



European Foundation  
for the Improvement of  
Living and Working Conditions

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## ANNUAL REPORT 1989

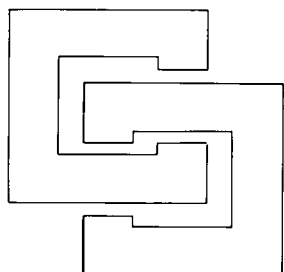


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European Foundation  
for the Improvement of  
Living and Working Conditions

A N N U A L  
R E P O R T  
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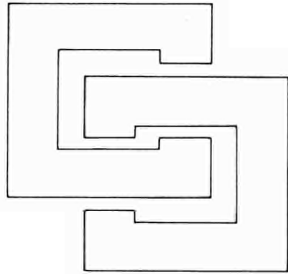


Mr. J. Vandermeeren,  
Vice-Chairman  
(Trade Unions' Group)

*It is the aim of the 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 26 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 1988, was presented and adopted by the Administrative Board of the Foundation at its 40th meeting on 26th-27th March, 1990.*

*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.*



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REPORT  
1989



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## Foreword

The year 1989—the first year of the new 4-year rolling programme, exploring the possibilities offered by the European Single market—was an important milestone in the work of the European Foundation for the Improvement of Living and Working Conditions. The major thrust of the work was devoted to making the results of the Foundation's work more readily accessible to policy makers in the process of European integration than had hitherto been the case. To assist in achieving this aim, the Administrative Board intensified its effort to make a real contribution to the Foundation's work. Thus, the Union, Employer and Government Groups will each meet once a year for the specific purpose of discussing not only the content of the work programme, but how the research results can best be evaluated and disseminated.

Towards the end of 1989, new demands, arising out of the Commission's Action Programme, became apparent. It became clear that in future not only would factually well-founded research results be needed, but that there would be a major requirement for rapid and flexible presentation and utilization of these results. The Foundation will use its organizational strengths to meet these new demands.

Dr. Fritz-Jürgen Kador  
Chairman of the Administrative Board  
1989



PART ONE

REVIEW OF THE YEAR

The first part of the document discusses the importance of maintaining accurate records of all transactions. This includes not only sales and purchases but also expenses and income. Proper record-keeping is essential for determining the correct amount of tax owed and for identifying potential areas for tax savings.

One key area of focus is the treatment of depreciation. Depreciation allows businesses to recover the cost of their capital assets over time. However, the rules governing depreciation have become increasingly complex, particularly with the introduction of bonus depreciation and Section 179. It is crucial to understand the applicable rules and to consult with a tax professional to ensure that the maximum benefits are realized.

Another important consideration is the treatment of interest expense. While interest on business debt is generally deductible, there are limitations on the amount that can be deducted. These limitations are based on the business's adjusted taxable income and the amount of interest paid. It is important to track interest payments carefully and to understand the limitations that apply to the business's situation.

The document also addresses the treatment of capital gains and losses. Capital gains are taxed at a lower rate than ordinary income, and capital losses can be used to offset capital gains. However, there are limitations on the amount of capital losses that can be deducted each year. It is important to track capital gains and losses accurately and to understand the limitations that apply.

Finally, the document discusses the importance of staying up-to-date on changes in tax law. Tax laws are constantly changing, and it is essential to understand the impact of these changes on the business. This can be done by consulting with a tax professional or by staying up-to-date on tax news and developments.

# INTRODUCTION

*1989 was a year in which a new Commission was appointed and a new European Parliament was elected whose terms of office will take the Community across the threshold of 1992. In 1989 the Foundation began its own drive towards 1992 with the launch of a new four-year programme '1992 and beyond: new opportunities for action to improve living and working conditions in Europe'.*

*Anticipation of the completed market, along with the social and environmental provisions of the Single European Act, significantly influenced the shape and content of the programme. Imbued with a sense of urgency, the Foundation launched its programme with the objective of providing the Community institutions and other policy makers with a flow of information which would be useful to the Community in its aim of ensuring that economic and social advances are mutually reinforcing in the Single Market.*

*The new programme responded to a number of critical forces at work in Europe: the ageing of the population; the emergence of new kinds of poverty; a continuing acceleration in the use of the new technologies; the growth of services; changes in working time, with more leisure; continuing unemployment; increased attention to the environment; and the desire for more participation.*

*It foreshadowed a number of the areas of action set out in the Social Charter and was attuned to other Community programmes on the environment, long-term unemployment, biotechnology, poverty, technology and so on.*

*At the same time the Foundation was completing projects from its 1985-1988 programme and transmitting the results to appropriate users.*

## RESEARCH, DEVELOPMENT AND DISSEMINATION

The life-cycle of the Foundation's rolling programmes follows a consistent pattern : identification of issues; pilot studies; major research projects; recommendations; identification of new issues. With 1989 marking both the final stages of the 1985-1988 programme as well as the initial stages of the new one, activities ranged over projects at various levels of development. Information on all projects underway in 1989 (regardless of their year of initiation) is given in this report in the context of the 1989-1992 programme.

