.

Proposals are therefore expected on such issues as collective dismissals, minimum earnings, worker participation and health and safety at work. The Commission also promise to put forward ideas on the maintenance and transferability of supplementary pensions. A call for

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COMMISSION PROGRAMME - 1991

the extension of the social dialogue at the sectoral level is included in the Commissions' proposals.

In the introduction to the Programme, the Commission points out that its presentation is in a form which concentrates on the major policy objectives which the two institutions have in common. It is noted that the European Parliament has already intimated how much importance it attaches to the social dimension, the environment, energy policy and the cohesion of the Community. The Commission accepts these priorities and states that it will in large measure build them into its work schedule for 1991.

The programme draws attention to a number of important items:-

(1) Progress towards political union and economic and monetary union must be consolidated by the completion of the work of the intergovernmental conferences.

(2) The Commission will press ahead with the task of ensuring the integration into the Community of the territory of the former German Democratic Republic.

(3) All of the objectives of the Single Act must be carried through in 1991. This is particularly true of the social dimension which must move ahead at the same time as the economic dimension.

(4) Decisive progress must be made in those areas vital to the completion of the single market. In particular progress must be made in those areas where the agreement of the European Council is still awaited, in particular taxation, transport, financial services and the veterinary field.

(5) An even more important challenge than creating a single market is making it work as effectively as possible so that maximum benefit is derived from it. The Commission intend to reinforce the physical operating structures of the market by increased efforts in the field of telecommunications systems, energy networks, transport infrastructures and vocational training.

(6) In addition to the necessary accompanying measures in the social policy field, the Commission stresses the importance of flanking policies in the context of the environment, research and development and the continuing implementation of decisions taken on structural policies within the framework of economic and social cohesion.

(7) The Commission emphasise that 1991 should also be a year of taking stock, of assessing the main components of the 1988 reform package with a view to producing a blueprint for 1993 and beyond.

(8) The Commission, finally, stress its responsibilities in the field of external relations and development policy and its particular responsibilities towards the Community's neighbours in Central and Eastern Europe and the European Free Trade Association and in respect of a remodelled Mediterranean policy.

In addition to the specific measures in the field of social policy, the Commission programme includes other proposals of interest to trade unionists.

- Proposals on urban protection in the wake of the Green Paper on the urban environment.
- The launch of the European Environment Agency.
- Implementation of the trans-European network programme.
- Implementation of a European industrial policy.
- Evaluation of Community research and development strategies in readiness for preparatory work on the next framework programme (1993-97).

In the conclusion to their programme, the Commission point out that 1991 will be dominated by two concerns. Firstly, all the institutions will have to keep up the pressure to complete preparations for the frontier-free area which will come into being on 1 January 1993. Secondly, 1991 will be a year of looking to the future, beyond 1993, as symbolised by the two Intergovernmental Conferences on political union and economic and monetary union.

BACKGROUND BRIEFING

Extract From The 1991 European Commission Programme: Flanking Policies: The Social Dimension

13. The single market and a frontier-free Europe would not be complete without the social dimension. The aim is to create a core of social rights applicable throughout the Community. Accordingly, the 1990-1991 action programme will involve giving practical substance to the Community Charter of the Fundamental Social Rights of Workers in line with the principle of subsidiarity. In preparing its proposals the Commission conducted extremely wide-ranging consultations and intends to improve the consultation machinery still further. Proposals on the most pressing issues raised by the Charter are already on the table awaiting a decision. In 1991 the Commission will be dealing with the remaining aspects: employment (collective dismissals), labour law (equitable wage, minimum income), labour relations (equity sharing and worker participation), living and working conditions (protection of expectant and new mothers, protection of the dignity of men and women at work, protection of children and adolescents, childcare), freedom of movement for workers (revision of Regulation 1612/68, updating and extension of Regulations 1408/71 and 574/72 on social security arrangements), disadvantaged groups (third programme on the integration of disabled people), and health, safety and hygiene at work (specific Directives).

There is a need to explore the possibilities for aligning objectives and policies on social protection, including the maintenance and transferability of supplementary pensions: the Commission will be putting forward its ideas.

