

**European Foundation  
for the Improvement of  
Living and Working Conditions**

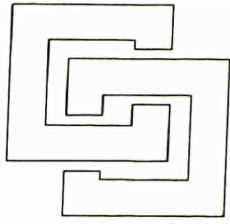
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**ANNUAL REPORT 1986**

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# European Foundation for the Improvement of Living and Working Conditions

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**PART I**  
REVIEW OF THE YEAR 1986

**PART II**  
CURRENT ACTIVITIES

**PART III**  
THE ANNEXES

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## ANNUAL REPORT 1986



*Mr. J. Deginbe, Chairman of the Administrative Board.*



*Mr. G. Bens, Vice-Chairman of the Government Group.*



*Dr. F. J. Kador, Vice-Chairman of the Employers' Group.*



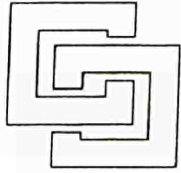
*Mr. J. Vandermeeren, Vice-Chairman of the Trade Union Group.*

It is the aim of the European Foundation to contribute to the planning and development of the improvement of living and working conditions in the future, through action designed to increase and disseminate knowledge likely to assist these ideas. With this aim in view, the task of the Foundation is to develop and pursue ideas on the medium and long term improvement of living and working conditions in the light of practical experience and to identify factors leading to change (Council Regulation (EEC) No. 1365/75 of 25 May, 1975, Article 2).

The provisions of Article 13.1 of this Regulation require the Administrative Board to adopt a general report each year on the activities, financial situation and future guidelines of the European Foundation. The present report, covering 1986, was presented and adopted by the Administrative Board of the European Foundation at its 32nd meeting on 27 March, 1987.

In conformity with Article 13.2 of the Regulation, this report will be distributed to the EC Institutions and to the Economic and Social Committee.

Printed in Ireland by the European Foundation for the Improvement of Living and Working Conditions.



**PART I**  
REVIEW OF THE YEAR 1986



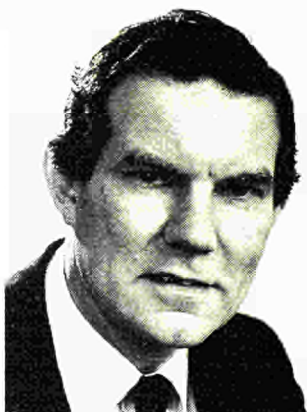


## Review of the Year 1986

### The Community Context

The Foundation exists to contribute to "the planning and establishment of better living and working conditions". Created by a regulation of the Council of Ministers (No. 1365/75) it is required on the basis of practical experience "to advise the Community institutions on foreseeable objectives and guidelines" by developing and pursuing "ideas on the medium and long-term improvement of living and working conditions" taking "the relevant Community policies into account".

The improvement of living and working conditions is a Community objective. Many Community documents are concerned with the research areas covered by the Foundation; a number of the relevant Council resolutions, decisions and Community action programmes are listed on this page. Thus in terms of living and working conditions, the context is provided by the Community's concerns; for example, in the fields of employment, new technology, action to help less favoured groups and health and safety at the workplace. It touches too on possibilities for initiatives in the area of social protection, demographic change and family policy.



Dr. Clive Purkiss,  
Director.

Similarly, the draft resolution of the Council regarding the Community policy and action programme on the environment from 1987 to 1992 contains a number of pointers of importance to the further evolution of the Foundation's current work in fields in which it is already contributing : on biotechnology, waste management, voluntary work

### Selected Community papers which impact on the Foundation's Programme

*Conclusions of the Council of 22 June 1984 on a programme of social action for the Community in medium term.* OJ No. C175 of 4 July 1984;

*Council Resolution of 27 February 1984 on a second programme of action on safety and health at work.* OJ No. C67 of 8 March 1984;

*Council Resolution of 7 February 1983 on the pursuit and creation of a policy and an action programme on the environment for the European Communities (1982/1986).* OJ No. C46 of 17 February 1983;

*EEC Fourth Environmental Action Programme (1987-1992). Draft for a Resolution of the Council of the European Communities. (Submitted by the Commission to the Council). COM (86) 485 final of 9 October 1986.*

*Council decision adopting a multiannual research action programme for the European Economic Community in the field of biotechnology (1985 to 1989).* OJ No. L83 of 25 March 1985;

*Council Resolution of 19 December 1984 on action to combat long-term unemployment* OJ No. C2 of 4 January 1985;

*Council Resolution of 22 December 1986 on an action programme on employment growth* OJ No. C340 of 31 December 1986; *Resolutions of the European Parliament on the European response to the challenge of modern technology, the social aspects of technological change and the effects of new technology on the employment of women* OJ No. C288 of 11 November 1985;

*Resolution of the European Parliament of 14 May 1986 on Community measures to improve the situation of old people in the Member States of the Community* (OJ No. C148 of 16 June 1986);

*Resolution of the European Parliament of 11 February 1983 on the problems of urban concentration in the Community* (OJ No. C68 of 14 March 1983);

*Single European Act.* Council of the European Communities 1986.

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in the environment and so on. The promotion and encouragement of schemes of benefit to the long-term unemployed which, with other proposals, is explicit in the Council resolution on an action programme on employment growth, is reflected in the Foundation's work on activities for the unemployed, on accommodation for the long-term unemployed and so on. The impact of the new



*Dr. Eric Verborgh,  
Deputy Director.*

technologies on the environment, in various sectors of commerce, trade and industry, on the public services and on industrial relations; new ways of organising work; the transport of hazardous materials; aging and the elderly; young people; housing and the urban environment are all other Community interests on which the Foundation is currently working.

Article 118A of the Single European Act draws particular attention to the need for improvements in the health and safety of workers.

A further important aspect of the Foundation is that it provides a forum for discussion among the social partners. Its Administrative Board includes representatives of trade unions, employers and government from each Member State.

### **The Rolling Programme 1985-1988**

In 1986 the Foundation was in the second year of its third four-year programme. This programme had been prepared in 1984 in close collaboration with the services of the Commission of the European Communities, and after consultation with the European Parliament and the Economic and Social Committee.

The programme seeks to add to the Foundation's experience in a way that ensures a balance in, and an integration of, its understanding of the key influences affecting living and working conditions. It is built around three themes:

- **Man at Work:** the organisation of industry and work; the introduction of new technologies; factors in technological choice; job design; changes in management; software ergonomics; telework; and industrial relations.

- **Time:** its organisation and management; social cohesion and the use of free time.
- **The Environment:** the urban environment including issues of housing, accommodation, economic and social diversification and social cohesion; voluntary initiatives for improving the environment; the effect of biotechnology on the environment; and the safety and management of non-nuclear wastes.

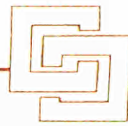
The detail of the four-year programme is developed in Annex 1 of this report. Importantly, it shows the links that exist between the three above themes. Work on hazardous waste, for example, considers conditions on, and in the neighbourhood of, waste sites, examines issues of public concern and looks at the working conditions of those handling wastes. That on biotechnology ranges over pollution control, the employment qualifications of those involved in its development and questions of substitution in agriculture. The development of a data-base on the use of time is leading to a deeper understanding of the social consequences of different working time patterns.

### **The Work Programme 1986**

By 1986, the third four-year programme had become fully operational. During the year the Foundation:

- **concluded and evaluated four projects:** the transportation of non-nuclear toxic and dangerous goods, substances and wastes; housing and the urban environment; technology in the office; the impact of new technology on workers and patients in the health services;
- **completed research on:** telework; assistance to the elderly; the provision of information on urban services; voluntary work in the environment; biotechnology; and safety aspects of hazardous waste;
- **continued to develop its work on:** new forms of work and activity; the use of time; the living conditions of the long-term unemployed through case studies of innovation; and the design of an attitudinal survey on the role of the parties concerned in the introduction of new technology;
- **initiated studies of:** working conditions in the construction industry; industrial relations and working conditions in small and medium-sized





enterprises; the accommodation needs of young people; and the safety of contaminated waste sites;

- collated and reviewed its work on: new technology; commuting; and participation;
- extended its liaison and improved the coordination of its work with other Community institutions;
- introduced a programme of new publications.

These programmes, in different ways, combine to identify issues and provide information for action for policy makers and others concerned with the improvement of living and working conditions in the Community. The background to the work being carried out and the results achieved to date are described in Part II of this report. The following résumé draws out key elements tackled during 1986.

**New technology:** the importance of new technology for living and working conditions has been central to much Foundation work over the past ten years. Many of the ingredients which lead to the successful introduction and use of new technology from the point of view of the organisation, its employees and the user of its services or products have been identified. A review, drawing this experience together with that of participants in a conference held in Dublin, has been prepared. Other programmes have considered the particular problems of visual display units and examined the

special situation in health services. Studies of the construction and small business sectors have been initiated.

**Biotechnology:** the Foundation's work looks at the impact of biotechnology with special attention to: its medical applications; the moral and ethical issues; substitution in agriculture; the risks to health; pollution control; and employment qualifications. It complements various initiatives by the European Communities and is being carried out in close collaboration with the Commission's Concertation Unit for Biotechnology in Europe.

**New Forms of Work and Activity:** technological innovation for the achievement of change is one important theme running through the Foundation's work, the new forms of work organisation and the new types of activity resulting from it and other developments in society is another. Currently the implications for employment flexibility and working conditions, the potential impact on the family and social organisation, and the kinds of legislative issues which arise, are all being examined.

**Changes in Management:** new organisational structures inevitably impinge on the role and tasks of management. The Foundation is identifying, with respect to lower and middle management, the more important factors causing change and exploring how organisations can best adapt to new requirements.



*At the Foundation's Conference — Living and Working Conditions in Europe: Improvement through New Technology, Professor Federico Butera of RSO, Milan; Dr. Clive Purkiss, Director of the Foundation; Mr. Jean Degimbe, Chairman of the Administrative Board; Mr. Ruairi Quinn, T.D., Irish Minister for Labour and the Public Service and Mr. Eric Verborgh, Deputy Director of the Foundation.*



**Industrial Relations:** the Council, the Parliament and the Commission have all emphasised the importance of appropriate information and consultation procedures for effecting technological and social change. The Foundation's research, on how participatory processes are developing in Europe in relation to technological innovation, has established criteria for the evaluation of the effectiveness of such processes. As a result of this work a number of aids setting out different approaches have been developed to help employer and employee representatives and others involved in, or affected by, the introduction of new technology. In order now to deepen understanding of how practices might be improved, a major survey is being undertaken of attitudes towards the involvement of the parties concerned in the introduction of new technology. At the same time past Foundation research is being reviewed to bring together findings from the diversity of studies which have touched on this theme. In 1987 the possibilities for producing a series of "glossaries" on Industrial Relations will also be explored.

**The Unemployed:** the effects of unemployment on individuals and on society were documented in a Foundation report published at the end of 1985. This looked especially at initiatives being taken to help those directly affected. Current work is concentrating on the provision of assistance to the long-term unemployed. Covering people of all ages, it will take account of the economic and social situation existing in the areas in which the unemployed reside, as well as the family, health, housing and financial problems that individuals experience. Two workshops will be organised in 1987 to link this work with that of the European Centre for the Development of Vocational Training (CEDEFOP).

**The Urban Environment:** the context of the Foundation's research on the urban environment is set out in a report published in 1986. This examined how demographic and economic changes are affecting certain groups of people and city areas. It considered population changes, the family, work, housing and urban growth and decline, and the kinds of policy response needed to deal with the problems exposed. A further study looked at how people can be better informed about the services available to them. Yet another study examines the

way voluntary workers are becoming involved in initiatives to improve the environment in and around urban centres. New work has been put in hand on the living conditions of young people in urban areas. In 1987 work will begin on how local communities can better respond to social and economic change.

**Hazardous Wastes:** two reports, one dealing with the legal situation on the transport of toxic and dangerous waste, the other with the technical, safety and legal aspects of packaging and methods of transport, were published in 1986. They provided information covering the complexity of international and national legislation, conventions and liability, as well as suggestions on such specific points as emergency action in the case of accidents and the requirements for driver training and licensing. The programme has continued with exploratory studies on facilities in use for waste disposal and treatment and on contaminated land. Particular regard is paid to the economic, social and medical implications. Following from these studies, work will begin in 1987 on the public perception of hazardous wastes. Other work is being done in cooperation with the Commission and the German Federal Ministry for Research and Technology on contaminated land in the Community covering, inter alia, legislation, standards, monitoring and sanitation. Work, too, is being done on the handling and monitoring of hazardous wastes, with regard to: work-safety legislation applying to personnel; the application of national safety regulations to establishments handling waste and other regulations operating at such establishments; the availability of information on the nature of wastes; and the potential risks and the measures that can be taken if accidents occur. Further Foundation research is being jointly developed with the Commission in relation to the Community's Fourth Environmental Action Programme.

**Other Research:** covers the Elderly, Time and Commuting. A report to be evaluated in 1987 addresses the needs of the **Elderly**, the resources and actions required to meet such needs and the general guidelines which policy in this area might follow. **An International Archive of Time Budget Data** provides for analysis of the way work is distributed between the sexes within and outside the home, the social consequences of reducing working time and



the impact of the new information technologies on the social use of time. Finally, the Foundation's work on **Commuting** has resulted in a report, a booklet and a bibliography, which together give a wide treatment of the issues and problems connected with commuting and how they might be tackled.

### **Consultation and Communication**

The Foundation cooperates closely with a range of organisations, particularly the Community institutions, bodies representative of the social partners, the governments of Member States and a number of national and international organisations, as well as with many individual experts. Such cooperation provides opportunities for thorough debate on the work and its findings.

