# European

# TRADE UNION

# Information Bulletin

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President Santers Speech To The European Parliament:

# "A Strong Economy To Create New Jobs Is First Priority"

In his first speech as Commission President to the European Parliament, Jacques Santer declared that his first priority was to work for a strong economy in order to create new jobs. But, at the same time, he warned against attempts to create economic growth at the cost of social solidarity. "I do not want economic growth which leaves part of our population out", he told MEPs. "I do not want growth which widens the gap between regions", he continued, "on the contrary, I want growth which implies social solidarity, regional solidarity and solidarity with future generations.

President Santer re-emphasised that employment would be the top priority for the new Commission. "But it is a grave mistake", he said, "to think that this battle will be won by dismantling our model of society" He insisted that, as President of the Commission, he would not endorse such an approach. Serious reforms were necessary, he said, to reconcile a high level of social protection with economic reality. He announced that the Commission will shortly be presenting a major Action Programme designed to implement the White Paper on European Social Policy.

Mr. Santer pledged that the Commission would play an active part in supporting the social dialogue process and seeking increased social convergence between Member States. Commenting on the Maastricht Social Policy Protocol and Agreement and the "opt-out" negotiated by the Government of the United Kingdom, he said "I am sorry that we were not all able to advance together at Maastricht. I hope that in 1996 unity between all 15 members will be restored and that we will take a new step together towards a social Europe"

The Commission President's speech on the 17th January followed the formal approval by the European Parliament of the new Commission. He pledged that the Commission would work together with the European Parliament in a spirit of openness and co-operation. "In the run-up to the new millennium", he concluded. the Union will be stronger, show greater solidarity and be closer to its citizens".

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#### **BACKGROUND BRIEFING - THE EUROPEAN COMMISSION**

## The European Commission 1995 - 1999

#### Jacques Santer - President (Luxembourg)

Secretariat-General, Legal Service, Security Office, Forward Studies Unit, Inspectorate General, Joint Interpreting and Conference Service (SCIC) Spokesman's Service, Monetary matters (with Mr de Silguy) Common foreign and security policy (with Mr van den Broek) Institutional questions and intergovernmental conference (with Mr Oreja)

#### Manuel Marin - Vice President (Spain)

External relations with the Mediterranean (South), Middle and Near East, Latin America and Asia (except Japan, China, South Korea, Hong Kong, Macao, Taiwan), including development aid.

#### Sir Leon Brittan - Vice President (UK)

External relations with North America, Australia, New Zealand, Japan, China, South Korea, Hong Kong, Macao, Taiwan, Common commercial policy, Relations with OECD and WTO

#### Martin Bangemann (Germany)

Industrial affairs, Information technologies and telecommunications technologies.

#### Karel Van Miert (Belgium)

Competition

#### Hans van den Broek (Netherlands)

External relations with the countries of Central and Eastern Europe and countries of former Soviet Union, Mongolia, Turkey, Cyprus, Malta and other European Countries, Common foreign and security policy (in agreement with the President), External service

#### Joao de Deus Pinheiro (Portugal)

External relations with the countries of Africa Caribbean and Pacific (ACP), South Africa, Lome Convention

#### Padraig Flynn (Ireland)

Employment and social affairs, Relations with the Economic and Social Committee

#### Marcelino Oreia (Spain)

Relations with the European Parliament, Relations with the Member States on openness, communication and information, Culture and audiovisual, Publications office, Institutional questions and preparation of the intergovernmental conference of 1996 (in agreement with the President).

#### **Anita Gradin (Sweden)**

Questions linked to immigration and home and judicial affairs, Relations with the Ombudsman, Financial control, Anti-fraud measures

#### **Edith Cresson (France)**

Science, research and development, Joint Research Centre, Human resources, education, training and youth.

#### Ritt Bjerregaard (Denmark)

**Environment, Nuclear security** 

#### Monika Wulf-Mathies (Germany)

Regional policies, Relations with the Committee of the Regions, Cohesion Fund (in agreement with Mr Kinnock and Mrs Bierregaard)

#### Neil Kinnock (UK)

Transport (including trans-European networks)

#### Mario Monti (Italy)

Internal market, Financial service, Customs and indirect taxation, Direct taxation

#### Franz Fischler (Austria)

Agriculture and rural development

#### **Emma Bonino (Italy)**

Fisheries policy. Consumer policy, European Community Humanitarian Office (ECHO)

#### Yves-Thibault de Silguy (France)

Economic and financial affairs, Monetary matters (in agreement with the President), Credit and investments, Statistical Office

#### **Christos Papoutsis (Greece)**

Energy and Euratom Supply Agency, Small and medium enterprises (PME), tourism

#### Erkki Liikanen (Finland)

Budget, Personnel and Administration, Translation and information technology.

#### **Commission Working Groups**

#### 1. External Relations:

Tasks:

- to coordinate action in external affairs, including setting priorities and strategic planning;
- to ensure consistency on horizontal questions likely to affect Commission action in the various geographic areas for which Members of the Commission are responsible;
- to prepare meetings in which more than one Member of the Commission has an interest, and to decide on representation at such meetings;
- to coordinate, where necessary, the position of Members of the Commission responsible for external relations on matters within their jurisdiction which must be put to the full Commission.

Members: Santer (Chair), Marin, Brittan, Van den Broek, Pinheiro, de Silguy.

#### BACKGROUND BRIEFING - THE EUROPEAN COMMISSION

#### 2. Growth, Competitiveness and Employment:

Task: to coordinate work concerned with implementing the GCE and Social Policy White Papers.

Members: Santer (Chair), Bangemann, Van Miert, Flynn, Cresson, Bjerregaard, Wulf-Mathies, Monti, de Silguy, Papoutsis.

#### 3. Trans-European Networks:

Tasks:

- to optimise progress in removing obstacles to the trans-European networks in accordance with the main conclusions of the Christophersen Group and as endorsed by the Essen European Council;
- to ensure a consistent approach to work in the different areas, notably transport, energy and the environment.

Members: Kinnock (Chair), Bangemann, Bjerregaard, Wulf-Mathies, Monti, de Silguy, Liikanen, Papoutsis.

#### 4. Cohesion:

Members: Wulf-Mathies (Chair), Flynn, Bjerregaard, Kinnock, Fischler, de Silguy.

#### 5. Information Society:

Members: Bangemann (Chair), Van Miert, Flynn, Oreja (Chair when audiovisual policy is being discussed), Cresson, Monti.

#### 6. Equal Opportunities and Human Rights:

Task: To consider equal opportunities issues both within Commission departments and elsewhere and women's rights in relation to all Community policies.