At the same time the social dimension of the internal market must be given a higher profile. To this end it needs to be backed by an appropriate information, communication and dissemination effort. The social dialogue must be developed at intersectoral level, bringing in new working groups, extending joint opinions to national and sectoral level, initiating work in new sectors (postal services, chemicals, motor vehicles, etc.). If the necessary groundwork for a single economic area is to be completed in time, the role of the two sides of industry in collective bargaining must be clarified: the Commission will be presenting a communication based on Article 118b of the Treaty.

The Commission will be compiling a report on the application of the Charter of Fundamental Social Rights, as required by the Charter.

14. Every individual should be given the opportunity for change, and training can play a vital role here. Access to training is a prime objective. To help make it possible to keep abreast of change and technical progress and to enhance mobility and the development of human resources, the Commission, in the light of the results of the social dialogue, will be proposing legislation to enable unions, employers and public authorities to create the necessary training structures to meet these challenges. The economic and social imperatives associated with the single market make this an absolute priority. The Commission will be publishing a policy paper for the 1990s.

The Commission also intends to implement the whole range of Community programmes, which now cover every sector: initial vocational training, higher education, continuing training, foreign language teaching, trans-European mobility at tertiary education level. Ensuring that these programmes are fully effective calls for swift action to co-ordinate them and rationalise monitoring methods.

NEWSBRIEF

Education and Training

Education and training is becoming an increasingly important area of Community policy. In terms of information, two separate publications have been the main providers of general information on Community developments. In the sphere of education policy, "Eurydice Info" has been published for a number of years by the European Unit of the Education Information Network (EURYDICE). At the same time the European Centre for the Development of Vocational Training (CEDEFOP) have been producing "CEDEFOP News" which has kept readers up to date with the main developments in the field of vocational training. Over recent years there has been a trend towards greater integration of education and training, and this has now led to a similar integration in the field of information. "Education and Training" will replace both "Eurydice Info" and "CEDEFOP News" during the coming year. The new periodical has been compiled with the technical and creative assistance of both EURYDICE and CEDEFOP. It will be published four times per year by the Task Force: Human Resources, Education, Training and Youth of the European Commission. Initially it will be available in English, French, German and the language of the current Council Presidency, although consideration is being given to publishing the periodical in all nine official languages at a later date.

Trade unions throughout Europe are taking an increasingly active interest in education and training policies. In many cases trade unions are becoming a direct partner in vocational training provision. The new periodical, which brings together news of all key Community developments in this field, will be a useful source of ideas for continuing this important development.

Copies of "Education and Training" can be

ordered from: The Task Force: Human Resources, Education, Training and Youth. Commission of the European Communities. 200 Rue de la Loi - B1049 Brussels.

InforMISEP

The latest issue of InforMISEP, the European Commission's quarterly newsletter on employment policies, contains information from various Member States on developments in the field of job creation, aid to the unemployed, training and working time. The implications of German unification on employment policies, the new French employment plan and recent Greek regulations on working time are all covered in Issue No. 32.

InforMISEP is available from the MISEP Secretariat, Institute for Policy Research, P.O. Box 985, 2300 AZ Leiden, Netherlands.

Eurobarometer

There is considerable popular support in all European Community Member States for the major proposals for Community reform being discussed by the Intergovernmental Conference on political union and economic and monetary union. This is one of the findings of the latest Eurobarometer public opinion survey conducted amongst some 12,000 citizens from all Member States during October and November last year. Questioned about their attitude towards reform proposals, the following results were obtained:-

Possible Proposal	In Favour	Not in Favour
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The European Community having responsibility for common security and defence policy	66%	15%
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NEWSBRIEF

	In	Not In
	Favour	Favour

The European Parliament having the right, along with the Council of Minister, to decide on Community legislation

64% 14%

The establishment of a European Central Bank, with the heads of national Central Banks on the Board of Directors

56% 18%

Single Market Update

With two years to go before the deadline for the completion of the internal market, more than two-thirds of the proposals contained in the single market programme have now been adopted by the Council of Ministers. Nevertheless there are still delays in the incorporation of Community rules into national legislation. The position in each of the three areas highlighted by the 1985 White Paper is as follows:-

PHYSICAL BARRIERS: Considerable progress still needs to be made in order to create an end to all border checks throughout the Community. The Schengen Agreement (which links France, Germany, Italy and the three Benelux countries) will mean an end to all checks at the common borders of the signatory countries on the 1 January 1992.

TECHNICAL BARRIERS: Some 850 European standards have still to be adopted - roughly one per day.