**The Administrative Board:** the work of the Foundation is focussed on the medium to long term. Thus, its work must be innovative, yet relevant and based on a clear understanding of reality. During 1986 the Board met three times to consider policy, to progress the Foundation's activities and to formulate its programme and budget for 1987. The Bureau, under the Chairmanship of Mr. Degimbe, Chairman of the Board, met six times and the Committee of Experts twice, with Mr. Cornu in the chair. Individuals from the Board and the Committee of Experts were involved in evaluating completed parts of the programme and in meetings to coordinate and progress current work. Such meetings included those carrying out the research and, as appropriate, experts from other Community Institutions and international bodies.

**Evaluation:** as an experiment, a new approach to evaluating completed work was adopted in 1986. Its purpose was to improve the effectiveness of the meetings of representatives from the groups at the conclusion of each study so that more resources could be devoted in subsequent meetings to debate and to achieving fuller and sharper analysis of the lessons to be derived from each study.

**Foundation Meetings:** two events during 1986, in particular, exemplified what can be achieved in this way. In April a Colloquium was held in Brussels. Its purpose was to consider the issues which need to be tackled as the movement towards new forms of work and activity in Member States gathers pace;



*Mr. G. Cornu,  
Chairman of the  
Committee of  
Experts.*

chaired by Professor Dahrendorf, Chairman of the Foundation's advisory committee establishing this specific project, scene setting contributions were made by Mr. Degimbe as the responsible Director-General in the Commission, Mr. Welsh, MEP, Chairman of the European Parliament's Committee on Social Affairs and Dr. Kirschen, Chairman of the Section for Social Questions of the Economic and Social Committee. Mr. Staedelin and Dr. Kador made opening statements on behalf of the Social Partners. Discussion was based on seven issues papers with contributions from members of the Parliament, the representative groups and invited international experts. The full documentation of the Colloquium was subsequently published in September 1986.

The Conference on new technology in December served a different purpose. Whereas the colloquium had marked the initiation of a new area of study for the Foundation, this event brought together ten years of Foundation research on the new technologies and their implications for the living and working conditions of the people of Europe. Opened by Mr. Quinn, the Minister for Labour and Public Service in Ireland, addresses in plenary were made by Mr. Degimbe and Mr. Lee, the Under-Secretary for Employment in the UK representing the Council of Ministers. Professor Butera from the Ricerche sui Sistemi Organizzativi in Milan set out the evidence from past Foundation research. The 80 participants at the Conference divided into five working groups to review and draw conclusions from this evidence. Following a synthesis and presentation of the conclusions by Mr. Verborgh, a panel, consisting of Ms. d'Ancona, MEP, Mr. Staedelin of the European Trade Union Confederation (ETUC), Mr. Meyer of



the Union des Industries de la Communauté Européenne (UNICE) and chaired by Mr. Lentz of Westdeutscher Rundfunk-Fernsehen, debated the issues raised.

These two events mark important developments in the Foundation's way of working. Another conference was organised jointly with the Istituto Italiano di Medicina Sociale on commuting; a Foundation stand at exhibitions in Paris, Forum CE, and in London, People and Technology.



*Lord Cockfield, Commissioner for the European Communities, responsible for the Internal Market, visits the Foundation's stand at the People and Technology Exhibition in London.*

**Participation in Conferences:** Subjects covered at conferences in which staff have been involved have crossed the full range of the Foundation's work : technological change and labour relations at the 7th World Congress of the International Industrial Relations Association in Hamburg (1-4 September) and at a Seminar held in Rome (11-12 December); technology and new forms of work organisation at the 2nd International Productivity Symposium in Munich (14-16 October), and at workshops in East Berlin (11-12 November), Karlsruhe (3-5 September) and Dublin (10 January); working time trends at an International Institute of Labour Studies Symposium in Geneva (11-13 February); unemployment at a conference in Dublin (3-4 July); housing and urban change at an OECD seminar in Athens (27-29 May); commuting at an international conference in Rome (29-30 May); and risk assessment of contaminated

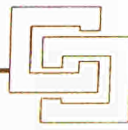
soil at an international workshop in Deventer (5-6 June).

**Relations with the Community institutions and international organisations:** to help maximise the continuing utility of Foundation work, routine contacts are maintained with the Commission, the Parliament, the Economic and Social Committee and other Community bodies, as well as national and international representative organisations such as the International Labour Office. Officials and members of these bodies have drawn directly on Foundation work and the experience of its staff. Foundation staff have attended meetings of the Parliamentary Committees, the relevant sections of the Economic and Social Committees and had individual discussions with members of these Committees and other bodies to help formulate the problems that need to be tackled by the Foundation and the form in which results can usefully be presented. The Directorate have visited a number of Member states to discuss with Administrative Board members, their colleagues and others, the appropriateness of Foundation research and how liaison between the Foundation, government departments, representative bodies and research organisations in each country can be improved. There is a regular exchange of views between Foundation staff and those of the European Centre for the Development of Vocational Training (CEDEFOP) in Berlin, with which the Foundation has a special relationship.

**Publications:** a number of ideas for presenting Foundation work, which were germinating in 1985, came to fruition during the year. Five issues of the Foundation's newsletter, EF News, were produced in all community languages. Reports have been reformatted to improve presentation and to make them easier to handle.

Several booklets, sharply focussed on particular findings or themes, are close to publication. Arrangements, which were established in 1986, with the Office for Official Publications of the European Communities, for the distribution of Foundation publications, have markedly widened their dissemination.

This move of the Foundation's distribution of publications to the Office is now complete. Numbers of sales are not yet available, but some statistics are worth noting. Demands for inclusion on the



Foundation's mailing list have increased by fifty per cent. These demands have arisen in part from the promotion efforts of the Office and in part follow from the introduction of EF News. The number of reports distributed rose from 9,800 in 1985 to 47,500 in 1986 (including reports sent to the Office's national agents for stock). In 1984 the figure was 1,150. The number of other publications distributed rose to over 50,000 from 16,000 the previous year and 8,000 in 1984. Improvements in the printing department have meant that a quadrupling in output has been achieved since 1984. New machinery, careful scheduling of staff and the engagement of temporary assistance has enabled this to be done at low cost. Changes in design have been made to improve the clarity and to update the presentation of publications.

**The Record** of Foundation meetings and publications during 1986, together with the names of those involved in its work are contained in the annexes to this report. During 1986 the Foundation has:

- **held 53 meetings** involving representatives of the social partners and governments, together with others, to develop, plan and review Foundation research;
- **published 45 new research reports;**
- **distributed 50,000 copies** of the newsletter, annual report and similar publications;
- **maintained and enhanced its links with electronic data-bases** containing legal, technical and other information pertaining to living and working conditions;
- **handled over 1,500 enquiries to the information service.**

### **Organisation**

The wider dissemination of the knowledge that the Foundation has built-up over the years, has meant new activities and new responsibilities for staff. At the same time the research programme has been maintained at the same level as in previous years, as is shown in Part II. The Council and Parliament allowed four additional posts for 1987.

Equipment is another area vital to the Foundation's performance. A technical evaluation of the Foundation's office systems (including accounts), showed that the Foundation has reached the point where a radical step needs to be taken with regard to the use of office technology. A feasibility study is now under way, with the advice of a consultant and a Commission expert, to define a strategy and implementation programme for an integrated electronic information and word processing system.

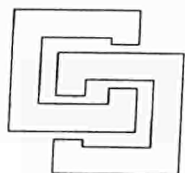
The reconstruction of the Foundation's Conference Centre to accommodate interpreting facilities for Portuguese and Spanish is nearing completion.

### **The Immediate Future**

The programme for 1987 will extend and deepen studies begun during the preceding two years in initiation of the current four-year programme. Ten studies will be reviewed and evaluated during the year. The programme of new publications will become firmly established with an increasingly comprehensive range of material being produced. There will be a careful assessment of recent innovations in methods of working and coordination.

The 1987 programme is described in Annex I. As well as new research and a planned series of publications, it will include an active programme of seminars and workshops on selected topics relating: to long-term unemployment; working conditions and the quality of care in the health service; the construction industry; developments in labour law; and biotechnology.





## **PART II**

### **CURRENT ACTIVITIES**

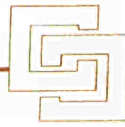
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The following pages describe the main features of the Foundation's current work, summarise the findings from work completed and set out issues for future examination. They cover the undermentioned topics:

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	page
– New Technology and its Social Aspects	14
– Biotechnology	16
– New Forms of Work and Activity	17
– Changes in Management	20
– Industrial Relations	21
– Organisation of Time	23
– The Elderly	24
– The Unemployed	25
– Commuting	27
– The Urban Environment	28
– Hazardous Wastes	32

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## New Technology and its Social Aspects

The new technologies, their effectiveness, their impact on workers and consumers and how they can be introduced in an economic and socially effective way; all have added an important dimension to much of the Foundation's research in recent years.

Such research has: addressed the special problems of selected sectors, as diverse as brewing, banking and health care; looked at how certain groups of people, such as the older worker, may be affected; and dealt with such specific problems as visual display units or shiftwork. Its purpose has been to establish what the new technologies really mean for people as workers and consumers, and what steps need to be taken if the new technologies are to be introduced smoothly and effectively to the benefit of all those concerned.

With regard to the new technologies, the Commission has devoted a number of special programmes, e.g. "Forecasting and Assessment in Science and Technology", "European Strategic Programme for Research and Development in Information Technologies", "Multiannual programme of research and development of the European Economic Community in the fields of basic technological research and the application of new technologies", has facilitated cooperation between Member States and other partners and been active in other ways. In its own work, the Foundation has tried to complement that of the Commission, by considering especially the social factors involved in the development and implementation of the new technologies.

The need for this is one of the points brought out by the Economic and Social Committee of the European Communities in its 1986 report "Europe and the New Technologies". The European Parliament had already expressed its concern with this issue in October 1985, when it adopted a resolution on the Social Aspects of Technological Change. The Committee's report and the Parliament's resolution both urged that the Foundation continue to play a special role in research on this theme.

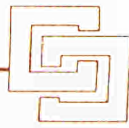
In fact, new technology and its implications for living and working conditions have featured prominently in Foundation work programmes since 1977. Now, the issues raised in that work have been drawn together in a comprehensive **Review of European Foundation Research on New Technology**, prepared during 1986 and presented, together with other papers, to a Foundation conference - **Living and Working Conditions in Europe: Improvement through new Technology?** The conference, held in Dublin in December 1986, provided an opportunity for the social partners and policy makers to add to Foundation research in this area by discussing its most important findings in the light of experience from their own countries.

The review examined new technology in relation to:

- working conditions and work organisation;
- participation in the introduction of new technology;
- shiftwork, safety and health;







- changing patterns of stress;
- living conditions and consumer interests.

The studies clearly highlight the need to avoid an exclusively technical approach when dealing with the introduction of new technologies at the work place. Technology does not determine the choice of organisation or, consequently, the working conditions, work content or skills required. On the contrary, room for manoeuvre exists and the same technology can be implemented in different ways in different organisational systems, as has been illustrated by past Foundation studies on **Shiftwork**.

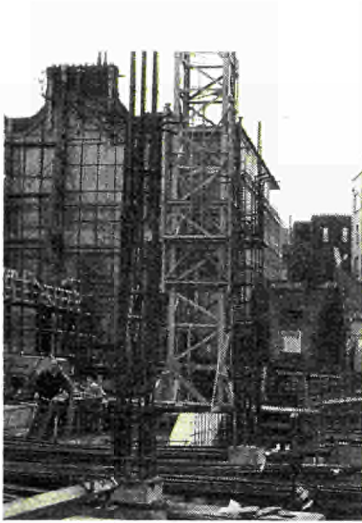
It follows that much will depend on the type of situation into which new technology is introduced. The kinds of alternative available were brought out in a study of the **Impact of New Technology on Workers and Patients in the Health Services** which provided a list of methodological recommendations and practical steps to be taken in introducing technology. In welcoming these recommendations at an evaluation seminar, the social partners stressed their need for more practically oriented results of the kind that this study gave. One immediate consequence will be that, in 1987, this work will be extended to examine how technical changes are being, or could be, managed in the health services in order to improve both the conditions of work and the quality of care.

In a similar way the introduction of office automation and the more general use of visual display units have demonstrably transformed both the physical environment and the content of the work and the skills required. These aspects have been thoroughly surveyed by the Foundation. On the basis of this survey, precise ergonomic recommendations on the design of the work place have been made and the consequences for the job content and the choices available have been reviewed (report on **Visual Display Unit Workplaces: Ergonomic and Organisational Aspects**).

New technologies affect both operator and management roles. On the latter, research is being undertaken on **Changes in the Functions of Management**. A first literature survey has shown that a number of the traditional functions of lower and middle management are being substantially modified by organisational as well as technological change. The extent and nature of those changes in two sectors (banking and the electronics industry) will be highlighted by the study on changes in management described later.

Because the introduction of a given technology can give rise to different methods of organisation, which may improve or may downgrade working conditions depending on the conditions of introduction and implementation, it follows that action at the design stage may be needed in order to avoid problems of delayed introduction or low utilisation of equipment, absenteeism, and high costs of adjustment. A sectoral survey on **Working Conditions and Work Organisation in the Construction Industry** has been started in order to examine - in the context of present technical and structural changes - the possibilities for improving both working conditions and work quality by taking working conditions fully into account during the design and planning of projects. The Foundation also intends to carry out work on the ergonomic design of **Automated Systems** and, more particularly, on the need for research on software ergonomics. A further study will





consider conditions and developments in **Small and Medium Sized Enterprises**.

For all stages, of design, introduction, implementation, and adjustment, an analysis of the existing work situation needs to be made in order to fully understand the possible organisational and technical consequences of the changes being planned. This can be helped by involving those affected by change at the various stages of any new project. The **Attitudinal Survey** among employers, workers and their representatives in Europe, which is described later, will look at the extent of, and the possibilities for improving, such practices. It will conclude an important stage in the Foundation's studies of the justification for such involvement and the ways it can be implemented.