Members: Santer (Chair), Flynn, Gradin, Wulf-Mathies, Liikanen (all permanent members). Open group with other Commissioners participating.

#### European Commissioners - Biographical Details

Jacques Santer <u>DoB:</u> 18.5.1937, Luxembourg. Former barrister and Government attaché. Former Parliamentary Secretary, Secretary-General and Chairman of the Christian Social Party.

<u>Political career:</u> Member of Luxembourg Parliament since 1974. Member of the European Parliament (1975-79). Vice-President of the EP (1975-77). Luxembourg Minister for Finance, Labour and Social Security (1979-84). Minister of State (1984-89). Prime Minister (1989-94).

Manual Marin <u>DoB:</u> 21.10.1949, Spain.

Degree in law and diploma in European Community law.

Certificate in Advanced European Studies.

<u>Political career:</u> Member of the Spanish Socialist Party since 1974. Member of Parliament 1977-86. Former Vice Chairman of the Union of Socialist parties in the European Community. Secretary of State for EC relations (1982-85).

**Martin Bangemann** <u>DoB:</u> 15.11.1934, Germany Degree in law. Practising lawyer 1964-72.

<u>Political career:</u> Member of the Free Democratic Party since 1963. Member of the Bundestag 1972-80, 1984-89. Federal Minister of Economics 1984-1988. MEP 1973-84. Vice-Chairman of the EP Liberal and Democratic Group.

**Sir Leon Brittan** <u>DoB:</u> 25.9.39, United Kingdom Practising lawyer 1962-1974.

<u>Political career:</u> Conservative Party MP 1974-1989. Home Secretary 1983-85. Secretary of State for Trade and Industry 1985-86.

Karel Van Miert DoB: 17.1.42, Belgium.

Degree in Diplomatic Sciences. Traineeship with the European Commission (1967-68). Part-time lecturer in European political institutions.

<u>Political career:</u> International secretary of the Belgian socialist Party (1976). Member of the European parliament (1979-85). Belgian MP (1985-88). Vice-Chairman of Socialist International (1986-92).

#### Hans van den Broek

DoB: 11.12.36, Paris (Dutch nationality)

Practiced as a lawyer 1965-68. Company manager (ENKA BV Arnhem) 1969-76.

<u>Political career:</u> Catholic People's Party MP 1976-92. Minister of Foreign Affairs 1982-1992.

#### Joao De Deus Rogado Salvador Pinheiro

DoB: 11.7.45, Lisbon, Portugal.

University Professor of Engineering Sciences.

<u>Political career:</u> Social Democratic MP. Secretary of State for Education 1981-82, 1984-86. Minister for Foreign Affairs 1987-1992.

**Padraig Flynn** <u>DoB:</u> 5.39, Co. Mayo, Ireland Schoolteacher and businessman before entering politics full-time.

<u>Political career:</u> Fianna Fail Member of the Irish Parliament 1977-1992. Former Minister for Trade, Minister for the Environment and Minister of Justice.

Marcelino Oreja Aguirre DoB: 13.2.35, Spain Trained as lawyer but worked as diplomat and later as professor in Spanish Diplomatic School.

<u>Political career:</u> Minister for Foreign Affairs 1976-80. Elected Secretary-General of Council of Europe 1984. Member of the European Parliament. (European People's Party) 1989-93.

..... continued on page 5

# Draft Posting Of Workers Directive Some Questions and Answers

One of the remaining barriers to the free movement of workers in the European Union relates to the position of workers who are posted by their employers to work in another EU Member State. Currently the legal position of such workers is unclear and this leads to, at best, confusion, and at worst, exploitation. The European Commission introduced a draft directive on the posting of workers back in 1992, but it has become blocked in the Council due to a number of differences between Member States. The Commission has attempted to clarify the purpose, scope and proposed operation of the Directive by issuing an Information Memo - "Draft Posting of Workers Directive -Fact and Fiction". The Memo takes the form of a series of questions and answers which tries to focus on the clear need for European legislation, the limits of the proposals and the groups who will be covered.

# Everybody wants a free market in services in the European Union. Article 57 of the Treaty enshrines this principle. What is the current situation?

Under EU rules companies based in one Member State are free to send (post) their workers to another Member State. This is a different situation from:

- companies who create subsidiaries in another Member State, or
- individuals who go to work in another Member State on their own behalf.

Both of these situations are adequately dealt with.

#### Is there a problem?

Yes. Problems are arising in the situation where workers, notably in low wage countries, are posted to other countries. There are three types of problem:

- lack of information and legal certainty as to what rules and regulations apply;
- the emergence of a number of abuses where both employers and employees are being put at risk;
- the creation of an exploitative market in low-wage labour.

#### Are there examples of abuses?

Yes. One example is where a dummy company was created in Portugal, sent workers to Berlin, took the money for workers' salaries, then disappeared.

#### What is being proposed?

A new Directive is proposed - not under the Social Chapter, but under Article 57 of the Treaty. The directive aims to tidy things up and to make it easier for companies to employ people and for people to be employed.

#### What does the Directive do to address the problems?

Its aim is to arrive at a clear, transparent situation in all countries to encourage the free market in services to develop in a healthy way. Under Article 4 of the draft directive, Member States will cooperate to provide information, for example, on the status of companies posting their workers. Article 3 is the meat of matter. It specifies that workers and employers should all know and agree workers' rights in respect of maximum hours, minimum periods of rest, minimum rights to holidays, minimum wage rates, conditions under which workers are available to work, especially as regards agencies offering temporary workers, health and safety measures, protection of pregnant women and those who have recently given birth, children and young people, and equal treatment between women and men. It will create legal certainty because employers and employees will know what rules and regulations apply, and when. It will make it easier to post people abroad for short periods because there will be a period before local conditions do apply.

#### Who would be covered?

In the first instance, the construction industry, though its scope could be extended to cover other sectors too. The construction industry is in the spotlight because it is one in which the rights of workers and obligations of employers have often been notoriously vague. The directive would cover the following specialities within the industry:

Excavation, laying foundations, construction, erection and dismantling of prefabricated materials, installation of fixtures and fittings, rebuilding, renovation, dismantling, demolition, maintenance works, maintenance as regards cleaning and painting, health and safety-related improvements.

#### Who would not be covered?

The proposal would not cover individuals going abroad and looking for jobs there on their own initiative. It would not cover self-employed workers, or the merchant marine sector, which is subject to a distinct regime. Neither would it cover cases such as those of an au pair travelling abroad with a family for which he/she worked, or of a case reported in the British press concerning so-called ski-ing Chalet Girls acting as cooks and maids for short periods during holiday seasons, working for expenses and pocket money.