FISCAL BARRIERS: Ministers of the twelve Member States agreed last November to a system of collection of VAT which will make it possible to end border checks for tax purposes on the 1 January 1993.

Environmental pollution

The Organisation of Economic Co-operation and Development (OECD) has recently released a report on the state of the environment. Within the report is an attempt to put together a series of statistical indicators on environmental problems. One such statistical series looks at the emission of "greenhouse gases" during the late 1980s. Greenhouse gases are defined as carbon dioxide, methane and CFC's. Total emissions are calculated and represented in relation to the gross national product of the country and the total population. The following figures, taken from the OECD report, examine the position of Community Member States along with a number of other leading industrial countries.

Country	Total Emissions (m.tonnes)	Per Unit of GDP	Per Capita
Belgium	52	604	5.3
Denmark	30	496	5.8
France	223	395	4.0
FRG	328	488	5.3
Greece	42	1200	4.2
Ireland	21	1037	5.9
Italy	217	465	3.8
Netherlands	94	705	6.4
Portugal	29	1231	2.8
Spain	133	709	3.4
UK	307	599	5.4
USA	2468	558	10.0
Japan	402	268	3.3
Australia	182	1035	11.0
Sweden	32	295	3.8
World	12800	662	2.5

The Impact of the Single European Market on Industry

The first exercise in economic evaluation of the likely effects of the single European market was documented in the Cecchini Report published in 1988. Whilst this Report concentrated on the likely macroeconomic implications of the single market, continuing research has been carried out on the likely effects at sectoral and national level. The latest research was recently published by the European Commission and looks at the likely impact by industrial sector. Whilst the total findings of the research are too lengthy and complex to adequately summarise, this article merely examines one small section of the overall report - the identification of the sectors most likely to be affected by the single market.

The single market programme is primarily concerned with the removal of non-tariff barriers to intra-Community trade. In attempting to calculate the sectoral effects of the single market, the researchers adopted several indicators:-

- (1) The level of non-tariff barriers (standards, frontier formalities, limited access to public procurement, differences in VAT and excise duty, etc.) measures the degree of protection of the sectors.
- (2) The level of penetration of intra-Community imports (share of internal demand covered by intra-Community imports) is an indicator of the degree of internationalisation of the sectors.
- (3) The price dispersal for identical products between Member States describes the fragmentation of the Community market.
- (4) The potential for economies of scale makes it possible to identify those sectors in which the enlarged market could bring a reduction in costs for European firms.

The researchers felt that two of these factors - non-tariff barriers and price dispersal - were likely to play a fundamental role in the overall sectoral impact of the single market, and these were subject to a major data-collecting operation.

Non-Tariff Barriers:

Several sources of information were used to assess the importance of non-tariff barriers on industrial sectors. The information was used to classify industrial sectors into three groups according to the overall impact of non-tariff barriers:-

1. Slight Impact of Non-Tariff Barriers: Those industrial sectors where it was thought that the removal of non-tariff barriers would only have a slight impact we not included in the main body of the study.

2. Moderate Impact of Non-Tariff Barriers: The category covers a wide variety of industrial sectors in which the principal obstacles are differences in standards or administrative or technical controls. However such barriers do not prevent intra-Community trade.

3. Major Impact of Non-Tariff Barriers: Two distinct categories were identified here:

- 3(i) Those in which the public sector is the main purchaser. Such sectors will be strongly affected by the opening up of public procurement.
- 3(ii) Those in which differences in standards present a considerable obstacle to intra-Community trade.

In both these categories non-tariff barriers not only lead to additional costs which serve to limit intra-Community trade, but also reduce the efficiency of European firms by fragmenting and restricting competition on the Community market.

Price Discrepancies Between Member States:

The research highlighted three main conclusions with regard to price discrepancies:-

1. The abolition of tax frontiers will not eliminate price discrepancies between Member States, since differences in VAT contribute only slightly to these discrepancies.
2. In those sectors where there are non-tariff barriers, price dispersion has tended to increase slightly over the last ten years (+5%), whereas it narrowed appreciably in those sectors more open to Community competition (-24% over 10 years).
3. The "natural" dispersion of prices (price dispersion for the same product in the same country) is appreciably less than that between Member States.