#### References:

- Review of European Foundation Research on New Technology (Conference 1986, to be published 1987)
- Working Conditions and Work Organisation in the Construction Industry (commenced 1986)
- Impact of New Technology on Workers and Patients in the Health Services (evaluated 1986, to be published 1987)
- Changes in Management (see later references)
- Visual Display Unit Workplaces : Ergonomic and Organisational Aspects (published 1986)
- Attitudinal Survey on the involvement of the parties concerned in the introduction of New Technology (implementation commencing 1987)
- Automated Systems (commencing 1987)
- Working Conditions and Relations in Small and Medium Sized Enterprises (commenced 1986)

## Biotechnology

The development of a sound biotechnology-based industry is strategically important to the European Communities. Through a combination of biochemistry, microbiology and genetic engineering the properties of living organisms are being exploited in ways which can bring both economic and social benefits; agriculture and food processing, forestry, health care, the pharmaceutical industry and major sectors of the chemical industry, all may be radically altered by the new life sciences. In order to evaluate the possibilities and promote developments a number of initiatives have been taken by the institutions of the Community.

In encouraging these developments the need to look beyond purely commercial considerations has been recognised. Thus in the Commission proposal for a "Framework Programme for Research and Technological Development (COM (86) 430 final) it is noted that the Community must take account of the social, ethical and societal implications of furthering



knowledge in relation to biotechnology. Similar views were expressed in a report (Biotechnology in Europe and the Need for an Integrated Policy: A2-134/86) from the Committee on Energy, Research and Technology to the European Parliament in January, 1987, which made reference to some of the considerations arising from current Foundation research on this topic.

This research, which has been carried out in cooperation with the Concertation Unit for Biotechnology in Europe (CUBE) in the Commission, is based on existing literature on the **Impact of Biotechnology on Living and Working Conditions**. It examines this theme from four perspectives: the impact on working conditions; the impact on society; the environmental impact; and the international dimension.

The research findings highlight the main characteristics of biotechnology, its possible rate of development and the different types of impact in various areas and socio-economic contexts, with special attention to the following:

- new medical applications
- moral and ethical issues
- substitution processes in agriculture
- employment and professional qualifications
- health risks
- pollution and pollution control

Following evaluation and subject to approval of this initial work in early 1987, a Foundation seminar is planned for later in the year. This Seminar will involve representatives of the Community institutions, the social partners, and other experts. Its purpose will be to further examine and discuss results to date in order to develop suggestions for further work and facilitate the orientation of policy across the various themes.

#### References:

- Study on the impact of biotechnology on living and working conditions (evaluation 1987)
- Bibliography on the impact of biotechnology on living and working conditions (to be published 1987)
- Seminar on the impact of biotechnology on living and working conditions (to take place in 1987)

## New Forms of Work and Activity

The Foundation's research programme on **New Forms of Work and Activity** is designed to address the way that the labour market is responding to changing conditions, to study the new kinds of work which are attracting increasing attention, and to assess the implications of these developments. These new ways of working include: different types of contract, such as part-time or temporary work; different arrangements of working time, such as permanent week-end work, 12-hour shifts, on-call work; and different



locations of work, such as isolated work, home work and telework.

The programme has been developed alongside similar considerations being given to these issues in all the Community institutions. Thus a Council Resolution on an "Action Programme on Employment Growth", 22 December 1986, referred to the need to remove "*obstacles to the development of new forms of work on the periphery of traditional sectors of employment, in the sector of personal services and in activities which fulfil a public need, with the aim of meeting the changing requirements of society*". It expressed too the need to develop part-time and temporary work, fixed-term contracts and job sharing.

Also during 1986, the European Parliament examined ways in which the labour market could be restructured to meet the challenge of unemployment. A major debate on this theme was held in the European Parliament in November. A number of the options and concerns considered in the papers supporting these debates were discussed with the rapporteurs concerned and are being taken into account as the Foundation's programme develops.

In 1986, the Foundation began to consider such new forms of work and activity, in terms of the following issues:

- external and internal labour markets and employment flexibility;
- aspects of job sharing - including the impact on women;
- the impact on families and social organisation;
- the psychological impact of new forms of work and activity;
- work organisation in cooperative undertakings;
- legal and contractual provisions relating to working time;
- issues of labour law and social security legislation;
- changing patterns of time use.

**The papers produced were used as a basis for an international colloquium in April 1986 in Brussels, and the results were published. Following from the colloquium and further discussion by an advisory committee, the following activities have been initiated:**

- research by an international group of experts to gather and analyse recent background material on the above issues. The aim will be to ensure wide coverage of published and current work in geographical, political and thematic terms.
- exploratory work for a possible representative survey of various groups in the European Community; this will involve analysis of previous research in order to determine the value of a comparative, cross-national survey and whether a suitable basis can be established for it.

**Related research results becoming available in the past year have covered:**

- legal and contractual provisions concerning working time;
- issues in labour law and social security legislation regarding new forms of work and activity;
- telework: the attitude of the social partners and the labour force and the potential in the European Community for decentralized distance working;
- telework, women and the living environment;
- organising work in cooperative undertakings.

The reports examine how, in the majority of Member States, legislation on working time has developed following a long and important legislative



history. In some cases this goes back to the early 19th century, for example: an 1839 Act in Prussia on the Employment of Youth, limited and regulated the distribution of working time, prohibiting work during certain periods. Working time, especially for women and children, was among the first subjects to be regulated by labour law, with Acts for example : in Britain (1802), France (1841), Belgium (1889), the Netherlands (1889), Portugal (1907), Greece (1911).

Today, parliaments continue to play an important role regarding working time and regulations have been drawn up by the legislatures of most Member States. These regulations are normally mandatory and designed to protect the worker. There are legal penalties for employers who fail to comply. Recently however, other considerations have come to the fore, such as the redistribution of available work, job creation and the reorganization of working time.

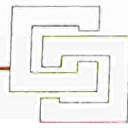
Two countries differ from the general pattern: Denmark and Great Britain. In Denmark there is no tradition of legislation on working time; such questions have been regulated by collective agreements between the parties in the labour market. Great Britain has no general legislation laying down minimum standards for the length of the working day or the number of rest days and holidays. In most other countries protective legislation in the traditional sense sets minimum standards for working time, with the main means of regulating these standards involving collective bargaining at various levels (national, inter-industry, industry wide and enterprise wide).

With regard to provisions on social security in the labour law systems of the Member States, the Foundation's research considered the different forms of employment or work contracts, such as definite/indefinite time contracts, part-time contracts, short-term contracts, home-work contracts, and the effects of new forms of work. These primarily affect job security, pay, holidays and collective bargaining rights. Additionally, it looked at social insurance relating to unemployment, sickness, maternity, individual and family leave, pensions and retirement.

As in the case of working time regulations, the legislative and regulative systems covering social security were originally designed to provide for an assumed "normal" situation. In view of the new work situations now existing, questions arise regarding the extent to which existing regulations offer sufficient safety and security to the employees, whether there is sufficient minimum protection, and whether existing gaps should or can be bridged by negotiation between the parties involved within the framework of labour law. These will be among the questions to be addressed when these studies are evaluated in 1987.

The studies on telework and on work in cooperative undertakings have looked specifically at recently developed "new" forms of work. The diffusion and likely development of such forms of work organisation are of interest. One specific form of telework, electronic home work, is discussed with regard to its effect on women and the suitability of homes as electronic workplaces. The report covers psychological questions; the separation of the work and private living spheres, and the limitations which these considerations may have on the large-scale development of electronic home work. The results of these studies will be further analysed and evaluated in 1987.



**References:**

- New Forms of Work and Activity (Report of a Colloquium, April 1986, Brussels, published 1986)
- Legal and Contractual Provisions concerning Working Time (evaluation 1987)
- Labour Law/Social Security and New Forms of Work and Activity (evaluation 1987)
- Telework: The Potential for Decentralised Work in the European Community; Telework, Women and Living Environments ; and five reports on Telework in Banking and Insurance (all to be evaluated and published in 1987)
- New Forms of Work and Activity (continuing)

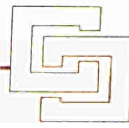
## Changes in Management

New organisational structures and the massive introduction of new technology, especially information technology, in industry and the service sector are inevitably having a major impact on the role and tasks of several categories of management. To examine the situation, in 1985 a working group was set up to undertake a survey of research and literature which might assist the Foundation identify those major changes and trends affecting, in particular, lower and middle management, and point to possible areas of future research.

The literature survey was carried out in Denmark, the Federal Republic of Germany, France, Italy, the Netherlands and the U.K. It revealed little research on the situation of middle and lower management, but that which did exist indicated that organisational, functional and individual changes were taking place and that at least some managers were experiencing difficulties in adjusting to their new work situation. Some of the more specific factors affecting lower and middle management, were seen as:

- changes in society and in values;
- organisations becoming more open and responsible to their environment;
- the introduction of new information and production technologies;
- new flexible forms of work practice.

Owing to a paucity of published research results, the working group did not consider the outcome of the literature survey sufficiently representative and clear-cut to serve as the sole basis for the definition of the Foundation's future research. After four meetings in 1986 it produced a preliminary analysis of those factors it saw as fundamental in bringing about changes in management functions. It also discussed some of the mechanisms used by management to adapt to these changes, developed a research strategy and methodology and identified functions and groups of management upon which to focus in future studies. The resulting proposal is included in the Foundation's work programme for 1987. Three small-scale, closely



coordinated, exploratory studies which concentrated on research design, tools and methodology, were undertaken in preparation for the 1987 programme.

**References:**

- Literature survey on Changes in the Functions of Management (completed in 1986)
- Exploratory studies on research design and methodology to be used for further studies (commenced 1986)
- Case studies on Changes in the Functions of Management in specific sectors (commencing 1987)

## Industrial Relations

A clause in the Single European Act states that *“The Commission shall endeavour to develop dialogue between management and labour at European level which could, if the two sides consider it desirable, lead to relations based on agreement”*. It reflects a growing appreciation of the contribution which dialogue between the social partners can make to social harmony. The importance of social dialogue in the development of technological innovation has also been expressed by the Council in its conclusions on technological change and social impact (7 June 1984) and by the Commission in a Communication to the Council (Com(84) 6 final).

In October 1985 a Resolution of the European Parliament on the social aspects of technological change urged that the *“representatives of the workers should be informed and consulted, particularly in companies with complex transnational structures, on the introduction of technological changes and their effects at plant level...”*

Similar positions have been stressed by the Social Affairs Section of the Economic and Social Committee when adopting an Information Report on New Technologies - Social Aspects (16 January 1986). The discussions following up meetings in Val Duchesse on new technologies and social dialogue confirm the significance of this issue within the Community.

Consistent with this Community commitment, the European Foundation has for some years been engaged in research designed to evaluate the potential benefit of participatory processes and procedures in introducing new technology.

So far, the Foundation has carried out three research projects on this subject. The first examined the emergence of collective agreements on technology. The work was developed through twenty-one case studies, set out in five national reports and summarised in a final report, now published. The data and experiences brought out in this first phase were subjected to a more detailed analysis by an international group of experts, with a view to producing a range of material to help the parties involved achieve a deeper understanding of the inter-relations between the various factors and how





they might be addressed. This second phase is now concluded, with the evaluation and production of a report, a booklet and visual aids in the form of slides for use by employers' and employees' representatives and others involved in the introduction of new technology.

With a view to obtaining a deeper and more representative understanding of the current situation, to determine the potential of alternative participation processes and, by examination of effective practices, to provide concrete reference points for future action, a major attitudinal survey on **The involvement of the parties concerned in the introduction of new technology** is now being launched. This survey will initially cover five countries (Denmark, France, the Federal Republic of Germany, Italy and United Kingdom) and will possibly be extended to all other Member States and completed during 1987. Some 12,000 representatives of management and workers in some 2,500 companies affected by technological changes will be interviewed in the 12 countries.

The way that people affected by change can be involved in the processes of decision-making has been a continuing theme running through the research of the Foundation. Although not always tackled in its own right, it has been brought out as an important issue in many studies. In order to bring together the main findings of these researches, to draw lessons from them, and to indicate possible new approaches to the problems identified, the Foundation is at present carrying out a **Review on participation and its impact on living and working conditions**. The aim is to indicate to those responsible for policy and decision-making at different levels (Community bodies, national and local authorities, union and employer organisations, consumer groups, etc.) the main points of interest emerging from the Foundation's research. The review, by concentrating on practical issues will examine the potential of participation to improve living and working conditions. It will offer practical recommendations although it does not attempt to create a rigid "manual" or a "model". This review will be completed in the first half of 1987, in parallel with an analogous one on new technology.

In order to facilitate better understanding of the various industrial relation systems of different countries, the Foundation will consider, under its 1987 work programme, the preparation of a series of **European Glossaries of Industrial Relations**. Existing glossaries in this area are, often, dated and limited in scope and content. This at a time when an "extended" Community and the growing attention to the potential of social dialogue make even more necessary a full and correct understanding of the different industrial relations terms and practices by all the parties.

Based on the experience of an international group of experts gained in producing glossaries of industrial relations covering the UK, USA and Italy, the series, after appropriate consultations, could eventually cover all Member States. The core of such glossaries would consist of about 500 key industrial relations and employment law terms, with contextual explanation of their significance and with reference to relevant statutes, recent court cases and problems of practical application and would provide guidance for further reading. Special attention would be given to coverage of: the general statutory and legal framework; the parties and procedures involved in industrial relations; the legal basis, terms, and conditions of employment;





the labour market and social security.

In 1987, it is proposed that consideration be given in the first instance to the compilation and editing of a glossary on Spanish industrial relations, together with the revision and editing of the existing glossaries for Italy and the UK.