#### What about social security?

Social security has nothing to do with this Directive. Employees' social security contributions continue to be paid within the country from which they came for the

#### **LEGISLATION - Draft Posting Of Workers Directive**

duration of their posting abroad. This is a measure aimed at stimulating business and jobs.

# Isn't this just a way of tying the hands of competitive companies and stopping them from obtaining contracts in over-regulated countries?

The idea is merely to set minimum standards and to offer some clear thinking to all employers and employees. The Commission would like to see a situation in which there were nothing to stop employers in any European Union country putting in competitive bids for tenders and obtaining them -with everyone clear about the rules.

## *Isn't this directive just a backdoor attempt to harmonise wages?*

No. Harmonisation has nothing to do with it. Conditions of employment vary from country to country. Sometimes there are agreements between companies and unions. Sometimes conditions are set by national legislation. Sometimes conditions apply immediately someone arrives in a new country. Sometimes conditions apply after several months. Local conditions including minimum wages will continue to be applied. But under the Directive everyone will know when and how they apply.

#### Are there points of controversy?

Yes. Some countries want immediate application of local conditions, others want 4-6 months to elapse. The Commission believes a practical solution is needed, feeling that immediate application does not allow flexibility. It has proposed a one month period. Some countries want other sections than construction to be included, and feel that there should be freedom to apply whichever parts of the Directive they feel appropriate. The Commission feels this could lead to confusion.

#### Who would not benefit from this Directive?

Only those who wish to exploit legal loopholes to avoid having to confirm to normal commercial standards of probity.

## Is this another example of the Social Chapter wrecking European competitiveness?

No, this has nothing to do with the Social Chapter. This is a Directive under the Treaty itself, and is put forward to assist the development of the free market in services, help companies become properly competitive, and to clarify the situation of all parties involved.

#### European Commissioners - Biographical Details ..... continued from page 3

Ritt Bjerregaard <u>DoB:</u> 19.5.41, Copenhagen, Denmark. <u>Political career:</u> Social Democratic party Member of the Danish Parliament (1971-94). Former Minister for Education and Minister for Social Affairs.

Emma Bonino DoB: 9.3.48, Turin, Italy.
Doctorate in languages, University of Milan.
Political career: Elected Italian Deputy in 1976. Member of the European Parliament 1979. President of the EP Radical Party Group (1981).

Edith Cresson DoB: 27.1.34, France.

Doctorate in demography. Researcher. Chairwoman and Managing Director of Schneider Industries Services.

Political career: Member of French Socialist Party since 1971.

Member of European Parliament 1979. French MP 1981-1994.Former Minister for Foreign Trade, Tourism, European Affairs and Prime Minister.

Neil Kinnock

DoB: 28.3.42, Tredegar, Wales.

Tutor in industrial relations and trade union studies

Political career: 1970-1994 Labour Party MP.Leader of the Labour Party 1983-92. Vice President of Socialist International.

Mario Monti DoB: 19.3.43, Varese, Italy.

Traineeship at European Commission 1964-65. Lecturer and Professor of Economics University of Turin and Bocconi University. 1970-94. Chairman of Treasury Committee on the banking and finance system 1981-82. President of the working group on Italian preparation for the Single Market 1988-90.

**Christos Papoutsis**<u>DoB:</u> 11.4.53, Larissa, Greece. Economist.

Political career: Socialist Party MEP 1984-1994.Leader of the

PASOK delegation to the European Parliament. Vice-President of the EP Socialist Group 1987-94.

Yves-Thibault de Silguy DoB: 22.7.48, Rennes, France. Trained as a lawyer. 1976-81 French civil servant. 1981-84 Member of cabinet to Commissioner Ortoli. 1985-86 Counsellor at French Embassy in Washington. Adviser to Prime Minister 1986-88. Company Director (Usinor Sacilor) 1988-1993.

Monika Wulf-Mathies <u>DoB:</u> 17.3.42, Germany. German civil servant 1968-1976. Full time trade union (ÖTV) official 1976-1994. President of Public Services International (international trade union organisation) 1989-94. Member of the German Social Democratic Party since 1965.

Franz Fischler <u>DoB:</u> 23.9.46 Absam, Austria. Doctorate from agricultural university. University assistant 1973-79. Director of Tyrol Chamber of Agriculture 1979-89. 1989-94 Federal Minister for Agriculture (Austrian People's Party).

Anita Gradin

DoB: 12.8.33 Hornefors, Sweden.

Journalist, trade union official and civil servant. Swedish Ambassador to Austria and Slovenia 1992-94.

Political career: Social Democratic Party Member of the Swedish

Parliament 1968-92. Former Minister for Immigration, Equality Affairs, and Foreign Trade.

**Erkki Antero Lilkanen** <u>DoB:</u> 19.9.50 Mikkeli, Finland. Degree in political sciences, Helsinki University. Finnish Ambassador and Head of the Finnish Mission to the European Union 1990-1994.

<u>Political career:</u> Member of Finnish Parliament 1972-90. Minister of Finance 1987-90. Secretary-General of the Social Democratic Party 1981-87

#### FOCUS - COUNCIL RESOLUTION ON SOCIAL POLICY

# Social Affairs Council Calls For Further Development Of European Social Dimension

The Social Affairs Council, meeting on the 6th December 1994, adopted a Resolution on "Certain Aspects For a European Union Social Policy: A Contribution To Economic and Social Convergence in the Union". The Resolution is a follow-up to the recent Commission White Paper on the future direction of European social policy. In the resolution, the Council lists some of the central objectives towards which European social policy could be directed.

The Council noted that the Commission Green Paper on the Future of Social Policy facilitated a widespread debate amongst the social partners and the general public on the future direction of European social policy and was convinced that the Commission's White Paper represented "an important contribution to the further development of social policy in the Union". The Council welcomed the fact that during 1995 the Commission intended to submit a detailed new work programme in which it will put forward its proposals for the future organisation of social policy until the end of the decade. The Council then went on to list some central objectives towards which European social policy could be directed.

## Improving the Competitiveness of the Union and Increasing Opportunities for Job-Creating Growth

The Council reaffirmed its conviction that:

- a market economy based on free and fair competition is the foundation for a dynamic development of the internal market and the creation of new and secure employment;
- the internal market must also become increasingly open to the outside world because expanding world trade represents a major opportunity to safeguard existing jobs and create new ones;
- economic and social efficiency are inextricably linked and both the economy and the labour force gain from co-operation between the two sides of industry;
- good industrial relations, socio-political stability in both Member States and the European Union as a whole are significant factors for the location of undertakings;
- in its Action Plan on the implementation of the White Paper on Growth, Competitiveness and Employment, the Council has already provided Member States with specific implementational goals;

In particular, the Council calls for:

- further development of the social dimension and the strengthening of the role of the social partners;
- the transformation of the emerging economic upturn into a "strong, sustainable process of growth";
- a strengthening of the international competitiveness of the European Union.