The Identification of Critical Sectors:

Taking these various factors into account the researchers considered some 120 industrial sectors and selected 40 sectors for which it was considered that the impact of the single market would be considerable. At the level of the individual enterprise within these 40 sectors, it is not possible to say whether the effect of the single market will be positive or negative. This will critically depend on the ability of the enterprise to take advantage of the changed market conditions within the sector. Undoubtedly some individual firms will greatly benefit from the removal of non-tariff barriers whilst others will suffer from the increased competition which will result.

The list of the forty critical sectors is reproduced in the following table. For each sector the level of non-tariff barriers is classified as either high or moderate. In most cases the percentage price dispersion is also recorded, along with the sectors share within total employment in the Community.

The full findings of the research team are contained within a special joint issue of "European Economy" and "Social Europe":-

European Economy and Social Europe: Special Edition 1990

The Impact of the Internal Market by Industrial Sector: The Challenge for the Member States.
ECU 18.00

Available from the Office For Official Publication of the European Communities, L-2985

NACE Code	Sector	Non tariff barriers	Dispersion of prices net of tax	Share in Employment
High-Technology Public Procurement Sectors				
330	Office machines	high	7.44	1.28
344	Telecommunications equipment	high	8.89	4.33
372	Medico-surgical equipment	high	21.12	0.45
Traditional Public Procurement or Regulated Markets				
257	Pharmaceutical products	high	32.65	1.63
315	Boilermaking, reservoirs, sheet-metal containers	high	22.12	1.10
362	Railway equipment	high	21.74	0.40
425	Wine and wine-based products	high	15.88	0.16
427	Brewing and malting	high	20.94	0.72
428	Soft drinks and spa waters	high	24.84	0.35
341	Electrical wires and cables	high	8.89	1.52
342	Electrical equipment	high		3.71
361	Shipbuilding	high		1.16
417	Spaghetti, macaroni etc.	high	8.86	0.14
421	Cocoa, chocolate & sugar conf.	high	10.12	0.79
Sectors with Moderate Non-Tariff Barriers				
Consumer Goods				
345	Electronic equipment	moderate	7.65	1.86
346	Domestic-type elect. appl.	moderate	7.67	1.09
351	Motor vehicles	moderate	10.61	6.64
438	Carpets, lino, floor cov.	moderate	15.76	0.30
451	Footwear	moderate	14.28	1.24
453	Clothing	moderate	10.17	3.61
455	Household textiles	moderate	13.42	0.30
491	Jewellery, goldsmith's and silversmith's wares	moderate	22.06	0.25
493	Photographic & cinemat. labs	moderate	10.12	0.16
495	Games, toys and sports goods	moderate	12.07	0.33
Capital Goods				
321	Agric. machines & tractors	moderate	8.30	0.81
322	Machine tools for metals	moderate	10.73	1.36
323	Textile and sewing machines	moderate	10.97	0.56
324	Machines for foodstuffs ind.	moderate	12.26	1.25

325	Plant for mines, etc.	moderate	18.06	1.89
326	Transmission equipment	moderate		0.85
327	Other specific equipment	moderate	12.92	0.74
347	Lamps and lighting equip.	moderate	15.70	0.42
364	Aerospace equip, manufacturing and repairing	moderate	17.10	2.05

Intermediary Goods

247	Glassware	moderate	21.46	1.05
248	Ceramics	moderate	21.46	1.06
251	Basic industrial chemicals	moderate		3.28
256	Other chemical products for ind.	moderate		1.15
431	Wool industry	moderate	23.02	0.78
432	Cotton industry	moderate	23.02	0.94
481	Rubber industry	moderate	17.85	1.57

Source: "The Impact of the Internal Market by Industrial Sector"

Working For Health at Work

Initiatives in Seven countries of the European Community

Actions designed to improve health in the workplace are the subject of a special examination carried out by a working group established by the European Foundation for the Improvement of Living and Working Conditions. The group examined a variety of workplace health actions already undertaken in Member States and carried out consultations with trade union and employer representatives.

The main conclusions of the group on workplace health promotion were:-

* Awareness is low and still focusses more on traditional health and safety issues.

* There is need for training and restructuring to overcome the lack of investment in, and lack of integration of, the different professional services.

* There is a gap between legislation and the reality of health promotion in the workplace - while legislation may be supportive or neutral,

there may be no incentive for action.

* Responsible participation in decision-making needs, at a minimum, adequate consultation and information.