This new programme, whilst built around a single underlying strategy directed at some of the major challenges of the completion of the internal market, is operationally divided into six linked areas : social dialogue; the restructuring of working life; health and safety; the environment; living conditions; future technologies.

Details of projects in each area are set out in Part II; the following is a summary of the key points.

### Developing Social Dialogue and Industrial Relations

**Objectives:** *to assist the process of social dialogue in Europe and promote the involvement of those concerned in the process of change, by: the creation of methodological guides and other instruments for use by the social actors at different levels; the monitoring of innovations and developments in industrial relations; the transfer of good practices and experience.*

The results were published of a survey, initially made in five Member States, of managers' and employee representatives' attitudes to the contribution that company-level social dialogue can make to the smooth introduction of new technology. The survey revealed a close correlation between the attitudes of both sides to their experiences of worker involvement, both being very positive. Some differences emerged regarding future involvement, with managers being satisfied with present levels while workers' representatives would like greater involvement. Round table meetings were held in London (February), Dusseldorf (September) and Val Duchesse (November) to discuss the findings of case studies and of the survey with the social partners in the relevant countries and to get their reactions. The survey was extended to the remaining seven countries and initial analyses of the data were made. The results reinforced the earlier findings.

The conclusions from a study of the changing functions of management were presented at a Foundation conference, at which experts discussed the actions needed to develop a cadre of competent and motivated managers across Europe.

Work on the twelve-volume European Labour and Industrial Relations Glossary continued and the feasibility of making it available in electronic form was explored.

### Restructuring Working Life

**Objectives:** *to facilitate the balanced evolution of social and economic developments; to ensure that the changing role of work in society combines a better quality of life with economic success; to identify ways and means of safeguarding and strengthening the basic responsibilities and rights of people in employment and of those who are out of work.*

Field research began in February for a survey of experience of selected kinds of atypical work: part-time work; fixed-term contracts; Saturday work; and evening work. Based on results from five Member States a group of experts will test over 100 hypotheses against the data set: whether successful implementation of atypical forms of work depends on both employers and employees benefiting; whether part-time work is largely restricted to unskilled jobs with limited responsibility; and so on.

The first issue of the Bulletin of European Shiftwork Topics (BEST) on "Negotiating Shorter Working Hours in the European Community", was published and two further issues drafted.

A handbook for people involved in the management and negotiation of working-time was prepared. An international workshop, convened in April to consider the development and use of the Foundation's "European Time-Budget Data Archive", defined a number of studies which would enable a better understanding to be achieved of the implications of different working-time policies and the likely demands of consumers for leisure and other services.

### Promoting Health and Safety

**Objectives:** *to provide European policy makers with a set of common references; to develop methods for ensuring that health and safety standards are taken into account from the outset of new projects, to the benefit of both companies and employees; to promote the health and safety of all workers, giving priority to groups particularly at risk.*

A guide was published for the construction industry showing, by detailed practical examples, how health and safety considerations should be tackled at each phase of a construction project. Seminars were held in Athens and Barcelona where the results of research on an integrated social and technical approach to the management of investment projects were discussed and developed into an explanatory document. Experiences in the design and implementation of industrial robot systems were exchanged at a Foundation seminar in Lisbon.

In April, in collaboration with the Commission, the Foundation started work to identify, describe and compare the instruments, methods and data systems in Member States and international organizations being used to monitor working conditions related to health and safety. Two reports were prepared on other subjects: one set out the framework for a review of workplace action for health in seven Member States; a second highlighted the issues which will need to be tackled by organizations in adapting to an ageing workforce.

### Protecting the Environment, the Worker and the Public

**Objectives:** *to strengthen the Foundation's contribution to the Community's Environment Programmes, by: broadening its work on the urban environment and taking it into other areas; combining social, economic, occupational and public safety aspects of the environment; examining the involvement of the relevant actors - industry, social partners, local communities, environmental associations - in the promotion and improvement of the environment.*

In the hazardous wastes programme two consolidated reports were published: on the handling and monitoring of hazardous wastes; and on hazardous wastes and the public. A study on education and training for those responsible for environmental issues in industry was completed, and a synthesis and analysis of the Foundation's research in this area since 1984 was begun.

A working group drew up proposals for Foundation research on the urban environment. A study on environmental education and training of personnel in SMEs and in local regulatory bodies was begun. A booklet on the role of the social partners in working for a better environment was published.

A new project, "Environmental Perspectives and the Quality of Life 1992-2000", was launched with the aim of developing an instrument for medium and long-term environmental forecasting, linked to socio-economic changes and adapted to the needs of the Community institutions.

### Raising the Standard and Quality of Life for All

**Objectives:** *to provide advice and guidelines on ways and means to: reduce inequality generated by social and economic imbalances; increase involvement of all those concerned, including the social partners and local communities, in the process of change; improve coordination between Community, national and local level responses to change, and between the various strategic sectors (the labour market, social welfare, health, housing, environment).*

During 1989 the Foundation received the first results of research which highlighted some of the advantages and limits of local action in improving the quality of life in disadvantaged areas and launched the main phase of field research in the Member States in order to determine the role of policy makers in fostering local action by groups and community-based organizations.