"While ruling out any form of protectionism, a fundamental consensus should be aimed at worldwide as part of a

dialogue, principally with our major competitors on the world market, especially in Asia and the Pacific, so that, in the framework of fair competition as regards the location of undertakings, any economic success is used for the purpose of suitable social progress. The relevant discussions should be conducted constructively in the relevant fora, such as the ILO, GATT or subsequently the WTO, for the future organisation of international trade and above all for combating forced and child labour and securing freedom of association and free collective bargaining".

## Protecting The Rights Of Employees By Means Of Minimum Social Standards

The Council noted that over recent years the Union had endeavoured to set binding and legally enforceable minimum standards. They believe that such minimum standards constitute "an appropriate instrument for achieving economic and social convergence gradually whilst respecting the economic capabilities of individual Member States". At the same time it believes that "progress along this road should be cautious" and that a comprehensive legislative programme is not required. The Council also stress:

- that the Maastricht Social Policy Protocol and Agreement (which allows social policy decisions to be taken by 14 Member States) should be used only when other avenues of reaching agreement between all Member States have been explored;
- that the two sides of industry should make their own active contributions to developing further the core of minimum standards;
- that when proposals for minimum standards are being drawn up, the impact on employment and on small and medium-sized enterprises should, in particular, be assessed.

## Respecting The Principles Of Subsidiarity and Proportionality

In pointing out that the legislation, programmes and recommendations of the European Community must comply with the principle of subsidiarity, the Council demands that, for Union social legislation in particular, Community legislative acts should:

- take account of the situation in all Member States and "neither overstretch any one Member States nor force it to dismantle social rights";
- avoid going into undue detail but concentrate on basic, binding principles;
- be flexible enough and confined to provisions which can be incorporated into the various national systems;
- include clauses which allow the two sides of industry "room for manoeuvre on collective agreements";
- contain review clauses so that they can be corrected in the light of practical experience.

#### **FOCUS - COUNCIL RESOLUTION ON SOCIAL POLICY**

#### **Convergence Rather Than Unification Of Systems**

The Council believes that unification of national systems, "by means of rigorous approximation of laws", is an unsuitable direction to follow and advocates instead the gradual convergence of systems.

#### Strengthening Social Dialogue

The Council welcomes the strengthening of the role of the two sides of industry within the social dialogue following on from the Maastricht Treaty on European Union. It emphasises that all representative European organisations on the employer and employee sides should be consulted within the social dialogue and that the two sides of industry should, as far as they are empowered to, be encouraged to conclude binding agreements. The Council also notes that the Commission intends to submit a working paper on the development of social dialogue.

#### Co-ordination of Economic and Social Policy Measures

The Council calls for the harmonisation and balanced development of economic and social policies and consequently calls for the Commission's work programme on European social policy to take full account of the objectives and policies contained within the White paper on Growth, Competitiveness and Employment.

Finally, the Council:

- 1. Calls upon the Member States to ensure that the Community's legal provisions in the social sphere are fully applied and effectively implemented.
- 2. Asks the two sides of industry to step up their dialogue, make full use of the consultation procedure, and to make use of the possibilities for concluding agreements.
- 3. Requests the Commission to:-
- ensure that Community social legislation is fully enforced;
- take particular account of the effects of legislative proposals on employment and SMEs;
- analyse more carefully the relationship between social security, employment and competitiveness;
- actively support the exchange of information between Member States regarding measures designed to curtail costs, improve labour incentives and encourage competition;
- take appropriate measures to foster social dialogue;
- to explore possible areas for future measures;
- to include, by means of an on-going process, "specific matters relating to women and men and relating to equal opportunities for them, in the definition and implementation of all Community policies and, to this end, to strive towards developing methods for the ongoing integration of equal opportunities for women and men in economic and social policies".

#### **FOCUS - World Social Development Summit**

## European Union Prepares For Copenhagen Social Policy Summit

The European Commission adopted a Communication at its meeting on the 21st December 1994 on the priorities of the European Union with respect to the World Summit for Social Development which will take place in Copenhagen in March. The summit is being organised by the United Nations and follows on from two recent subject-orientated summit meetings (the environment summit held in Rio and the population summit held last year in Cairo). The central themes for the Copenhagen meeting will be employment, poverty and social integration. In its Communication, the Commission pledges to promote a number of specific principles and objectives. Two principles are suggested:-

- (a) that the respect of human rights and democracy (including the social dialogue) cannot be divorced from social development, and
- (b) social and economic policies must be integrated to enable society to adapt continuously to a constantly changing world environment.

The Communication also emphasises that any agreements or commitments should meet a number of stated objectives. These include the need to secure a commitment from all countries to establish social development objectives in accordance with their level of development, to advance social rights by encouraging countries to ratify ILO agreements, to have social development included in the policies recommended and financially supported by institutions such as the IMF and the World Bank, and to ensure the international free movement of capital.

The Communications also calls for social clauses in trade agreements between the EU and third countries. Speaking at the publication of the Communication, Vice-President Marin and Commissioner Flynn expressed their hopes that "the World Summit for Social Development would give meaning to the globalisation of the economy, by setting the goal of development centred on people and rooted in a set of principles and rules, espoused across all continents and in all countries, in order to avoid any risk of confrontation and to ensure maximum exchange and cooperation between countries".

#### THE NEW MEMBER STATES: A Political, Economic and Social Profile Part 2

1995 sees the first enlargement of the European Community for nine years. To mark the occasion we are publishing a series of political, economic and social profiles of the new Member States. The first part of the series appeared in the last issue of the Bulletin. Here we conclude the series by looking at Sweden

## **SWEDEN**

CAPITAL:

Stockholm 693,103

Population: MAJOR CITIES:

Gothenburg (437,549),

Malmo (237,531), Uppsala (178,071).

LANGUAGE:

Swedish

TOTAL LAND AREA: 449,964 sq. km.

8.644 million

POPULATION: **DENSITY OF** 

POPULATION:

19.4 per sq. km.