#### References:

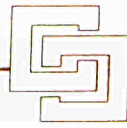
- The role of the parties concerned in the design and setting up of new forms of work organisation (published 1984)
- The role of the parties concerned in the introduction of new technology - Case studies (published 1985)
- The role of the parties involved in the introduction of new technology - A practical instrument of orientation (evaluated 1986, to be published 1987)
- The role of the parties involved in the introduction of new technology - Attitudinal survey - (to be completed 1987)
- Workers' participation and the improvement of living and working conditions - A bibliographical analysis (published 1985)
- New technology and the quality of life - The service sector in Europe (published 1986)
- Review of the European Foundation's research on participation and its impact on living and working conditions (to be completed 1987)
- Review of the European Foundation's research on new technology (completed 1986, to be published 1987)
- European glossary of industrial relations (commencing 1987)

## Organisation of Time

The response of the labour market to the forces affecting it, taken together with changing social attitudes, is rapidly altering the way in which time is used. The trend towards a reduction of the total number of hours worked, as well as the different arrangements of working time, have clear implications for time spent outside the context of "traditional" work. Some of these arrangements are being examined by the Foundation. It is important, too, to understand how time is used at home, for leisure and in the provision of voluntary help to those who need it. Overall, a better understanding of the changing patterns of time use can play an essential part in understanding how improvements in living and working conditions can be affected.

In order to document these changing patterns, an **International Archive of Time Budget Data** has been established on the initiative of the Foundation. The Archive incorporates data from the last major international project on this theme, conducted over 20 years ago by the Vienna Centre.

Having assembled and coded existing time-budget data in its first phase (1983/84), the second phase of the project (1985/86) set out to identify ways and means of comparing existing data. A number of objectives were set and three areas of interest identified to which the study of time use has application:



- issues connected with the reduction of working time in the broadest sense, i.e. weekly, monthly, yearly, life time. Research in this area may lead to defining the consequences of work-time reduction for the pattern of non-work activities;
- issues connected with the perceived inequalities in the shares borne by men and women of the total work-load in the home and outside the home. Time use data can shed light on the extent of these inequalities, particularly the allocation of time to domestic work;
- the impact of new information technologies on the use of time and in new product-related activities, e.g. shopping and tele-shopping, going to the bank and tele-banking, theatre versus television.

These analyses of changing patterns of time use are based on 15 surveys from seven countries covering the years 1961 to 1984; they allow both cross-national and some historical comparisons.

Other Foundation research, on the relationship between working time and leisure time and on potential conflicts of interest between consumers and the providers of services and goods, addresses selected aspects of the subject area: the social impact of changes in working time; problems of particular categories of workers; the consumer view; the impact of electronic technology; and the spatial and economic aspects of the organisation of time.

#### References:

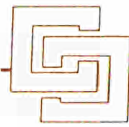
- Archive on Time Budget Data (continuing)
- First analysis of material utilizing the Time Budget Archive (to be evaluated 1987)
- The organisation of time and the improvement of living and working conditions of the consumers and providers of services (to be evaluated 1987/88).

## The Elderly

With regard to time use, the Foundation's four-year rolling programme focussed on the "social" use made of free time and, in particular, on the extent and potential for "social cohesion" between those who have free time and those whom this free time might be used to help.

In this connection, the Foundation set up in 1985 an enquiry in the then ten Member States into public, private and voluntary provision for improving the living conditions of the elderly, concentrating on what is or could be the role of volunteers in this area.

The programme relates to a number of the preoccupations expressed in the European Community concerning the situation and problems of the aged (Resolution of European Parliament on 18 February 1982) and is in line with the conclusions of the Council concerning a Community Medium-term Social Action Programme (22 June 1984). Further resolutions followed in 1986 on



Community Measures to improve the situation of old people (adopted 14 May 1986) and on Services for the Elderly (adopted 10 March 1986).

The Foundation's research was completed in 1986. Having examined the demographic trends in the Member States, the study analysed the needs of, and services available to, the elderly, in relation to income, housing, mobility, assistance in illness and disability, contacts, activities and capacity to cope.

One question was more thoroughly considered : is free time, in particular voluntary service, an under-used resource?

The report of the research concludes by presenting general guidelines for a policy for the elderly which concerns:

- the nature and scale of the needs of the elderly;
- possibilities for action;
- the question of resources: finance and free time.

The need for a systematic development of knowledge is also emphasised. The reports will be evaluated during 1987, following which publication is envisaged.

#### References:

- The impact of social cohesion and time available on assistance to the elderly (evaluation 1987).

## The Unemployed

In its report on **Activities for the Unemployed**, published at the end of 1985, the Foundation presented evidence of the effects of unemployment on individuals, their families and society as a whole. It showed how poverty, isolation, apathy, depression, alienation, marital disharmony and increased crime and delinquency have all been linked to increased unemployment, and that the longer unemployment persists the greater the damage to individuals and the social fabric. Greater attention is now being paid to the wide variety of initiatives which is developing at local level, aimed at assisting the long-term unemployed and improving the economic and social structure of the communities in which they and their families live.

A Council Resolution on an Action Programme on Employment Growth (22 December 1986) stressed the need for urgent action in favour of the long-term unemployed. An earlier Council Resolution on Long-Term Unemployment (19 December 1984) had recognised the importance of actions to assist the recruitment and social support of the long-term unemployed and called for further investigation into those measures and practices which are successful in combatting long-term unemployment. In response to this call and as a follow-up to its initial survey work on measures taken to provide activities for the unemployed, the Foundation commissioned research under the theme of the **Living Conditions of the**



**Long-Term Unemployed.** This work, carried out in the course of 1986, covered 20 case studies of locally-based initiatives aimed at providing comprehensive and coordinated assistance to adults and young people to improve both their living conditions and their chances of finding work.

The case studies were carried out in Belgium, the Federal Republic of Germany, Italy, Ireland and the United Kingdom. The aim was to identify significant examples of how the long-term unemployed of all ages can be helped to cope with their situation in ways which would lead to their economic and social reintegration and to their breaking away from the kind of deprivation in which many have become trapped. More specifically the aim is to identify features of these initiatives which have contributed to their success and factors which inhibit their extension and future development. Thus, it is hoped to provide advice on how to develop assistance for the long-term unemployed, which takes account both of the wide variety of social, family, health, housing and general economic problems that they experience and the economic and social difficulties existing in areas of high unemployment.

In the course of the research, the research team had opportunities to discuss the issues with representatives of the European Commission, ETUC, UNICE and CEDEFOP. Close contacts were maintained also with related Community research on local employment initiatives and on vocational training and education needs of the long-term unemployed. The reports on the case studies were submitted to the Foundation at the end of 1986, and in the first half of 1987 the results will be analysed and assessed. So far, the main themes to emerge can be grouped under contextual, policy and project management issues, in the following ways.

The long-term unemployed are not a homogeneous group. Individual and geographical factors play important roles in determining the distribution and impact of long-term unemployment. However, the four key factors which combine to make long-term unemployment so damaging to individuals and communities are loss of income, loss of social contact, loss of status and loss of activity. The more ambitious of the projects studied attempt to remedy all or some of these losses, but all experienced difficulty in tackling them comprehensively.

Manpower policies and programmes to tackle labour market rigidities or to share employment do not always address some of the real issues affecting the long-term unemployed in communities where long-term unemployment is growing. Similarly, social assistance programmes often fail to address the comprehensive needs of those who are long-term unemployed. Existing government funded programmes are often the only source of revenue for local initiatives but they have many shortcomings, being designed to provide mainly short-term employment opportunities rather than aimed at dealing comprehensively with the effects of long-term unemployment. They can also have the effect of further marginalising the long-term unemployed through low wage levels, low skill levels and the insecurity of temporary, often part-time work.

Within projects themselves, organisers find problems in providing comprehensive and well-integrated assistance of a kind that gives longer term results. Those organised on co-operative lines appear to offer valuable opportunities but some projects can reinforce the isolation of the





unemployed.

The problems of long-term unemployment are creating growing concern at EEC and national level and the search for new responses is receiving more and more attention. This project has tried to break new ground. It has drawn out lessons for both policy and practice from a careful look at the experience of those directly involved in dealing with the problems. The final results of this work will become available in 1987 when the consolidated report on the research will be compiled.

As part of its work on long-term unemployment in 1987, the Foundation will be organising, in cooperation with CEDEFOP, two workshops on the education and training needs of the long-term unemployed and on the value of locally-based responses to long-term unemployment. These workshops will provide an opportunity to bring policy-makers, practitioners and researchers together to discuss some of the major issues arising from current Community work on this subject.

#### References:

- Activities for the Unemployed (published 1985)
- Living Conditions of the Long-Term Unemployed: Case Studies of Innovations (to be evaluated 1987).

## Commuting

The first programme of research on commuting, completed in 1985, included research projects on:

- trends and patterns of commuting in Europe;
- the impact of commuting on the health and safety of commuters/workers;
- the parties involved in decisions concerning commuting.

To conclude this programme and to promote practical application of its findings, a **Review of the European Foundation's Research on Commuting** was finalised in 1986. This review highlights the following points:

- Commuting is a European issue. While there are differences between the commuting patterns of the 12 Member States, the issues and problems raised by commuting are similar.
- Commuting patterns are changing. While the average length of commuting journeys has grown, the greater use of cars and trains has actually reduced the average time spent commuting although the small proportion of workers making very long duration journeys to work has grown significantly. Commuting peaks are also spreading as working hours become more flexible.
- Commuting can have a detrimental effect on the health and safety of workers. The Foundation research has identified significant differences



between the health and safety of workers making long and short duration commuting trips. This, in turn, has spin-off effects on home life and workplace performance.

- Commuting problems reflect general social problems. Certain groups of workers have relatively lower travel mobility and can have more difficult commuting journeys as a result.
- The commuters' voice needs improving. A closer involvement by commuters and other interested parties, such as trade unions and employers, is needed through greater participation in the transport decision-making process itself.
- Commuting is a multi-faceted issue. To fully appreciate commuting issues, a more general approach is needed which integrates different policy areas and is not solely concerned with transport planning.

An evaluation colloquium for the assessment of these findings will take place in March 1987.

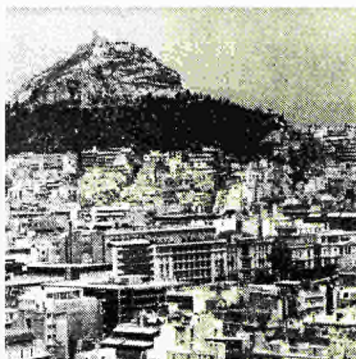
#### References:

- Commuting and its Consequences (published 1983)
- The impact of commuting on the health and safety of commuters/workers (published 1984)
- The influence of the parties involved in planning, financing and running of transport for commuting (published 1986)
- International Conference on Commuting: Its Impact on Living and Working Conditions (proceedings to be published jointly with the Instituto Italiano Di Medicina Sociale, Rome, 1987)
- A consolidated report on Commuting - The European Dimension (evaluation 1987)
- An information booklet: Towards Better Commuting (evaluation 1987)
- An annotated Bibliography on Commuting (evaluation 1987).

## The Urban Environment

1986 saw the publication of the first results of the Foundation's research programme on the urban environment. The report "**Living Conditions in Urban Areas: an overview of factors influencing urban life in the European Community**" examines the ways in which changes in demography and economic restructuring are affecting certain people and certain areas of our cities.

European urban society is becoming more polarised and vulnerable groups such as the unemployed, the elderly, single-parent families and migrant workers are frequently segregated in poor living conditions in inner city areas and on the urban fringes. Those who are unsuccessful in the labour market are thus faced with inter-related economic, social and environmental problems from which they have few escape options. This increased marginalisation and segregation in urban areas throughout Europe was



brought out in the report through a comparative review of research and policy in the Member States on questions of population change, the family, work, housing, urban growth and decline, citizen participation and the role of voluntary organisations. Growing problems such as homelessness and the need for increased emphasis on renovation and rehabilitation of the urban fabric were also noted, as was the need for a response to such urban change at all policy levels.

So far, a European response in the shape of a Community urban policy has not been developed. The need for a more explicit urban dimension to Community policy has been stressed recently, particularly within the context of the European Regional Development Fund. In relation to this, the Commission is currently conducting a study on urban problems and regional policy. The Foundation research has been designed to complement and develop that being undertaken by the Commission. The formulation of a European urban policy which would take account of existing policies on regional development, labour market and employment, poverty, the environment, and so on, requires a deep understanding of all the issues involved and of the complex processes which cause them. The object of the Foundation's work is to contribute to that understanding.

Two further studies in this area were completed during 1986. The results of the first are to be published in the form of a briefing paper on **the provision of information on urban services to disadvantaged consumers**. Many people in high-risk populations are uninformed about the services available to help them. The impact of existing public sector and voluntary agencies may therefore be seriously diminished by the failure to establish effective links connecting available resources to those most in need. More effective information strategies can provide the necessary connections between the services and the disadvantaged. As the report recommends, given the increasing complexity of urban programmes and the rules governing eligibility together with the continuing fragmentation of traditional and social support systems, it becomes increasingly necessary to examine the provision of information as an issue in its own right. The report develops a framework for good practice in information provision and gives examples from various Member States on existing schemes and developments. It examines in particular the role of new technology and broadcast media and makes a series of recommendations for improvements in information provision. It is planned to publish this work, **Providing Information on Urban Services**, in the course of 1987 and to review possibilities for further work in this area.

The second study was undertaken in 1985/86 in Belgium, the Federal Republic of Germany, France, Italy, the Netherlands and the United Kingdom. It focussed on **voluntary work in relation to local initiatives on the environment** in and around large urban centres, as such initiatives appeared to be developing rapidly but little was known about them, and because they would constitute a link with the Foundation's other activities on living conditions in urban areas.

The studies were, to a large extent, inspired by the European Parliament's Resolution of 16 December 1983 which was, among other objectives, aimed at ensuring that voluntary work be given attention at the European level and at establishing criteria for a set of rules defining the nature of such work and paid work.