* The urgent need for evaluation of health promotion is accompanied by a parallel need to have mechanisms for the transfer of good ideas and practices.

* Approaches aimed at individual health and environmental health need to be integrated.

* More experimentation should be carried out, particularly in smaller companies.

A summary of the work of the Working Group can be found in a recent pamphlet published by the Foundation - "Working For Health At Work". Copies are available from: The European Foundation for the Improvement of Living and Working Conditions. Loughlinstown House, Shankill, Co. Dublin, Ireland.

Vocational Qualification of Young People and Their Preparation for Adult and Working Life: - New Community Action Programme Proposed.

One of the most positive results of the social dialogue at Community level has been a series of agreements on the subject of vocational training. In January 1990 the social partners, within the context of the Val Duchesse social dialogue, issued a joint opinion which emphasised that high-quality education and initial vocational training, leading to recognised qualifications, were essential if young people were to be successfully integrated into working and economic life and to benefit from continuing training. This opinion has been one of the important factors leading to the publication of a new Commission Communication outlining an Action Programme for the vocational qualification of young people and their preparation for adult and working life (COM(90) 467 final - 9 November 1990).

The new Action programme is published in the context of a number of new initiatives related to vocational and continuing training. As part of its 1990 programme of work, the Commission undertook to rationalise and coordinate its training actions and a Commission Communication on this subject was published last year (COM(90) 334 final) Also a new Community initiative, EUROFORM, was proposed which will provide substantial new resources for the development of transnational cooperation and exchanges in the vocational training field, particularly for the benefit of young job seekers. The overall objectives of the Commission are to establish a coherent set of actions to ensure that all young people can receive a period of vocational training leading to a recognised qualification and promote a strong European dimension within such training, particularly by establishing opportunities for transnational exchanges of young people in initial vocational training below tertiary level, and for young workers.

Current Challenges in Vocational Training

The Commission list a number of challenges with regard to vocational training:-

- (1) New emphasis is being placed, at policy level in all Member States, on the importance of effective and high quality systems of initial training for the achievement of their economic and social objectives. the need to adapt vocational training to economic and industrial change and to absorb and exploit the latest developments in new technology is seen as a growing priority, at all levels of qualification and for people with different types of ability.
- (2) The adoption of the Single European Act has added to the urgency felt in most Member States to develop or improve initial vocational training in response to the needs of national economies preparing for the completion of the internal market and increased global competition. Even more than before, it is now necessary to introduce a European dimension into the process of training and systems of qualification.
- (3) The single market has stimulated an upsurge of interest in European aspects of training and demands for more opportunities for transnational cooperation and networking including European exchanges of training staff and young people. the new needs of a truly European integrated market should be met, namely, by the corresponding creation of trans-European networks, particularly in the field of training

A number of key priorities in the implementation of a comprehensive and coherent policy at Community level for the training of young people are put forward:-

- There should be improved access and participation of young people in initial vocational training.
- Strategies will need to take account of demographic changes - there is currently a significant fall in the numbers within the main target group for initial vocational training. This implies the need to improve and diversify general education and vocational training to ensure the optimum use of human resources.
- Wider use will have to be made of new forms of training partnership. These will involve different training providers - firms, trade unions, local authorities, local development agencies and other promoters of local and regional development.
- Efforts are needed to reduce regional disparities in training provision.

With these objectives and priorities in mind, the Action Programme suggests two distinct types of action.

ACTION A: Enlarged support transnational and transfrontier projects aimed at improving technical and vocational education, apprenticeships and other forms of initial training, which have a European dimension. Such projects would consist of:-

- vocational training or work experience placements abroad for young people in initial training and their trainers, and for young workers.
- joint training of trainers.
- joint development of European training modules, and of qualifications/certificates related to them.

It is intended that the exchange of initial vocational training specialists will continue to form part of the PETRA programme. A very considerable increase in training exchange opportunities is envisaged for young people in the 16-19 age group. The Action Programme suggests that training and work experience placements abroad should be increased to 16,000 in 1992, 36,000 in 1993 and 48,000 in 1994.

ACTION B: Further development of vocational information and guidance with a European dimension. Examples provided include:-

- supporting national contact points/centres to network the exchange of guidance data, and to explore effective methods for the transfer of guidance information throughout the Community.
- providing training for guidance counsellors/specialists on European aspects.