CURRENCY:

1 Krona = 100 ore

VALUE OF 1 ECU

9.21 Krona (1994)

#### **ECONOMIC PROFILE**

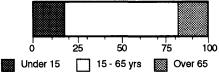
LABOUR FORCE:

3.96 million

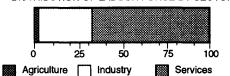
LABOUR FORCE AS A % OF POPULATION:

46%





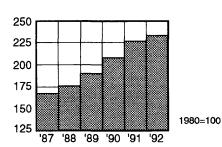
#### DISTRIBUTION OF LABOUR FORCE BY SECTOR



#### **GROSS DOMESTIC PRODUCT**

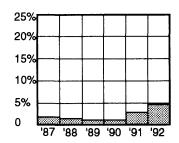
GDP 1992 (million Swedish Krona)	1,449,456	Average annual growth in GDP (1980-91)	2.0%
Per capita GDP 1991 (PPS) USA=100	79	GDP growth rate in 1993	-2.1%
Per capita GDP (\$ US)	25,487	GDP growth rate forecast for 1994	2.2%

#### CONSUMER PRICE INFLATION



Average annual inflation (1987-92) 6.4% Annual price inflation (1993) 4.6% Average annual inflation (Sept 94/93) 2.5% Average annual inflation (Sept 93/92) 4.2%

#### UNEMPLOYMENT



8.2% Unemployment (1993 : average) Unemployment (1994: forecast) 7.7%

#### **ECONOMIC OVERVIEW**

During most of the post-war years, the Swedish economy has been famous for its ability to deliver a fairly unique combination of economic growth, high levels of social protection and high standards of living. The success story began to fade somewhat in the late eighties when Sweden was in danger of becoming marginalised by the creation of a Single European Market. The general world recession bit hard and unemployment climbed to what were, in Swedish terms, unimaginable levels. The negotiation of the European Economic Area agreement, and more recently full EU membership should reverse some of these trends, but the return to prosperity might take some time.

#### TRADING PARTNERS

% of total imports/exports accounted for by:-

Country	<u>Imports</u>	Exports
Germany UK USA Denmark Norway Finland France	18% 9.5% 9% 7% 6.5% 6%	14% 10% 8% 6.5% 8%

#### THE NEW MEMBER STATES: A Political. Economic and Social Profile Part 2

#### **SWEDEN - POLITICAL PROFILE**

#### CONSTITUTION:

Representative and Parliamentary democracy.

#### **GOVERNMENTAL SYSTEM:**

Executive power is vested in the Cabinet which is responsible to the Riksdag (single-chamber parliament). The monarch is the Head of State, but has no political role. The Speaker of the Riksdag leads the procedure which results in the formation of the Government. After consultation with the Riksdag, the Speaker nominates a candidate as Prime Minister. If no more than half the total Riksdag members vote against the proposed candidate, he or she is approved. The Riksdag is the primary representative of the Swedish people. It enacts laws, decides on taxation and examines the actions of the Government.

#### **ELECTORAL SYSTEM:**

Universal suffrage by a system of proportional representation. Of the 349 seats in the Riksdag, 310 are "constituency seats", whilst the remainder are "adjustment seats".

#### **LOCAL & REGIONAL GOVERNMENT:**

Sweden is divided into 24 counties and 286 municipalities. Each County has a County Council elected by proportional representation. It is primarily responsible for health and medical care. It also elects 14 members of the State County Administrative Board. The Chairman of this Board - the Governor - is appointed by the Central Government.

The Municipal Councils are responsible for social welfare, education and culture, public health, town planning and housing.

#### **CURRENT GOVERNMENT:**

Minority SAP Government which took office in October 1994

Prime Minister Deputy Prime Minister Foreign Minister Ingvar Carlsson Mona Sahlin Lena Hjelm-Wallen

#### **COMPOSITION OF NATIONAL PARLIAMENT:**

Elected 18th September 1994

	Votes	Seats
Social Democrats (SAP)	45.25	161
Left Party (Vp)	6.17	22
Ecology Party (MpG)	5.02	18
Moderates (M)	22.37	80
Liberal Party (Fp)	7.19	26
Centre Party (C)	7.65	27
Christian Democrats (KdS)	4.06	15
New Democracy (ND)	1.23	0

#### **EU MEMBERSHIP REFERENDUM:**

Referendum held on the 13th November 1994

In favour 52.2% Against 46.9% Turnout 82.4%

#### **SWEDEN - SOCIAL PROFILE**

SWE	DEN - 20	CIAL PROFILE		
WAGE GROWTH  Nominal wage growth 1993 3.9%  Nominal wage growth 1994 3.0%  Real wage growth 1993 -3.4%  Real wage growth 1994 1.0%  WAGE RATES  Average wages in mapuracturing		TRADE UNIONS There are three national trade union confederations in Sweden. The Swedish Trade Union Confederation (LO) is the largest (1,980,000 members) and covers mainly blue-collar workers. The Swedish Confederation of Professional Employees (TCO) has 1,144.00 members and the Swedish Confederation of Professional		
Average wages in manufacturing (Swedish Krona per hour)	98.34	Associations (SACO) has 260,000. Trade Union Membership Density	83%	
WORKING HOURS  Average working hours per week 1983 1988 1992	37.7 38.5 38.5	BARGAINING COVERAGE % of employees covered by collective bargaining arrangements INDUSTRIAL DISPUTES	83%	
HOLIDAYS Annual paid holidays 1994	25 days	Workers involved in industrial disputes in 1992 Working days lost due to industrial disputes in 1992	17,987 28,141	
SCHOOL LEAVING AGE	16	PART-TIME WORKING		
STATUTORY RETIREMENT AGE Female Male	65 65	Part-time working as a percentage of total employment (1991) Women's share in part-time employment (1991)	23.7% 83.4%	

# European Union Support For Peace And Reconciliation In Northern Ireland

Shortly after the cessation of violence in Northern Ireland, a special European Commission Task Force was created to examine ways of giving practical assistance to Northern Ireland and the border counties of the Irish Republic and thus help consolidate peace and reconciliation in this long-troubled area. On the basis of the work undertaken by the Task Force, the Commission has published - in a recent Communication - its recommendation for the creation of a special support programme for peace and reconciliation in Northern Ireland. The Commission believes that, as a result of the cessation of violence in Northern Ireland, the following priorities should be addressed:

- Measures to boost economic growth and employment.
   Such measures should help anticipate labour market trends, strengthen innovation and research and development, reinforce efforts for the long-term unemployed and provide for greater participation of women in the labour force.
- Measures aimed at urban and rural regeneration, in particular through the improvement of the social and physical environment in urban areas, towns and villages.
- Measures to exploit the opportunities for increased cross-border development through, for example, enhanced trade, economic and agricultural co-operation as well as upgrading of infrastructures.
- The promotion of pathways to reconciliation by encouraging grass-root cross-community co-operation, especially in the most deprived areas of Northern Ireland and the border counties.
- Investment and industrial development measures, particularly the development of SMEs.