The aims of the Foundation were primarily to contribute to:

- establishing a European picture of the potential characteristics and problems of this type of activity in terms of environment, job creation and activities for certain categories of the population;
- exchanging information on experience and on specific activities relating to initiatives in this area;
- providing the Community institutions with relevant information which could assist them in defining their role and the steps to be taken at the Community level.

The national reports became available in the Autumn of 1986. They showed that, although voluntary work in the environment was often a relatively modest part of voluntary action, it had grown substantially over the last two decades and that growth was likely to continue. There is increasing activity too on local initiatives concerned with: improving the vast areas of greenspace and the conditions for the wildlife present in or around cities; creating a more multifunctional environment in urban areas by encouraging new activities; providing for the protection of the cultural and industrial heritage; developing urban tourism; and educational and other activities to create greater awareness of how the environment can be improved through recycling, clean technologies and so on.

The studies clearly demonstrated that there was considerable scope for voluntary action in the environment. The success of such initiatives, however, very much depended upon good planning, a good standard of the work carried out, a controlled and gradual growth of activity; adequate training, and a sensitive management of both paid and volunteer staff to ensure that their work was complementary.

The problems facing voluntary work were often linked to deficiencies in these requirements, particularly an uncontrolled fast growth of projects, lack of training of the volunteers and limited financial resources, in some cases leading to commercialisation of projects. The impact of voluntary work in terms of job creation was generally assessed as rather modest, and in some cases there appeared to be a danger that local authorities, owing to cuts in their budget, might try to persuade volunteers to take over maintenance of greenspace, for example, resulting in permanent staff redundancies. The six national studies and the consolidated report will be evaluated during 1987.

One of the aims of the initial study on living conditions in urban Europe was to make recommendations on the direction and scope of future Foundation work on the urban environment. In recent years, as the report notes, the European Commission has continually expressed its concern at the gravity of the situation facing a growing number of young people. In response to this, the Foundation in 1986 began research on the **accommodation and living conditions problems of young people in urban areas**. The study will examine the problems encountered by young people in the Member States as they face entry to the labour market and to the housing market during their transition to adult life. Young people are currently highly vulnerable to unemployment. Work has traditionally provided the context for the transition from childhood to maturity. It provides the income, status and often the "training" for becoming an





accepted adult member of society. So far Community policy has focussed on the transition from education to working life and generally on its labour market aspects. In undertaking research on policy and practice concerning accommodation and social cohesion the Foundation will be concentrating on the living conditions aspects of the transition process, and on illustrating the inter-dependence of economic, social and environmental factors.

The objectives of the project are:

- to provide information to policy-makers at national and European level on the accommodation and family/social situation of young people (approximately 18-25 years) in urban areas,
- to highlight in a number of Member States the existence of policies and experiments aimed at improving the living conditions of such young people in relation to accommodation and family/social environment,
- through a cross-national exchange of information and of experience, to define policy issues and areas in this context which could be the subject of Community action to improve the situation of young people in urban areas.

So far as it deals directly with the issues of housing for young people and the problem of homelessness, this work is timely in relation to the United Nations International Year of Shelter for the Homeless (1987) and current work in the European Parliament on European youth and children who are homeless. Field research will continue through 1987 and the final results compiled during the first half of 1988.

Given the increasing significance of the local community for individuals' working and non-working life and of the involvement of the local community in urban service provision, the Foundation will begin in 1987 to examine **the factors which enable local communities to cope with social and economic change**. This work is closely related to existing Foundation work on long-term unemployment, young people, the elderly, voluntary initiatives and new forms of work and activity and is in line with a renewed interest during the current crisis with the subject of community development. The first phase of this work will consist of a review of policy and research literature on social policy and community development and interviews with key individuals involved in community development policy and practice, with a view to developing a framework and a set of research tools for more applied research.



### References

- Living Conditions in Urban Areas (published 1986)
- Living Conditions in Urban Europe (booklet to be published 1987)
- Providing Information on Urban Services (booklet to be published 1987)
- Voluntary work in relation to local initiatives on the environment (evaluation 1987)
- Accommodation and social cohesion: the implications for young people (commenced end 1986)
- Coping with social and economic change at neighbourhood level (commencing 1987)



## Hazardous Wastes

In November 1985 the Foundation organised a European Round Table on Safety Aspects of Hazardous Wastes to help guide it in the definition of its further research on this theme over the next few years. The discussions at this Round Table and the conclusions of the working groups have since served as a basis for formulating the Foundation's studies on hazardous wastes, and for considering the ways in which this research could most effectively build on the Foundation's expertise, complement work undertaken by other institutions and effectively respond to the needs of the Community.

These elements provided the background to the commissioning, in December 1985, of two small-scale exploratory studies on the **Social, Psychological and Economic Problems in relation to Facilities for Waste Disposal and Treatment, and to Contaminated Land** respectively. These studies were based on a combination of literature reviews, meetings with specialists and the preparation of case studies. Financial and time constraints, however, restricted their coverage of the subjects largely to a U.K. perspective with some consideration of the situation in the Netherlands and the incorporation of material from other Member States, the United States and Canada.

The reports of this work became available at the end of 1986. They illustrated the impact of waste management facilities and contaminated land in social, psychological, medical and economic terms; this last aspect being also considered in relation to local authorities. The reports reflected the importance of information and consultation procedures involving the public in these matters and of assessments of the environmental and social impact. The reports identified instances of "good practice" which might be applied elsewhere, and contained recommendations for further research, such as a fuller coverage of the Member States, and more detailed examination of selected topics, including studies of: public "awareness", the social impact of major incidents, and the medical services available. They proposed that some detailed "first-hand" case studies be made as well as comparisons between policy and practice and the preparation of a code of practice. The findings and recommendations will help define the Foundation's research on **Information, and Involvement of the Public, in Relation to Issues regarding Hazardous Wastes**, to be undertaken in 1987.

In 1986, as a follow-up to the Round Table and a basis for its further work, the Foundation joined with the German Federal Ministry for Research and Technology and the Commission in a project on **Contaminated Land in the European Community**. This project will examine and compare the situation in the twelve Member States regarding legislation and its enforcement, standards, contaminated land surveys, technical development in relation to monitoring and sanitation, case histories and research activities.

There is a close connection between the above-mentioned work and a second major study, commenced at the end of 1986, on **Safety Aspects relating to the Handling and Monitoring of Hazardous Wastes**. This study in all Member States will cover a number of important aspects of working and living conditions. It will describe, analyse and compare:





- the safety legislation applying to personnel involved in the handling and monitoring of hazardous wastes;
- the national environmental legislation applying to waste disposal and treatment facilities and to other establishments handling hazardous wastes;
- internal safety procedures at waste disposal and treatment facilities and at other establishments handling hazardous wastes;
- information on the nature of the wastes, the potential risks and the measures required in case of accidents.

Two series of studies on the **Transport of Non-Nuclear Toxic and Dangerous Goods, Substances and Wastes** have been published, following evaluation by representatives of the governments, the unions, the employers' associations and the Commission.

With general agreement on the high quality and usefulness of the reports, a number of specific views were expressed. By the union representatives, that there was a need for harmonisation at the Community level of all rules and regulations concerning safety and health issues in connection with the transport of dangerous goods, substances and wastes, and a need for measures to be included in the Community's future transport policy in order to provide more adequate protection for the personnel involved in the transport of dangerous substances and wastes, for the general public and for the environment.

The representatives of the employers' associations: supported the conclusion of the report on the legal situation, that dangerous substances and wastes should continue to be treated in the same way; proposed that any specific measures required in connection with the transport of wastes should be supplementary to, but not otherwise affect, existing transport regulations; and found that it was essential to maintain the responsibility of the transporter in any harmonised Community system of liability in this area as well as take fully into account ongoing work in international organisations.

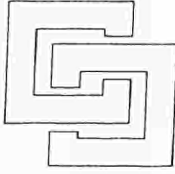
Close cooperation and regular consultations have continued with those services of the Commission involved in issues on hazardous wastes. The Foundation's work reflects this cooperation, and links closely to, or forms part of, a number of activities foreseen in the Community's Fourth Environmental Action Programme 1987-92, especially those relating to the protection of the soil and waste management. Close contacts with government departments in Member States have also been maintained and developed in 1986.

#### References:

- Round Table on Safety Aspects of Hazardous Wastes (proceedings published 1986, booklet to be published 1987).
- The Transport of Non-Nuclear Toxic and Dangerous Goods, Substances and Wastes - legal and technical and safety aspects (evaluated 1986, to be published 1987).
- Exploratory studies on the Social, Psychological and Economic Problems in relation to Facilities for Waste Disposal and Treatment, and to Contaminated Land (completed 1986).
- Contaminated Land in the European Community (commenced 1986).
- Safety Aspects relating to the Handling and Monitoring of Hazardous Wastes (commenced 1986).
- Information, and Involvement of the Public, in relation to Issues regarding Hazardous Wastes (commencing 1987).







## **PART III**

### **THE ANNEXES**

- 
- Annex 1 – The Research Programme: A Summary
  - 2 – Publications 1977-1986
  - 3 – Meetings 1986
  - 4 – 1986 Budget of the Foundation
  - 5 – The Administrative Board
  - 6 – The Committee of Experts
  - 7 – Staff of the Foundation
  - 8 – Research Bodies and Experts involved in implementing the 1986 Work Programme
  - 9 – Library and Information Services
-



## Annex 1

## The Research Programme: A Summary

### The 1985-1988 Rolling Programme

The four-year rolling programme 1985-1988 was drawn up in close collaboration with the services of the European Commission following consultation with the European Parliament and the Economic and Social Committee.

It follows from careful consideration of current economic and social trends, and a review of relevant Community policies. It develops themes already apparent in previous programmes and introduces a number of new themes. In particular, it gives greater emphasis to "living conditions" and to issues concerning the "environment".

In the programme, the research projects are grouped under three main headings:

- 
- Man at work
  - Time
  - The Environment
- 

A brief outline of what is intended in each of these areas is set out below.

### Man at Work - The First Group of Studies

Decentralisation and organisation of work are key subjects here. The trend towards decentralisation within part of industry and the service sector will have an impact on work organisation and consequently on the task of workers. Such a development will be of value primarily to small firms with a varied and flexible production, often adapted to the changing needs of the market. Decentralisation and its implications will be studied to see what effect it may have in the small business sector.

Following up research carried out in the 1981-1984 programme, the Foundation will continue to assess changes in the nature and content of work. Factors affecting technological choice and the potential of

new technology to improve working conditions are also topics marked out for study.

Developments in the area of telework and the use of visual display units will be closely monitored, along with new forms of work and activity in industrial relations, involvement of workers in the introduction of new technology and changes in the functions of management.

### Time - The Second Group of Studies

Earlier Foundation studies revealed that leisure time was, to a large extent, conditioned by working time. Time, therefore, represented a particularly significant meeting point for working conditions and living conditions.

The process of change in the relationship between free time and working time in society is a well established phenomenon. But this still belies an unequal and inadequate distribution of working time and free time and a general imbalance in the organisation of time as it relates to family life.

The Foundation intends to extend its studies in the area of time management in order to indicate the opportunities and consequences of a more rational management of time for society in general. This will be done in the light of technological developments, new structures in industry and the services sector and new forms of work and activity.

Time and family, and time in relation to the elderly and the handicapped, will also form part of the Foundation's studies in this group.

### The Environment- The Third Group of Studies

Management and organisation of the environment is one of the principal problems of our time. In addition to problems of pollution there are new kinds of problems brought about by the new technologies, but with the significant difference that these may also bring the possibility of new solutions.

The Foundation will look carefully at how

improvements can be made in the urban environment which will benefit family life and communication between age groups.

The use of biotechnology will also be a key area of study, given its importance to these industries based on chemical processes. The new processes offer many advantages but in places are still inadequately understood from the point of view of the potential risks involved. The Foundation will monitor developments likely to affect living and working conditions.

Continuation of the Foundation's research into non-nuclear wastes will be especially important. During 1984, the Foundation undertook studies into the transport of toxic and hazardous products, materials and wastes. In support of Community policy and actions in this field, the studies will be continued, particularly with regard to safety aspects in general and to working conditions of personnel involved before, during and after transport.

A summary list of the subjects in the 1985-1988 Rolling Programme is set out in table A.

**Table A: Research Themes proposed in the Four Year Programme 1985-1988**

#### **Man at Work**

Changes in organisation of industry, the private service sector and the public sector  
Decentralisation and organisation of work  
Working conditions and industrial relations in small and medium-sized enterprises

#### **Changes in work**

Factors in technological choice and the potential of new technology to improve working conditions  
Decisions concerning job design and work structuring and the implications  
Software ergonomics  
Adaptation to changes in job content  
Telework

New forms of work and activity  
Changes in industrial relations  
Involvement of workers  
Introduction of new technology  
Matters relating to the organisation and content of work and production  
Changes in the functions of management

#### **Time**

The organisation of time  
Time management  
Time and the family  
Social cohesion between the groups which have free time available and those which have need of it

#### **The Environment**

The urban environment  
New technology and the urban environment  
Restoring the importance of urban centres and their economic and social diversification  
The urban environment - accommodation - social cohesion  
Living conditions of the long-term unemployed  
Initiatives linked to voluntary organisations  
The effect of biotechnology on the environment and management of the environment

#### **Non-nuclear wastes**

Economic and management aspects  
Safety Aspects

Table B shows how the work programmes for 1985 and 1986 have initiated the implementation of the themes of the rolling programme.

Table C summarises the main elements of the projects implemented under the 1986 Programme of Work.

More details on those projects is contained in the current activities section of this Annual Report.