A series of complementary measures, including the provision of information on the programme and the dissemination of results, is also provided for.

The Communication contains the formal proposal for a Council Decision which will formally establish the programme. This is in the form of an extensive amendment to the current PETRA programme. A total budget of 177.4 million ECU for the period 1992-1994 is proposed, allocated as follows:-

Suggested financial appropriations (million ECU)

	1992	1993	1994	1992-94
Action A	35.2	52.2	64.6	152.0
Action B	1.4	1.7	2.0	5.1
Complementary Measures	4.7	7.0	8.6	20.3
Total	41.3	60.9	75.2	177.4

Further details of the Action Programme are contained in the Commission Communication COM(90) 467 final.

NEW PUBLICATIONS

Taxation in The European Community

One of the objectives of the single European market programme was the abolition of fiscal barriers to trade between Member States. Over recent months there has been considerable progress at Council of Minister level in the gradual abolition of fiscal frontiers - variations in indirect tax levels and systems of collecting taxes at national frontiers.

The problems caused by the continued existence of twelve individual tax territories within the Community are described in a new European File publication - "Tax Laws and Cross Border Cooperation Between Companies" The pamphlet identifies the various complexities faced by firms involved in cross border activities. It also describes the new Community approach which is based on three measures in the field of direct company taxation adopted by the Council of Ministers last July.

The three measures cover company mergers and taxation, taxation for companies with subsidiaries in different Member States, and methods of arbitration between tax authorities. Each of the measures is described in some detail and there is a final section which looks at the practical effects of the new measures.

Whilst the subject of company taxation is somewhat complex, it is increasingly important that it is one which is understood by European trade unionists. Cross-border activities are increasing and it is essential that trade unions are able to understand the ways in which companies operate within such a financial environment.

"Tax Law and Cross Boarder Cooperation Between Companies" European File 1-2/91. January 1991. Available free of charge from European Community national information offices or from the Office for the Official Publications of the European Community, L-2985 Luxembourg.

ETUI Info Series

The latter part of 1990 has brought three welcome new publications in the European Trade Union Institute's Info series of pamphlets. They are the latest in a series of over 30 titles currently available from the ETUI at BF 300 each (special subscription rates are available to certain trade unions and trade unionists)

NEW PUBLICATIONS

Economic Reforms in Central and Eastern Europe

In April 1990 the ETUI held a special seminar to assess the various developments in central and eastern Europe and the state of economic reforms. This new Info pamphlet includes many of the contributions from that seminar, each of which has been updated and expanded in the light of experiences during the latter part of 1990.

Developments and reforms within both the Soviet Union and the independent central and eastern European states are examined. Particular attention is paid to the developments within trade union movements and the main conclusions of a special European trade Union Confederation mission to Czechoslovakia, Hungary, Bulgaria and Romania are recorded. Recent changes in the trade union movements of these states has tended to be overshadowed by political developments. Nevertheless, the ETUC mission found existence of significant changes within existing trade union structures as well as the development of new, independent trade union organisations.

European Economic and Monetary Union

The current discussions on economic and monetary union within the European Community have significant implications for trade unionists. Whereas much of the debate is understandably from a political and economic viewpoint, there is a critical need for an analysis of the issues from the point of view of European workers. Such an analysis is provided by the second of the three new Info pamphlets.

An introductory chapter summarises the principle components of the Delors Report. Specific attention is paid to the concepts of economic and social cohesion, economic and monetary parallelism and the likely effects of union on collective bargaining and democratic

accountability. The likely effects on pay bargaining and real wages are also considered.

The pamphlet also provides the text of the ETUC position on economic and monetary union adopted in April 1990 and a summary of the main debates of a special ETUC seminar on economic and monetary union held in March 1990.

Workers' Representation in Western Europe

The whole question of workers' representation in Western Europe has gained a new momentum during recent years. Legislation is currently under discussion (The European Company Statute), and the increase in cross-border mergers and European collective agreements has brought the question of workers' representatives and their rights into focus. The increased importance of the subject is also reflected in the decision by the ETUI to republish some of the main findings of their 1990 Research Report "Workers' Representation and Rights in the Workplace" in a new Info pamphlet.

The pamphlet contains two major sections. The first provides a brief survey of the representation of workers in Western Europe and in particular the level at which workers' representatives exert an influence. The second section provides a detailed report of the situation in each of the twelve Member States of the Community as well as Austria, Finland, Norway, Sweden and Switzerland.