The Commission considers that a new overall support package is required if Community assistance is to contribute successfully to this unique opportunity for reconciliation and social and economic recovery. The new priorities of the area can best be met by the introduction of a special distinct support programme with an immediate and lasting impact on the ground. The programme should be multi-annual, comprehensive and complementary to existing policies under the Structural Funds. Moreover the programme should be additional in its funding both as to the Community's contribution and as to the matching parts from both

governments. Its central objective should be reconciliation, and the programme should benefit all communities in an equitable and balanced way.

On the basis of these considerations, the Commission proposes that a specific support programme for Northern Ireland be established based upon the following elements:

- (1) The commitment of the two governments to use the existing adjustment mechanisms to refocus existing structural fund programmes in order to accommodate the new demands and challenges which have arisen from the cessation of violence.
- (2) The commitment of the two governments to take the best advantage of the new situation in finalising and implementing their operational programmes under the existing Community Initiatives.
- (3) The introduction by the Commission of a new integrated and distinct Community Initiative for Northern Ireland and the border counties of the Irish Republic aimed at supporting fresh actions particularly in deprived and marginalised areas and at promoting reconciliation through (i) urban and rural regeneration, promoting employment, cross-border development, and social inclusion.
- (4) It would be advisable to maintain an interest subsidy on EIB loans to SMEs both in Northern Ireland and the border counties of the Republic for a further period after the expiry on 1/7/95 of the existing SME facility. A special facility could be incorporated into the new Community Initiative.

The Commission is of the opinion that the new Community Initiative should be established for a five year period coinciding with the remaining period covered by the Structural Fund programmes. Additional funding should be allocated for the first three years. A total of 300 million ECU is proposed as additional EC aid. Further financing for the last two years will be subject to a review on the basis of a Commission Report. As far as co-financing is concerned, it is suggested that, as a rule, the Community should finance 75% of the cost of the measures under the new single Community Initiative.

#### REPORTS - ...... continued from page 9

policy the requisite stability and predictability". The Opinion suggests that the Commission action programme should take account of the following:

- progress achieved on the proposals contained in the 1989 social policy action programme;
- a re-examination of the measures already proposed but not yet adopted;
- the extension of harmonised minimum standards by legislative initiatives in areas such as the protection of
- workers' privacy in relation to data collection and transmission, equal treatment for workers' with atypical contracts, and the prohibition of discrimination on the grounds of sex, race or colour;
- the need for further efforts to update legislation in such fields as health and safety at work, recognition of qualifications, social security and equal treatment;
- the need for social policy to tackle marginalisation and social exclusion;
- the need to enshrine citizens' rights in the Treaties.

## **European Foundation**

FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS

#### **European Health and Safety Database**

In 1989, the European Foundation For The Improvement Of Living And Working Conditions launched a project to create a European health and safety database. The result of that project is the HASTE database (Health And SafeTy in Europe). The basic aim of the project was to identify risk factors affecting the health and safety of workers and determine indicators for possible preventive measures. The database currently contains over 160 descriptions of information systems in the Member States of the EU. It has recently been enlarged to include information on systems in the Czech Republic, Norway, Sweden, Finland and Austria. Systems included in the database are:

- (1) national surveys of families and workers;
- (2) specific sector surveys;
- (3) registers and databases dealing with specific occupational risks;
- (4) systems using data collected at a social security level.

Database entries are in English and each system entry consists of contact information as well as a full description of the institutional context, general aim, intended users, origin and history, methodology, variables, type of product available, system integration, advantages/disadvantages and bibliography. Summaries of the various system descriptions are published in the report "The Health and Safety Database (HASTE) - Summaries of Descriptions of Systems for Monitoring Health and Safety at Work" (cat No: SY-85-94-810-EN-C). The report, which includes a floppy disk containing the full database version of HASTE, can be obtained through the Office for Official Publications of the European Communities, 2 rue Mercier, L-2985 Luxembourg.

CEDEFOP

European Centre For The
Development Of
Vocational Training

#### **Vocational Training For Computer Workers**

CEDEFOP - the European Centre for the Development of Vocational Education - has issued a report in the "CEDEFOP flash" series which describes the findings of a study carried out in 1993 as part of CEDEFOP's work on the comparability of vocational training qualifications. The study in question examined the nature of vocational qualifications in occupations relating to computer networks in Germany, France, Italy, the Netherlands, Portugal and the United Kingdom. The study looks at the types of skills required by workers involved in the use and development of computer

networks in relation to a number of specific tasks including feasibility and design, installation, management, user help and assistance and monitoring and maintenance. It looks at the overall approach to training taken within the countries covered by the study and the relationship between basic training and specific, supplementary, and continuing post-initial training. The study also produced a list of required competencies/capabilities for individuals working on computer networks. Copies of CEDEFOP Flash are available from CEDEFOP (for address see page 16).



# THE ECONOMIC AND SOCIAL COMMITTEE

#### **Opinion On Social Policy Agreement**

When, in 1993, the European Commission issued a Communication concerning the application of the Maastricht Protocol and Agreement on Social Policy, it was attempting to both clarify the complex procedures contained within the Social Policy Agreement and propose practical mechanisms for achieving the desired objectives. The Social Policy Agreement breaks new ground in two ways:

- It establishes an alternative route for establishing minimum conditions in the social policy field - via the use of agreements adopted by the social partners as against legislation.
- It doesn't apply (and nor do any legislative initiatives adopted by means of the Agreement) to the UK

In a recently published Opinion on the Commission Communication, the Economic and Social Committee suggests the need for a number of changes in the implementation procedures contained in the Commission Communication and calls for an improved version of the Agreement to be incorporated into the Treaty in 1996. Some of the main points contained in the ESC Opinion are:

- The Committee believes that there needs to be guarantees that basic rights adopted by means of agreements between the social partners should be applicable to everyone, otherwise there should be back-up in the form of a State guarantee.
- The Committee calls for a number of changes in the time limits for consultation.
- The Committee calls for further consideration to be given to deciding which social partner organisations should be consulted about proposed legislation.