**Table B: Implementation of the Research Programme in 1985 – 1986**

Previous Research from:		Rolling Programme 1985-1988	Work Programme 1985	Work Programme 1986
1984	M A N A T W O R K	Changes in the organisation of industry		Working conditions in the construction industry Working conditions and industrial relations in small and medium-sized enterprises
1982		Changes in work	Telework	Automated systems - Job content and design
			New forms of work and activity (working group)	New forms of work and activity (pilot studies)
1982		Changes in industrial relations	The role of the parties concerned in the introduction of new technology (working group)  Changes in the function of management	The role of the parties concerned in the introduction of new technology (attitudinal survey)
1981	T I M E	Organisation of time		Patterns of use of time
		Social cohesion and free time	The impact of social cohesion and time available on assistance to the elderly	
1983	E N V I R O N M E N T		The living conditions of long-term unemployed	
1984		Urban environment	Review of policy and practice in providing information on urban services to disadvantaged customers  Initiatives linked to voluntary work in the environment	Urban environment - accommodation - social cohesion: The implications for young people
		Biotechnology	The impact of biotechnology on living and working conditions	
		Non-nuclear wastes	Safety aspects of hazardous wastes	Safety aspects of contaminated waste sites

Reviews of previous research in the area of: a) NEW TECHNOLOGY ('85)

b) COMMUTING ('85)

c) PARTICIPATION ('86)

**TABLE C: Implementation of the 1986 Research Programme**

Subject	Research Manager	Type of research	No of Contracts	Cost ECUs
Working Conditions in the Construction Industry	P. Paoli	Exploratory Study: B, F, I FRG, UK, NI	6	69,192
Working Conditions and Industrial Relations in Small and Medium Sized Enterprises	P. Paoli	Surveys: B, Irl, I, ES, UK	5	64,180
New Forms of Work & Activity	E. Köhler	Background research Working Group/ Group Experts Communitywide	7	138,826
The involvement of the parties concerned in the introduction of new technology - Attitudinal survey (implementation) Ph.I	V. Di Martino	Attitudinal Survey: Dk, F, FRG, I, UK	1	400,600
Patterns of time use	E. Köhler	Intl. Group of Experts Evaluating Existing data	1	36,547
Urban Environment - accommodation - social cohesion: the implications for young people	W. O Conghaile	Survey/Case Studies: F, FRG, Irl, I, EL, NI, P, ES, UK.	5	205,436
Contaminated waste sites and areas in the EC - Safety aspects relating to the handling and monitoring of hazardous wastes	J. Pedersen	Exploratory Study Communitywide	7	224,054
Contaminated Land in the EC	J. Pedersen	Survey/ Exploratory Study Communitywide	1	56,449
Participation and the improvement of living and working conditions - A review of EF work 1977-1984	V. Di Martino	Review	4	51,664

### The immediate future: 1987

The Foundation's programme of work for 1987 is situated in the framework of its four-year rolling programme 1985-1988, which centres on three major themes: people at work, time and the environment.

In this context, 1987 will be a "pivotal year". Examination of the four-year programme (see Table A) will reveal that almost all the themes contained in it are already underway, through various projects initiated in 1985 and 1986 (see table B).

It follows that the new research projects for 1987, rather than broaching hitherto unexplored topics, more frequently represent an extension, a deepening or a completion of projects which were begun in the preceding two years.

The work programme of the Foundation cannot, however, confine itself to the implementation of its research projects. It must also provide for the effective use, further exploitation and transfer of its research results. In this perspective, the 1987 work programme sets out to reflect the full range of activities which the Foundation proposes to undertake in the course of the year.

It will be seen from table D that the Foundation in 1987, in various ways and at various stages of advancement, is going to develop its activities in connection with some *twenty subjects* of study.

An examination of the content of the programme shows that there is an integrated and balanced approach to the two fundamental themes of the Foundation's field: *working conditions and living conditions*.

The subjects chosen for activities to be carried out in 1987 may be grouped under certain major themes which, in different ways, lie at the heart of current preoccupations and debates at Community level:

- New technology;
- Labour relations;
- Time;
- Unemployed;
- Urban Environment;
- Management of hazardous waste;
- The role of the parties concerned.

Specific activities are developed around these themes in the following manner:

#### New technology

In 1985 the European Parliament and the Economic and Social Committee both in turn emphasised the

importance of the technological challenge for the future of the Community, while drawing attention to social aspects linked to this change.

Since it was set up, the Foundation has carried out numerous studies of the links between new technology and living and working conditions.

In 1987, further reports from these research projects are to be published. A major publication will be prepared on the basis of the review of projects which the Foundation has directed on these questions since 1977, and taking up the conclusions of a Conference on this theme which was held in December 1986 in Dublin.

Certain completed research projects will provide the subject-matter for seminars designed to bring together various interested parties (researchers, social partners and other decision-makers and politicians). In particular, two round tables will deal with:

- working conditions and quality of care in the health services
- the impact of biotechnology on living and working conditions, which would be organised after evaluation of the reports already available.

In both cases, it is envisaged that the proceedings of these meetings will be published.

The completed studies on teleworking will be evaluated and prepared for publication. In another context, the programme covering new forms of work and activity (some of which are only made possible by the existence of new technology) will be advanced by preparing a survey of practices and attitudes in this area. That survey is following up the research carried out in the framework of the 1985 and 1986 programmes of work; some of those research projects will also be subjected to an evaluation process.

Two research projects decided for 1986 will be continued in 1987: one deals with automated systems - job content and design; while the other deals with changes in working conditions in the construction industry, especially in relation to current technological changes in that branch of industry. The research project launched in 1986 will be followed, in this latter case, by a round table in 1987, the proceedings of which will be published; this should help to define the usefulness of further research in the area.

Through its integrated approach to working and

TABLE D: The proposed 1987 Research Programme

RESEARCH THEMES	Year Started	ACTIVITY						Living Cond.	Working Cond.
		Prelim Work	Round Table	Research	Eval.	Publ.	Workshop Conf.		
<input type="checkbox"/> New Technology — Review of EF Research	1985(77)			■		▨	■	●	●
<input type="checkbox"/> Health Services — Working Conditions and quality of care	1984			■	■	▨	▨	●	●
<input type="checkbox"/> Biotechnology — Impact on Living and working conditions	1985	■	▨		▨			●	●
<input type="checkbox"/> Telework	1985(82)			■	▨			●	●
<input type="checkbox"/> New Forms of Work and Activity	1985	■	■		▨	■		●	●
<input type="checkbox"/> Automated systems	1986	▨							●
<input type="checkbox"/> Working Conditions in the Construction Industry	1986	■	▨	▨		▨			●
<input type="checkbox"/> Role of the parties concerned in the introduction of New Technology	1985(82)	■			▨				●
<input type="checkbox"/> Changes in the function of Management	1985	■		▨					●
<input type="checkbox"/> Working Conditions and industrial relations in SMEs	1986	■		▨					●
<input type="checkbox"/> Organisation of Time	1984	■			▨	▨		●	●
<input type="checkbox"/> Commuting	1985(81)			■	▨		■	●	
<input type="checkbox"/> Assistance to the Elderly — Impact of social cohesion and time available	1985			■	▨	▨		●	
<input type="checkbox"/> Long-term Unemployed	1985				▨	▨		●	
<input type="checkbox"/> Urban Environment	1984							●	
<input type="checkbox"/> Voluntary Work in the Environment	1985			■	▨	▨		●	
<input type="checkbox"/> Hazardous Wastes	1985	■	■					●	
<input type="checkbox"/> — Participation — (review of EF Research)	1986(77)				▨			●	

CODE: ■ Implemented in previous years    ▨ Continuation or new implementation in 1987

● Already implemented but continuation or new implementation in 1987

living conditions, the Foundation devotes quite a considerable proportion of its work to consumers. Thus, in particular, in its studies of new technology, the Foundation is applying itself increasingly to the consideration of both workers and consumers as users of technology; this applies notably to health services and biotechnology.

Finally, another important programme relating to new technology will be carried out in 1987: the attitudinal survey on the role of the parties concerned in the introduction of new technology should be extended to those member states not covered by the first phase of the survey after this has been evaluated. This project, touching both on the theme of new technology and on the theme of labour relations, allows us now to approach that second theme.

### **Labour relations**

With social dialogue gaining a position of increasing importance in Community discourse and practice, it is obviously important that research on changes in labour relations be developed.

The Foundation plans to continue its various research projects on these questions in 1987. As well as the attitudinal survey on the introduction of new technology, just mentioned, two further projects may be noted:

- one is concerned with changes in the functions of management; the proposal is for a new research project, following up the bibliographical surveys undertaken in 1985;
- the other deals with working conditions and relations in SMEs; this continues research authorised in 1986.

The Foundation also plans to assist in the preparation and publication of a European glossary on industrial relations.

### **Time**

Time is the theme of the second chapter of the four-year programme 1985-1988.

Working time is a special concern, and, in this context, the developments which 1987 will bring to the Foundation programme on new forms of work and activity, already mentioned, should prove highly instructive. In particular, one may mention here the evaluation of the research project on legal and contractual provisions relating to working time.

The seminar on health services already mentioned will examine, *inter alia*, the link between shiftworking and working conditions. In addition, the Foundation will keep abreast of developments in shiftworking, by keeping in contact with its network of experts.

Other activities are designed more generally to cover the theme of time, focussing attention on the division of working time/leisure time. Thus, the project, started in 1984, on the organisation of time and improvement of living and working conditions for "providers" of services and consumers will be evaluated and published, while the study started in 1986 on patterns of time use will be continued in 1987. During the year the International Archive of Time Budget Data will be updated, including data on Spain and Portugal and we will evaluate the comparative analysis of existing time budget data following the constitution of the Archive. The same will apply to the research on the impact of social cohesion and time available on assistance to the elderly, to be published later.

### **Unemployed**

Another category of people receiving specific research attention is the unemployed. In 1987, in order to complete the research project started in 1985, a workshop will be organised to debate and develop the findings from case studies of locally based initiatives aimed at improving the living conditions of the long-term unemployed and reintegrating them in the economic and social life of their communities; this activity will be developed in cooperation with the European Centre for the Development of Vocational Training (CEDEFOP)

It is planned in 1987 to explore a new theme of research for the Foundation, concerning the integration of disadvantaged people. We shall also be continuing research projects on various users of urban services; but this is beginning to lead us into the area of our next heading: the urban environment.

The third chapter in the four-year programme, the environment, will be implemented in 1987 by activities centred around two themes: the urban environment and dangerous waste.

### **Urban environment**

On the urban environment, various projects are envisaged. 1985 saw the beginning of a review of policy and practice in providing information on

urban services to disadvantaged customers. In 1987 we plan to publish that review. We will continue the project, begun in 1986, on urban environment, accommodation and social cohesion: the implications for young people. Lastly, a preliminary research project will be launched to study the problems of coping with social and economic change at neighbourhood level.

The Foundation will also be in a position to proceed to an evaluation of a research project, begun in 1985, on initiatives linked to voluntary work in improving the environment, particularly in the urban setting. This will subsequently be published.

### **Management of hazardous waste**

There will be several developments in 1987 in the Foundation's programme in the area of the management of dangerous waste. Thus, it is envisaged that an information booklet will be published on safety aspects of hazardous waste following up the Round Table which the Foundation organised in November 1985. Moreover, the research projects on safety aspects of contaminated waste sites and areas will be continued. A new project will start in 1987; it will deal with information and the involvement of the public in relation to issues regarding hazardous wastes.

### **Role of the parties concerned**

Information, consultation, involvement of the parties concerned: these are terms which crop up frequently in the subjects of Foundation research projects; and if the theme of participation at work has often been dealt with, the theme of participation in general was not absent either.

That is why it was decided in 1986 to review the full range of research projects dedicated to participation since the Foundation was set up; this task will continue on 1987.

Under this heading, we will return to two projects already mentioned above and dealing directly with the theme of participation.

- the attitudinal survey on the role of the parties concerned in the introduction of new technology;
- the research project on information and involvement of the public in relation to issues regarding hazardous wastes.

But these are not the only activities where participation figures in the Foundation's programme; the theme is also found in the research projects on the urban environment, the voluntary work in the environment, the elderly, commuters and the organisation of time.