Info 30 "Economic Reforms In Central and Eastern Europe"

Info 31 "European Economic and Monetary Union - Trade Union Views"

Info 32 "The Representation of Workers in the Workplace in Western Europe"

Available from : European Trade Union Institute.
Boulevard de l'Imperatrice 66 (Bte 4),
1000 Brussels.

EURODATA - STATISTICS

Unemployment In European Community Regions (1990)

Region	% Unemployment		
	Total	Age of Unemployed Under 25	Over 25
BELGIUM	7.6	13.1	6.8
Vlaams Gewest	5.5	7.8	5.2
Region Wallonne	10.8	23.1	9.1
Bruxelles-Brussel	9.9	16.2	9.2
DENMARK	7.9	11.1	7.1
Hovedstadsregionen	6.8	9.9	6.0
Ost for Storebaelt, ekskl.	9.1	12.4	8.3
Vest for Storebaelt	8.4	11.5	7.6
F.R. GERMANY	5.2	4.7	5.4
Schleswig-Holstein	6.2	6.4	6.1
Hamburg	8.0	8.3	7.9
Niedersachsen	6.8	6.0	7.0
Bremen	10.4	12.5	10.1
Nordrhein-Westfalen	6.9	6.2	7.1
Hessen	4.1	4.0	4.2
Rheinland-Pfalz	4.5	4.3	4.5
Baden-Wurtemberg	3.0	2.5	3.1
Bayern	3.4	2.5	3.6
Saarland	7.2	7.2	7.2
Berlin (West)	6.9	6.0	7.0
GREECE (*)	7.5	24.8	4.7
Voreia Ellada	7.2	23.0	4.7
Kentriki Ellada	6.2	24.2	3.6
Attiki	9.4	28.6	6.2
Nisia	3.9	16.6	2.0
SPAIN	16.1	30.3	12.5
Norceste	13.6	29.6	10.7
Noreste	14.5	33.1	10.7
Madrid	12.4	23.0	9.9
Centro	16.5	32.3	12.7
Este	12.8	23.0	10.2
Sur	24.1	40.0	19.0
Canarias	22.7	36.7	18.5
FRANCE	8.7	16.9	7.4
Ile de France	7.2	11.5	6.6
Bassin Parisien	8.9	18.2	7.4
Nord-Pas-De-Calais	11.8	22.5	9.9

Est	6.4	12.2	5.4
Ouest	9.0	18.5	7.4
Sud-Ouest	9.5	18.8	8.1
Centre-Est	7.5	16.1	6.3
Mediterranee	11.6	22.0	10.1
IRELAND	16.4	22.2	14.6
ITALY	10.2	29.4	6.3
Nord Ovest	6.6	22.7	3.5
Lombardia	3.4	9.2	2.2
Nord Est	4.1	9.7	2.7
Emilia-Romagna	4.3	11.0	3.1
Centro	7.3	21.4	4.8
Lazio	10.9	39.9	6.3
Campania	19.8	57.4	11.5
Abruzzi-Molise	10.6	34.4	6.7
Sud	17.7	48.2	11.2
Sicilia	21.7	57.6	14.1
Sardegna	18.9	49.6	11.3
LUXEMBOURG	1.5	2.9	1.2
NETHERLANDS	8.0	11.0	7.2
Noord-Nederland	9.4		
Oost-Nederland	8.5		
West-Nederland	7.5		
Zuid-Nederland	7.5		
PORTUGAL	5.1	11.7	3.4
Continente	5.2	11.7	3.5
Acores	2.8	8.2	1.0
Madeira	5.9	13.8	3.2
UNITED KINGDOM	6.3	8.9	5.6
North	9.0	13.5	7.8
Yorks & Humberside	7.3	11.1	6.3
East Midlands	5.3	7.7	4.6
East Anglia	3.9	5.6	3.5
South East	4.3	5.5	4.0
South West	4.4	5.8	4.0
West Midlands	6.3	9.4	5.4
North West	8.2	12.7	7.0
Wales	6.9	10.1	6.0
Scotland	9.2	12.9	8.1
Northern Ireland	15.7	19.2	14.6

(*) Latest figures available are for 1989

Source: Eurostat Rapid Reports - Regions 1990/3

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