#### **Opinion On Social Policy White Paper**

The November 1994 Plenary Session of the Economic and Social Committee of the European Communities (which took place on the 23rd and 24th of November) adopted an Opinion on the European Commission's White Paper on Social Policy. The Opinion, which was adopted by an overwhelming majority with only 6 votes against and 6 abstentions) endorses the Commission proposal to draw up a social policy action programme in order to "give social"

.... continued on page 12

#### **NEWS**



For the first time in twenty years, representatives of the Greek and Turkish Cypriot trade unions met together in January in order to discuss ways of ending the divisions on the island and restoring reconciliation. Over 120 representatives from all the major Cypriot trade unions attended the All-Cyprus Trade Union Forum on the 16th to the 18th of January. The Forum was sponsored by the European Union. The Forum led to the unanimous adoption of a joint declaration which calls for:-

- 1. The establish of a democratic, federal state in Cyprus.
- 2. The safeguarding of human and trade union rights within a federal state.
- 3. The introduction of a single industrial relations system and a unitary social insurance system.
- Opposition to all forms of discrimination and equal rights for all citizens of the federal state.
- Safeguarding of the rights of freedom of movement for all Cypriots.

The Forum decided to extend the remit of the Preparatory Committee which had been responsible for organising the Forum. The Committee, composed of representatives from the six leading Greek and Turkish Cypriot trade union organisations, will become a Standing Co-ordinating Committee which will have the responsibility of pressing for the achievement of the objectives contained within the Declaration.

# Working Hours In EU Member States

Belgium workers enjoy the lowest average working hours per week, according to a new Eurostat survey, whilst workers in the United Kingdom have the longest - over 5 hours more per week. Examining trends in working hours over time, in all Member States except two, average hours have been reduced in the ten year period up to 1992. The two exceptions are Ireland, and once again, the United Kingdom. One interesting finding within the survey is the close correlation between lower working hours and high per capita GNP.

#### **AVERAGE WORKING HOURS IN EU MEMBER STATES 1983 / 1992**

Country	Av Hours 1983	Av Hours 1992
UK	42.3	43.4
France	39.7	39.7
Portugal	-	41.3
Luxembourg	40.0	39.7
Greece	41.0	40.8
Netherlands	41.0	39.4

Country	Av Hours 1983	Av Hours 1992
Spain	-	40.6
Denmark	40.6	38.8
Ireland	40.2	40.4
Italy	39.2	38.5
Germany	40.9	39.7
Belgium	38.6	38.2

Enlargement and	
the EU Institutions	

The institutional changes resulting from the enlargement (to 15 rather than 16 Member States) are as follows:-

#### **European Parliament:**

Total size increased to 626 MEPs (Belg - 25, Den - 16, Ger - 99, Gre - 25, Spa - 64, Fra - 87, Ire - 15, Ita - 87, Lux - 6, Neth - 31, Port - 25, UK - 87, Aus - 21, Fin - 16, Swe - 22)

#### **Council of Ministers:**

Total votes in Council - 87 (Belg - 5, Den - 3, Ger - 10, Gre - 5, Spa - 8, Fra - 10, Ire - 3, Ita - 10, Lux - 2, Neth - 5, Port - 5, UK - 10, Aus - 4, Fin - 3, Swe - 4). For a simple majority, the required number of votes is 44. For a qualified majority, a total of 62 votes are required. The so-called loannina Decision (the Council Decision on a blocking minority which was adopted in April last year) is amended so that it now reads that if members of the Council representing a total of between 23 and 25 votes indicate their intention to oppose a decision, then the Council must do everything in its power to reach a satisfactory solution that may be adopted by at least 65 votes).

#### Commission:

The total number of commissioners will now be 20 (two each for Germany, Spain, France, Italy and the UK, one each for the rest).

#### Court of Justice:

With the expected 16 Member States there would have been 17 judges, but without Norway the number becomes 16. This, however, is not possible (an odd number is required to guarantee a majority) and therefore the number has been reduced to 15, with the sixteenth nominee acting as Advocate-General on a rotating basis between Member States.



The outgoing Commission President, Jacques Delors, along with the Social Affairs Commissioner Padraig Flynn, held a meeting on the 10th of January with a group of some twenty European business leaders who have pledged themselves and their organisations to fight social exclusion. The group, which represents companies such as BP, Phillips and Levi Strauss Europe, are to ask other European Companies to

#### **NEWS**

sign the declaration - the European Enterprises Manifesto Against Exclusion - which they have developed over the last eighteen months. The manifesto calls on firms to:

- prevent, wherever possible, redundancies and the consequent serious repercussions on workers and their families:
- promote vocational training and participate in improving vocational training levels;
- make full use of programmes designed to help workers who have been made redundant find new jobs;
- avoid discriminating against job seekers who have been unemployed for some time;
- encourage the creation of new jobs and companies, especially amongst SMEs.

The next stage will be a major meeting which will be held in London in May. At this meeting other major companies will be asked to sign the Manifesto and to joint the campaign against social exclusion.

# Council Resolution On Equality

The Social Affairs Council, meeting on the 6th December 1994, adopted a resolution calling for the equal participation of women in the employment-intensive economic growth strategy of the European Union. The 1993 Growth, Competitiveness and Employment White Paper paved the way to the preparation of a co-ordinated employment-intensive growth strategy for the European Union. The purpose of the Council resolution is to underline the importance the Member States attach to ensuring that such a strategy facilitates the improvement in equal opportunities and equal participation of women in the European labour market. In particular, the resolution calls for:-

- (1) Member States to develop policies for reconciling work with family responsibilities, pursue the search for increased labour market flexibility with the requirements of equal treatment between men and women in mind, and increase the integration of equality policies within general economic, financial and labour market policies of both the Member States and the Union.
- (2) the two sides of industry to incorporate equal opportunities and equal treatment issues within both the social dialogue and collective bargaining and take steps to increase the representation of women on decision-making bodies.
- (3) the European Commission to take a fresh look at the objectives of equality with an eye to an employmentintensive economic growth strategy in preparation for the publication of its 4th Action Programme on Equal Opportunities for Men and Women (1996-2000)

Fighting Youth	
Unemployment	

Speaking at the European Parliament in Brussels at the end of last year, at the Hearing on Youth Unemployment organised by the Youth Forum, Commissioner Padraig Flynn said that "youth unemployment is a barrier, not only to participation in the labour market, but to participation in

active society itself". This barrier cannot be overcome without at least having the skills that the modern European labour market requires. Mr Flynn said that "statistics drawn from across the Union tell us that up to 20% of young people are trying to enter a hard competitive labour market every year with only lower secondary qualifications and up to 10% leave school without even that".

The Commissioner said that in addition to ensuring that voung people are equipped with skills which are in demand. Europe must create jobs. He pointed out that in this regard, the Commission has been extremely active. Less than two months after the Brussels European Council (December 1993) the Commission put into place the Youthstart initiative with finance of 300 million ECU. Mr Flynn said that while this is clearly not enough to tackle the scale of the problem "it is a vehicle towards a more important objective: to enable Member State authorities, local agencies and youth organisations to address systems failure in their mainstream efforts to provide real training and real work for young people, at a time when one in five of all those under twenty-five are unemployed". Youthstart will also serve to develop a body of good practice to be channelled into mainstream Social Fund activity, where the bulk of financial resources exist.