## Annex 2

## Publications 1977-1986

**Work Organisation**

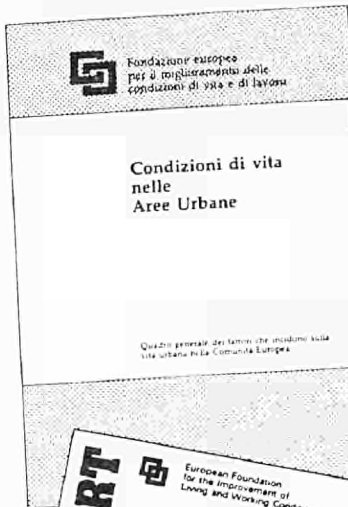
- New Forms of Work Organisation (surveys)  
 New Forms of Work Organisation in Public Administration (France)  
 The Effects of Collective Bargaining on Work Organisation within Public Administration in Italy  
 The Analysis of Changes in Work Organisation European Foundation Guidelines. Case studies and international comparison of new forms of work organisation  
 Training and the Organisation of Work  
 The Role of the Parties concerned in the Design and Setting up of New Forms of Work Organisation  
 Impact of Technological Development on Work Organisation in Banking and Insurance  
 The Role of the Parties concerned in the introduction of New Forms of Work Organisation  
 New Forms of Work and Activity: Documentation from a Colloquium, Brussels, 25 April 1986  
 Interaction of Workers and Machinery (Physical and Psychological Stress)

**Shiftwork**

- Spread of Shiftwork in the Industrial Sector  
 Spread of Shiftwork in the Services Sector  
 Shiftwork in the Chemical Industry  
 The Effects of Shiftwork on Health, Social and Family Life  
 Shiftwork - Quantity and Quality of Sleep/Individual Differences  
 Attitude towards Shiftwork of Industrial Shiftworkers in Shannon (Ireland)  
 Economic Aspects of Shiftwork  
 Shiftwork and Accidents  
 Cases of Innovations in Shiftwork  
 Shiftwork in the Chemical Industry - Case Studies of Innovation  
 Shiftwork in the Health Service - Case Studies of Innovation  
 Shiftwork in the Textile Industry - Case Studies of Innovation  
 Innovative Compensatory Functions Model for Shiftwork - Case Study  
 Review of the European Foundation's Research into Shiftwork 1977-1980  
 Impact of New Technology on Shiftwork in the Automobile Industry  
 Multidisciplinary study on Shiftwork and Innovation in the Paper Industry  
 Shiftwork Review: Research of the European Foundation 1981

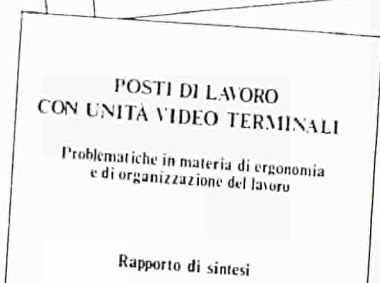
**New Technology**

- The extent of Introduction of Electronic Machinery in the Office  
 The Working Environment at Visual Display Units - a Literature Study



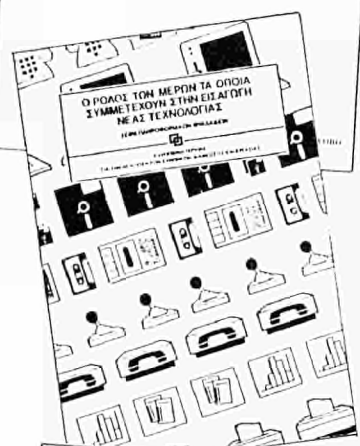


The Working Environment at Visual Display Units - a Field Study  
 The Impact of Electronic Data Processing on Office Workers' Skills in France and the Federal Republic of Germany  
 Effect of Introduction of a Visual Display Unit in a Computerised Office on the Health of Operators - a Multidisciplinary Research Design  
 Organisational and Social Effects on the Individual arising from the use of Visual Display Units in Offices  
 Socio-economic Trends in the use of Visual Display Units in the Office Sector  
 Objective Signs of Potential Physical Stress in Visual Display Unit Operators  
 Telework - Impact on Living and Working Conditions  
 Visual Display Unit Workplaces: Ergonomic and Work Organisation aspects  
 New Technology in Supermarkets  
 How Modern Technology affects the Experienced Worker  
 New Technology in the Public Service  
 Visual Display Unit Workplaces. Information Booklet  
 New Technology and the Quality of Life: The Services Sector in Europe. A Bibliography



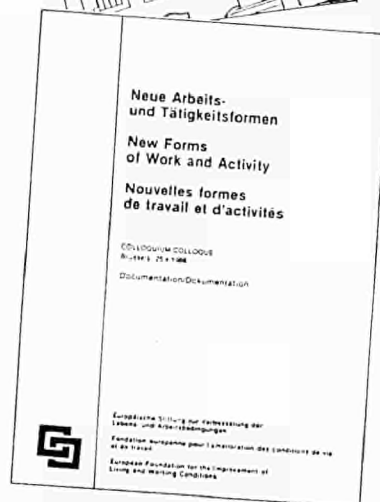
### Safety and Health

Safety and Health at the Workplace  
 Noise, Stress and Work  
 Physical and Psychological Stress at Work  
 Physical and Psychological Stress in the introduction of New Technology in certain Postal and Telecommunications Sectors  
 Occupational Accidents and Diseases: Review of Data Sources  
 Safety Aspects of Hazardous Wastes: Proceedings of a Round Table, Dublin, November 1985



### Working Time/Leisure Time

Official Statistics on Working Time - Methodological Problems and Delimitations of Comparability  
 Working Time and Leisure Time. Literature Surveys  
 Bibliography on an Investigation of Activities for the Unemployed  
 Activities for the Unemployed  
 Retirement - a Time of Transition



### Economic Evaluation of Working Conditions

Economic and Working Conditions (Methodological Aspects)

### Commuting

A European Study of Commuting and its Consequences  
 The Journey between Home and Work: Effects of Commuting on Health and Safety of Commuters and Workers  
 Commuter Transport: Experiences in Participation





### **Worker Participation**

The Worker Director and his impact on the Enterprise (Ireland)  
 The Right to Information in Union Negotiation in Italy  
 Institutionalised Forms of Participation in Danish Companies  
 The Role of the Parties concerned in the introduction of New Technology  
 The Role of the Parties concerned in the introduction of New Technology  
 - Information Booklet  
 Worker Participation and the Improvement of Working Conditions - a  
 Bibliographical Analysis

---

### **Women**

European Foundation Studies of especial interest regarding Women: An  
 annotated Bibliography  
 Women and Shiftwork  
 A Review of European Foundation Studies 1977-1984: Implications for  
 Women

---

### **Urban Environment**

Living Conditions in Urban Areas

---

### **General Information**

Annual Reports of the Foundation  
 Work Programmes of the Foundation  
 Catalogue of Publications  
 Conference Facilities  
 EF News

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## Annex 3

## Meetings 1986

**January**

- 16-17 Third coordination meeting on technological revolution in the office  
Bureau of the Administrative Board
- 17 Bureau of the Administrative Board
- 31 First coordination meeting on review of European Foundation's research on commuting

**February**

- 3 Second meeting of the working group on changes in functions of management
- 6-7 Second coordination meeting on the living conditions of the longterm unemployed
- 10-11 Second coordination meeting on the impact of biotechnology on living and working conditions
- 13 First coordination meeting on participation and the improvement of living and working conditions - A review of the European Foundation's work: 1977-1984
- 26 First coordination meeting on review of European Foundation's research on new technology
- 27-28 Fourth coordination meeting on the role of the parties involved in the introduction of new technology: Phase II

**March**

- 4-5 29th Meeting of the Administrative Board
- 6 Second coordination meeting on initiatives linked to voluntary work in the environment
- 6-7 Third meeting of working group on the involvement of the parties concerned in the introduction of new technology: Attitudinal survey
- 6-7 First coordination meeting on new forms of work and activity

**April**

- 11 Second coordination meeting on impact of new technology in mechanical engineering
- 17-18 19th Meeting of the Committee of Experts
- 25 Colloquium on new forms of work and activity
- 25 Third meeting of the working group on changes in functions of management

**May**

- 6 Bureau of the Administrative Board
- 9 Coordination meeting on office automation
- 15 Evaluation/reading committee on bibliography on new technology and living and working conditions: Services sector
- 20-21 Meeting on the involvement of the parties concerned in the introduction of new technology: Attitudinal survey
- 29-30 International conference on commuting

**June**

- 9 Third coordination meeting on living conditions of the longterm unemployed: Case studies of innovations
- 13 Second coordination meeting on review of European Foundation's work on new technology
- 17 Evaluation/reading committee on transportation of non-nuclear toxic and dangerous goods, substances and wastes
- 24 Evaluation/reading committee on report on housing and the urban environment
- 27 Second meeting of the advisory committee on report on new forms of work and activity
- 30 Third co-ordination meeting on the impact of biotechnology on living and working conditions

<b>July</b>			impact of new technology on workers and patients in the health services
1-2	30th Meeting of the Administrative Board	17	First coordination meeting on impact of new forms of work and activity on social security legislation
3	Fourth meeting of the working group on changes in the functions of management	22-23	Fifth meeting of working group on changes in functions of management
<b>August</b>		24	Coordination meeting on initiatives linked to voluntary work in the environment
21-22	Third coordination meeting on the impact of social cohesion and time available on assistance to the elderly	28	Fourth coordination meeting on the longterm unemployed: Case studies of innovations
<b>September</b>		29-30	20th Meeting of the Committee of Experts
11-12	Colloquium on the impact of technological development on work organisation in mechanical engineering	<b>November</b>	
19	First coordination meeting on working conditions in the construction industry	3	Coordination meeting on urban environment: Accommodation, social cohesion, the implications for young people
22	Third coordination meeting on review of European Foundation's work on new technology	14	Evaluation/reading committee on the role of the parties involved in the introduction of new technology: Phase II
24	Evaluation/reading committee on technological revolution in the office: Phase II	20-21	Coordination meeting on review of European Foundation's research on participation
25-26	Coordination meeting on legal and contractual limitations of working time	<b>December</b>	
30-	Coordination meeting on review of European Foundation's research on participation	1	Bureau of the Administrative Board
<b>October</b>		3	31st Meeting of the Administrative Board
1	Coordination meeting on review of European Foundation's research on participation	3-5	European Conference 1986 Living and Working Conditions in Europe: Improvement through new technology?
2-3	Coordination meeting on telework	15	Meeting of librarians of European documentation centres
7	First coordination meeting on working conditions in small and medium sized enterprises		
8	Bureau of the Administrative Board		
8	Evaluation/reading committee on the		



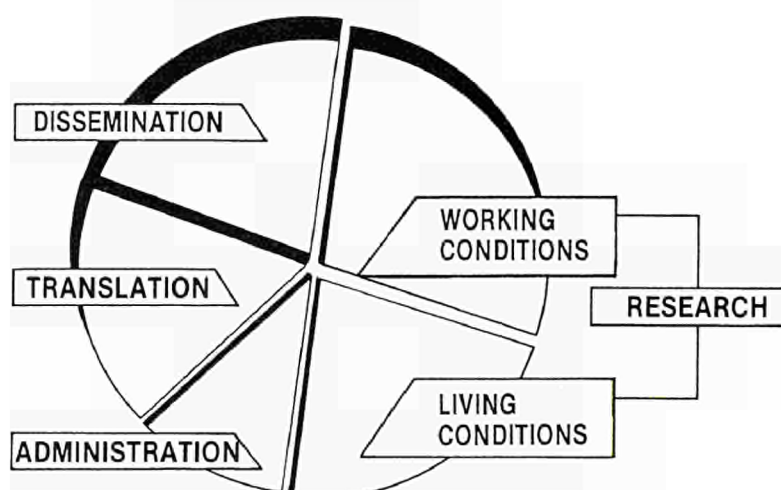
## Annex 4

**1986 Budget of the Foundation**

Summary table of expenditure for financial year 1986 in ECU

	Total	Chapter 1	Chapter 2	Chapter 3	Chapter 4
<b>Appropriations available</b>					
Final appropriations for the financial year 1986	5.271.000	2.049.000	783.000	974.000	1.465.000
Increased compared with 1985	+ 17%	+ 17%	+ 92%	+ 4%	+ 5%
<b>Utilisation of appropriations</b>					
Commitments amount to	5.243.825	2.045.077	779.573	965.630	1.453.545
Leaving to be cancelled an amount of	27.175	3.923	3.427	8.370	11.455
Percentage utilised	99%	100%	100%	99%	99%
Percentage cancelled	1%	—	—	1%	1%
<b>Utilisation of appropriations carried over from 1985</b>					
Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to	1.366.389				
Payments from carry-overs amounted to	1.307.468				
Leaving to be cancelled an amount of	58.921				
Percentage utilised	96%				
Percentage cancelled	4%				

The chart below presents the broad divisions of costs amongst the Foundation's activities.



## Annex 5

## The Administrative Board

(as at 31 December 1986)

COUNTRIES	REPRESENTATIVES OF NATIONAL GOVERNMENTS		REPRESENTATIVES OF EMPLOYERS' ORGANISATIONS		REPRESENTATIVES OF TRADE UNIONS	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
Belgium	G. Bens Directeur Général Ministère de l'Emploi et du Travail	M. Pierre Administrateur Général de l'Institut pour l'Amélioration des Conditions de Travail	G.E.M. Ottenbours Beheerder van Vennootschappen	P. Arets Directeur des Questions Sociales Fédération des Entreprises de Belgique	J. C. Vandermeeren Secrétaire National de la Fédération Générale du Travail de Belgique	
Denmark	N. O. Andersen Kontorchef Arbejdsministeriet	K. Overgaard-Hansen International konsu- lent Direktoratet for Arbejdstilsynet	K. Holm Kontorchef Dansk Arbejds- giverforening	L. E. Nielsen Landbrugsrådet	B. Nielsen Sekretær Landsorganisationen i Danmark	P. Carlsen Landsorganisationen i Danmark
Fed. Rep. of Germany	A. Schulte Ministerialrat Bundesministerium für Arbeit und Sozialordnung	O. Schulz Regierungsdirektor Bundesministerium für Arbeit und Sozialordnung	F. J. Kador Geschäftsführer der Bundesvereinigung der Deutschen Ar- beitgeberverbände	W. D. Lindner Leiter der Abteilung für internationale Sozialpolitik Bundesvereinigung der Deutschen Arbeit- geberverbände	D. Trautmann Abteilungsleiter Deutscher Gewerk- schaftsbund Bundesvorstand	R. Schneider Deutscher Gewerk- schaftsbund Bundesvorstand
France	M. Boisnel Direction du Travail Ministère des Affai- res Sociales et de la Solidarité Natio- nale	M. M. Dughera Chargé de Mission au Secrétariat d'Etat Chargé de l'Environne- ment et de la Qualité de la Vie	J.-C. Roqueplo Délégué Général aux Relations Sociales Aérospatiale	C. Amis Président de la Section Sociale de la FNSEA	P. Hofman Secrétaire Confédéral, Confédération Générale du Travail Force Ouvrière	M. Letron Secrétaire Confédéral Confédération Française du Travail
Greece	P. Tsoukatos Ministère du Travail	M. Patoula Chef de Division Direction des Rela- tions avec la Commu- nauté	P. Marinopoulos Famar S.A.	X. Constantinidis Société Aluminium de Grèce	D. Piperias Confédération Générale du Travail de Grèce	G. Dassis Représentant de la Confédération Géné- rale de Grèce en Europe
Ireland	M. Cashell Principal Officer Department of Labour	S. O'Cuinn Principal Officer Department of the Environment	E. Booth Chairperson of the National Farm Family Committee	F. Bracken Director in Charge of Industrial Relations Cadbury Ireland Ltd.	P. Cardiff Irish Congress of Trade Unions	D. Nevin General Secretary Irish Congress of Trade Unions
Italy	F. Aristodemo Direttore Generale Ministero del Lavoro	N. Fiore Primo Dirigente Ministero del Lavoro	M. Misul Responsabile della Direzione Metodi di Sviluppo Organi- zazione Industriale	G. Togliani Amministratore Delegato TRENDS S.rl.	M. Rollier Confederazione Generale Italiana Lavoratori	P. Ungaro Centro Ricerche Economia del Lavoro
Luxem- bourg	R. Schintgen Premier Conseiller de Gouvernement Ministère du Travail et de la Sécurité Sociale	N. Rume Médecin - Chef de Service Direction de la Santé	G. Schmit Chef de Service de la Société Nationale des Chemins de Fer Luxembourgeois	L. Jung Directeur de la Fédération des Industriels Luxembourgeois	H. Dunkel Secrétaire Social Confédération Lux- embourgeoise des Syndicats Chrétiens	L. Rech Vice-président de la Confédération Syndicale Indépen- dante de Luxembourg
Nether- lands	J. L. Frima Ministerie van Sociale Zaken	W. J. Kakebeke Ministerie van Volks- huisvesting, Ruimte- lijke Ordening en Milieubeheer	J.H.J. Crijns 2E Voorzitter van de Werkgeversvere- niging voor het Bankbedrijf	J. F. De Leeuw Nederlandse Christe- lijke Boeren- en Tuindersbond	H.P.W. Schmitz Federatie Nederlandse Vakbeweging	A. Woltemeijer Christelijk Nationaal Vakverbond
United Kingdom	P. Brannen Chief Research Officer, Department of Employment	C. L. Robson Department of the Environment	W. H. Taylor Industrial Consultant	D. N. Flower Group Personnel Officer National Bus Company	K. Graham Deputy General Sec. Trades Union Congress	P. Jacques Trades Union Congress

## REPRESENTATIVES OF THE COMMISSION OF THE EUROPEAN COMMUNITIES

MEMBERS	ALTERNATES	CO-ORDINATORS	MEMBERS OF THE BUREAU
<p>J. Degimbe Director-General for Employment, Social Affairs and Education</p> <p>A. J. Fairclough Directorate-General for Environment Consumer Protection and Nuclear Safety</p> <p>R. Petrella-Tirone Head of Division for Forecasting and Assessment in Science and Technology Directorate-General for Science, Research and Development</p>	<p>N. Scandamis Director of Living and Working Conditions and Welfare Directorate Directorate-General for Employment, Social Affairs and Education</p> <p>—</p> <p>L. Villecourt Head of Division for Scientific Research Policy and Industrial Research Directorate-General for Science Research and Development</p>	<p>P. Meyer Head of Social Affairs Department UNICE</p> <p>J. Lapeyre Secretary European Confederation of Trade Unions</p>	<p>J. Degimbe (Chairman)</p> <p>G. Bens (Vice-Chairman Government Group)</p> <p>F.J. Kador (Vice-Chairman Employers' Group)</p> <p>J.C. Vandermeeren (Vice-Chairman Trade Unions Group)</p>

## Annex 6

## The Committee of Experts

(as at 31 December 1986)

MEMBER STATES	NAMES	MEMBER STATES	NAMES
Belgium	A. Lafontaine Professeur à l'Université de Louvain	Ireland	J. Coffey Assistant Chief Engineering Advisor Department of the Environment
Denmark	Th. Herborg Nielsen (Vice-Chairman) Professor Graduate School of Economics and Business Administration	Italy	G. Bianchi Professor Istituto di Studi sulle Relazione Industriali e di Lavoro
Fed. Rep. of Germany	W. Pöhler Professor Ruhr-Universität Bochum	Luxembourg	R. Wagner Chef du Service Médical du Travail
	R. Weil Direktor des Instituts für Angewandte Arbeitswissenschaft e.V.	United Kingdom	E. Roberts Chairman European Research into Consumer Affairs
France	G. Cornu (Chairman) Ancien Conseiller de Gouvernement Ministère du Travail		R. Wild Professor Henley Management Centre

## Annex 7

**Staff of the Foundation**

This list is as at 31 December 1986. At that time there were six vacant posts (one Research Manager, three Translators and two Secretaries).

**Directorate:**

Director: Clive Purkiss  
 Secretary: Annick Menzies  
 Deputy Director: Eric Verborgh  
 Secretary: Anne O'Toole

**Research Promotion:**

Vittorio Di Martino  
 Eberhard Köhler  
 Wendy O'Conghaile  
 Pascal Paoli  
 Jørn Pedersen  
 Camilla Galli da Bino  
 Christine Gollin  
 Solveig Petersen  
 André Jean Vanderstock  
 Vacancy

**Information,  
Documentation and  
Dissemination:**

Norman Wood  
 Séan Griffin  
 Philip Ireland  
 Patricia Kingston  
 Ann McDonald  
 Josephine McKenna  
 Brid Nolan  
 Dimitrios Politis  
 Susan Ryan-Sheridan  
 Vacancy  
 Vacancy

**Translation:**

Peter Long  
 Simon Clement  
 Ute Herrmann  
 Marie O'Meara  
 Jacques Prieu  
 Evangelhos Psaroudakis  
 Fausta Rappini-Ryan  
 Vacancy  
 Vacancy  
 Vacancy

**Administration and  
Technical Service:**

John McColgan  
 Michael Cosgrave  
 Michael Early  
 Gerald Galvin  
 Elisabeth Gouilleux-Cahill  
 Heather Hanan  
 Sally Anne Martin  
 Dolores McCarthy  
 Brian Moore  
 Terry Sheehan

**Local Agents:**

Martin Flynn  
 Ewan Hogan



## Annex 8

## Research Bodies and Experts involved in implementing the 1986 Work Programme

**BELGIUM**

ERCO European Research and Consulting sprl  
40 Square Ambiorix Bte 7  
1040 Brussels

Professor Marcel Bolle de Bal  
Université Libre de Bruxelles  
Institut de Sociologie  
44 avenue Jeanne  
1050 Brussels

Université de l'Etat de Liège  
Institut de Psychologie et des Sciences de l'Education  
Service de Psychologie du Travail  
7 Place du 20 août  
4000 Liège

Professor Eliane Vogel-Polsky  
Chemin des Champs  
1328 Ohain

**DENMARK**

Chemcontrol A/S  
Dagmarhus  
1553 Copenhagen

Dansk Institut for Organisations Studier (DIOS)  
Gl. Kongevej 91A  
1950 Copenhagen V

**FEDERAL REPUBLIC OF GERMANY**

Erich Dederichs  
Prinz-Albert-St. 81  
5300 Bonn 1

Empirica  
Kaiserstrasse 29  
5300 Bonn 1

Dornier System GmbH  
An der Bundesstrasse 31  
7997 Immenstaad/Bodensee  
(Postal Address : Postfach 1360, 7990 Friedrichshafen  
1)

SALSS Sozialwissenschaftliche Forschungsgruppe  
GmbH  
Riemannstrasse 31  
5300 Bonn 1

Infratest Sozialforschung  
Landsberger Str. 338  
8000 München 21

Projektgruppe Arbeitsbedingungen in der  
Bauwirtschaft  
Alte Strasse 65  
4600 Dortmund

GfK Marktforschung  
Burgschmietstrasse 2  
8500 Nürnberg 90

**FRANCE**

Université Paul Sabatier  
Centre de Recherches en Biologie du Comportement  
118 route de Narbonne  
31062 TOULOUSE Cédex

Agence Nationale pour la Récupération et  
l'Élimination des Déchets (ANRED)  
2 square Lafayette (BP 406)  
49004 ANGERS Cédex

Conseil à la décision et à la réalisation en  
aménagement urbain rural et régional (CODRA)  
157 rue des Blains  
92220 Bagneux

IRIS - Travail et Société  
Université Paris - Dauphine  
Place du Maréchal de Lattre de Tassigny  
75775 Paris Cédex

Professor Françoise Piotet  
8 rue de la Vega  
75012 Paris

Ecole Nationale des Ponts et Chaussées - Centre  
d'Enseignement et  
de Recherches - Techniques et Sociétés  
(ENPC/CERTES)  
La Courtine  
93194 Noisy-le-Grand

**IRELAND**

EPSILON  
22 Ely Place  
St. Stephen's Green  
Dublin 2

EKOS - Irish Foundation for Human Development  
Garden Hill  
1 James's Street  
Dublin 8

Institute for Industrial Research and Standards (IIRS)  
Ballymun Road  
Dublin 9

Irish Productivity Centre  
IPC House  
35-39 Shelbourne Road  
Dublin 4

**ITALY**

Fondazione per lo Studio dei Rapporti  
Uomo-Ambiente  
Via Fabio Filzi 22  
Milan

Analisi Ricerche Piani Economici et Sociali  
Viale Mazzini 55  
00195 Roma

Istituto R.S.O.srl  
Via F. Leopardi 1  
20123 Milan

ECOTER S.r.l.  
Istituto di ricerca e progettazione economica e  
territoriale  
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00187 Rome

Professor Tiziano Treu  
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20123 Milan

**SPAIN**

Sr. Juan José CASTILLO ALONSO  
Professor  
Universidad Complutense de Madrid  
Departamento de Sociologia 3  
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28040 MADRID

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Handelskade 11  
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7400 AL Deventer

Tjeerd Deelstra Associates  
Nickersteeg 5  
Delft

Stichting Bouwresearch  
Postbus 20740  
3001 JA Rotterdam

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Kilmaurs  
Ayrshire  
Scotland

Department of Production Engineering and  
Management  
University of Nottingham  
Nottingham N67 2RD  
England

Mrs. S.M. Withers / Loughborough University of  
Technology (LUT)  
Centre for Extension Studies  
University of Technology  
Loughborough  
Leicestershire LE11 3TU  
England

Health and Safety, Technology and Management  
Ltd. (HASTAM)  
Aston Science Park  
Love Lane  
Aston Triangle  
Birmingham B7 4BJ  
England

The European Biotechnology Information Project  
The British Library - Science Reference Library  
9 Kean Street  
London WC2B 4AT  
England

University of Glasgow  
Finance Office  
Glasgow G12 8RT  
Scotland

ECOTEC Research & Consulting Ltd.  
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18 Steelhouse Lane  
Birmingham B4 6BJ  
England

School for Advanced Urban Studies  
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Rodney Lodge  
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Bristol BS8 4EA

Professor Jonathan Gershuny  
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Richmond  
Surrey TW10 6UA  
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Institute of Manpower Studies  
Mantell Building  
University of Sussex  
Falmer  
Brighton BN1 9RF

Henley - The Management College  
Greenlands  
Henley-on-Thames  
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London School of Economics  
Houghton Street  
London WC2A 2AE

Dr. R. Stewart  
Oxford Centre for Management Studies  
Templeton College  
Kennington  
Oxford OX1 5NY

## Annex 9

### LIBRARY AND INFORMATION SERVICES

The European Foundation library is available to all organisations and individuals concerned with living and working conditions. The scope of the services and how they can be accessed are set out below. Requests for assistance by letter or telephone are welcomed and personal visits can be arranged.

#### The Library

Material contained in the library comprises some 8,000 volumes and 300 journal/periodical titles from all Community States, a selection of periodicals from countries outside Europe is also held.

#### Specialised subjects

This collection mirrors the themes of the Foundations's work programmes and closely related areas. Subject areas include:

- effects of new technology
- biotechnology
- occupational stress
- safety and health
- shiftwork
- hazardous wastes
- women at work
- organisation of work
- organisation of time
- participation
- social and environmental problems
- the unemployed
- care of the elderly
- commuting
- housing
- transport
- urban environment
- voluntary services

#### Reference

- Information of a more general nature comprises:
- Yearbooks from Member States of the Community
  - Statistical digests
  - Directories of research organisations and educational institutes

- Bibliographies, general and specialised
- Abstracts of articles from English and French language journals specialising in living and working conditions and environmental issues.

#### On-Line Information

In addition to the information contained in paper copy and microfiche, the library has access to various on-line data bases including those mounted by DIMDI, ECHO, EURIS ESA and Telesystème Questel. They provide up-to-date information on current research and developments in the field of living and working conditions.

Relevant data bases currently available through the Foundation are:

#### LABOR

Covers worldwide literature on labour law, industrial relations, working conditions, collective agreements, EEC directives and many other related subjects. Produced by International Labour Organisation.

#### CIS

Occupational safety and health, topics covered include occupational medicine, accident prevention, environmental hygiene. Also produced by the International Labour Organisation.

#### ENREP

Permanent inventory of environmental research projects within the Member States of the European Communities. The data-base is managed by the European Commission.

#### SOCIAL SCISEARCH

The entire spectrum of the social sciences is covered with emphasis on sociology, social medicine and related areas. Based on the printed Social Science Citation index and produced by the Institute for Scientific Information in Philadelphia, U.S.A.

#### ACOMPLINE

Worldwide literature relating to urban studies, topics

include employment, housing, environment, social planning, etc. Held by the London Residuary Body Agency Services.

**SIGLE**

Grey literature (e.g. unpublished and published research reports) in the fields of science and technology, social sciences and humanities. Produced by a consortium of European documentation centres with assistance from the European Commission.

**Contacts**

The library and information staff will be pleased to put enquirers in contact with relevant Foundation

staff or appropriate researchers and sources of information in the Community.

**Enquiries**

To either Josephine McKenna, librarian or  
Brid Nolan, information officer  
by telephone at Dublin 826888  
by telex using 30726 EURF EI  
by post to The European Foundation for  
the Improvement of Living and  
Working Conditions,  
Loughlinstown House,  
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