# Leonardo Programme Adopted by Council

On the 6th December 1994, the Social Affairs Council agreed on the adoption of the Leonardo Da Vinci programme. The aim of the programme is to contribute to enhancing quality and innovation in vocational training within the European Union and to foster the concept of lifelong training for the individual. Three types of measures will be supported by the Leonardo programme:-

- (1) The design, development and testing of transnational pilot projects with in relation to common training modules, adaptation of contents and methods, training of trainers, anticipation of requirements, language skills, etc.
- (2) Placement and exchange programmes enabling participants to take some of their training in another Member State, and enabling trainers and training specialists to use exchanges as a means of enhancing their efficiency;
- (3) Building up knowledge on vocational training through surveys and analyses conducted Community-wide e.g. on anticipating requirements, transparency of qualifications, new types of learning and training, quality, training investment, training incentives and statistics on provision, financing and beneficiaries.

Actions supported by Leonardo will be transnational and partnership-based. Actions will involve partners from at least three Member States.

#### **PUBLICATIONS**



# WORKERS' HEALTH INTERNATIONAL NEWSLETTER

Workers' Health International Newsletter (WHIN) is a quarterly publication compiled from news stories and information from health and safety activists/specialists and campaigns around the world on all aspects of hazards in the workplace. It gives an international view of how workers in many occupations are being exposed to harmful and dangerous substances, environments and processes.

WHIN aims to keep safety activists up-to-date on occupational health news from around the globe and on workers' successes in fighting work hazards. Each 20 page issue covers:

**News In Brief:** a round-up of the major occupational health news stories

Features: activists describe current activities in particular countries and industries

**Resources:** tools available to help workplace trade unionists fight hazards

Diary: conferences, events and meetings.

The Winter 1994/5 issue of WHIN contains articles on repetitive strain injuries, research on occupational health, and the fifth European Work Hazards Conference. In addition it contains a large number of short news articles which help to provide a comprehensive review of the latest developments within the field of occupational health and safety from a trade union perspective.

WHIN is non-profitmaking, carries no advertising and relies entirely on subscriptions for its income. Annual subscriptions to WHIN are £10.00. The Newsletter is currently available in two language versions - English and Spanish.

WHIN also runs an educational project, Workers Health International Project (WHIP) to promote the international exchange of information on health and safety. This project receives financial support from the European commission's Health and Safety Directorate.

Further information about Workers' Health International Newsletter can be obtained from:-

Workers' Health International Newsletter (WHIN) PO Box 199, Sheffield S1 1FQ.

**United Kingdom** 

Tel: +44 114 276 5695 Fax: +44 114 276 7257

The Spanish language version of WHIN - WHIN en Espanol - is available from:-

Gabinete de Salud Laboral de CC OO PV Plaza Napoles y Sicilia 5 46003 Valencia, Spain. European Employment Observatory

**POLICIES** 

## EUROPEAN EMPLOYMENT OBSERVATORY POLICIES

The European Employment Observatory issues a regular Bulletin on employment policies within the Member States of the European Union. The Bulletin contains reports compiled on the basis of information provided through the Mutual Information System on Employment Policies (MISEP). The latest edition of Employment Observatory Policies contains information on:

- Labour market reforms in Spain Geographical mobility and working conditions.
- Recent amendments to the Labour Market Regulation in Italy.
- New regulations for the training of the unemployed in the Netherlands.
- New regulations on Local Employment Agencies in Belgium.
- Vocational integration of disabled persons in Portugal.
- The work of the "Technical Reinsertion Teams" in France.
- The 1994/5 Transitional Regulations on Bad Weather Allowances in Germany.

The issue also contains a special article describing the organisation of Labour Market Policy delivery in the European Union.

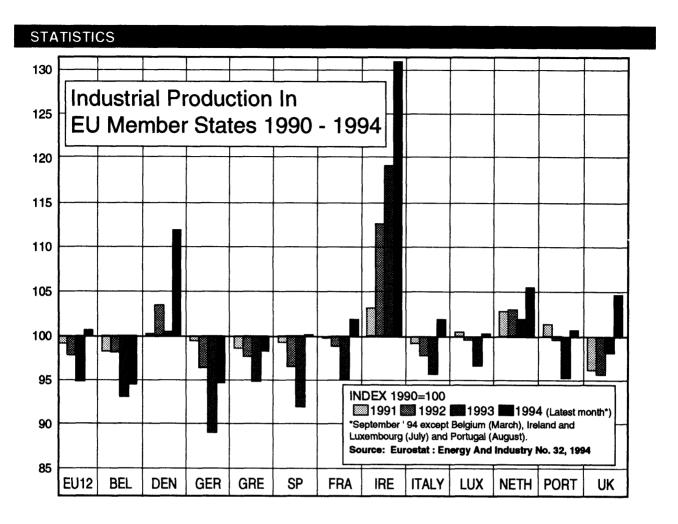
Euro C News

# ETUC CONSUMER UNIT Euro C News

The January 1995 issue of "Euro C News Letter" - the regular publication of the Consumers' Unit of the European Trade Union Confederation (ETUC) - contains information on the following issues:-

- The consumer protection policy of the French Presidency of the Council:
- The reform of the Consumers' Consultative Council
- Criteria for award of eco-label in three new categories decided by Commission;
- Publication of the "European Consumers' Guide to the Single market";
- The Second Young European Consumer Competition;
- The European Medicines Evaluation Agency;

Euro C Newsletter is a monthly newsletter which is published with assistance from the European Commission. Further details about Euro C can be obtained from: - The Consumers' Unit, European Trade Union Confederation, Boulevard Emile Jacqmain, B-1210 Brussels, Belgium. Fax: (32 2) 224 05 41.



		ance = Differe	nce betwe	een the perce	ntage of	
Country	Max (1988/90)	Min (1991/93)	1992	1993	1994	Qu.4 1994
Belgium	+10	-21	-12	-15	+5	+6
Denmark	+19	-18	-1	-7	+28	+31
Germany	+18	-21	-10	-13	+12	+17
Spain	+12	-8	+1	-5	+3	+9
France	+21	-45	-15	-38	+7	+28
Ireland	+20	-17	-5	-2	+8	+6
Italy	+23	-13	-4	-5	+19	+23
Luxembourg	+10	-48	-35	-26	-2	+14
Netherlands	+16	-5	+5	+2	+13	+15
Portugal	+28	-37	-17	-34	+2	+16
UK	+31	-46	-23	+1	+17	+27

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