As a follow-up to its own comprehensive programme on long-term unemployment, and in the context of its involvement in the Commission's ERGO programme on long-term unemployment, the Foundation initiated an exploratory study to investigate how services which provide counselling and advice to the long-term unemployed can be better coordinated and how the long-term unemployed themselves can become more involved in developing and implementing solutions to the unemployment problem.

New work on community care extended the Foundation's interests in ageing and the living conditions of the elderly.



**Assessing Technologies of the Future**

**Objectives:** *to identify early the "margin for manoeuvre" in technological innovation; to encourage assessment of the options inherent in the process of change; to emphasize preventive action and the transfer of innovation; to enhance the involvement of the relevant actors from the design stage onward.*

A European Workshop on Consumers and Biotechnology, organized jointly by the Foundation, the Commission (CUBE) and European Research into Consumer Affairs (ERICA) was held in February. The programme covered: applications of biotechnology and implications for the consumer; gaps in consumer information; and mechanisms for involving consumers in future developments in biotechnology. A discussion paper based on the Workshop was published by the Foundation. The proceedings of the Foundation's European seminar on the social dimensions of biotechnology was co-published by Dartmouth and the Foundation in September.

## CONSULTATION AND COMMUNICATION

### Organs of the Foundation

Composed of representatives of the social partners, national governments and the Commission, the **Administrative Board** of the Foundation provides a permanent forum for social dialogue with regard to the Foundation's work. Meetings of the Administrative Board are also attended by coordinators from the Employers' Liaison Committee (CLE) and the European Trade Union Confederation. A chairman is elected annually. In 1989 that office was held by Mr. Fritz Jürgen Kador of the Employers' Group; the Vice Chairmen being Mr. Jean-Claude Vandermeeren of the Trade Union Group, Mr. Niels Ole Andersen of the Governments' Group and Mr. Jean Degimbe of the Commission.

The Board met twice in 1989 to monitor the activities of the Foundation and to prepare the 1990 work programme and budget. In a new initiative, separate discussions on the Foundation's work were held in June with each of the Government, Employer and Trade Union Groups; other meetings were held with Commission officials. The Committee of Experts, composed of representatives from the Member States, met twice during the year. The terms of office of the Director and Deputy Director were renewed for a further five years.

### Community Institutions

In addition to the formal links forged with the Commission through its representation on the Administrative Board, close contacts are maintained between individual staff of the Foundation and staff in the Directorates-General and in the Cabinets of Commissioners.

Other points of contact between the Foundation and the Commission included joint organization or attendance at conferences, seminars, working groups, and steering committees. Foundation staff sat on the steering committees for the Commission's ERGO and Broadcasting for Employment programmes, and attended meetings of the Advisory Committee for Safety Hygiene and Health Protection at Work. A seminar on biotechnology and consumers, held in Brussels in February, involved the Commission and the Foundation as two of the three organizers. Projects jointly funded by the Commission and the Foundation were initiated in the fields of biotechnology and issues relating to women.

Relations with the European Parliament were primarily concerned with communication with the newly-elected deputies and the newly-formed committees. The Foundation's Directorate and the Chairman and Vice Chairmen of its Administrative Board visited the Parliament and met the chairperson of the Committee on Social Affairs, Employment and Working Environment and of the Committee on Budgets.

The Economic and Social Committee continued to draw on Foundation work during the year.

**Relations with the Member States and International Organizations**

The Member States have a continuing influence on the policies of the Foundation through their government and their social-partner representatives on the Administrative Board. This relationship with the Member States is extended through activities associated with the implementation of the work programmes.

In 1989 involvement in meetings with the administrations of the Member States began in January with the participation of the Director in a conference on Les Nouvelles Solidarités organized under the auspices of the French Prime Minister, and concluded with a visit to the Foundation in December of the Parliamentary Secretary at the German Ministry for Youth, Family, Women and Health.

Networks to facilitate communication were established in 1989. A first meeting of some 20 trade union research institutes from all Member States took place in April with a view to establishing more regular liaison under the auspices of the Foundation. Directors of national institutes for improving working conditions, with representatives of the Commission and the Foundation, met in Dublin in July. In December the Director presented an overview of recent Foundation work to the Heads of the Community Information Offices, and explored how communication with the Member States, through the Offices, could be further developed.

Experts from the Member States and international organizations took an active part in Foundation research. They attended over 60 Foundation meetings, working groups and seminars. The Foundation's Directorate and staff contributed to some 50 outside conferences; delivering papers and chairing sessions at many of them. The themes of these conferences were many and diverse, ranging over: the situation of the elderly; EC Charter of Workers' Rights; the improvement of living conditions in urban areas; health and safety; shiftwork; biotechnology. Complete lists are attached to this report as annexe 8.

## INFORMATION AND PUBLICATION

The new four-year programme of research, which was published in the Official Journal of the European Communities and elsewhere, generated substantial interest. There was a considerable growth in enquiries; written enquiries showed an increase of 54% on 1988. Responding to such enquiries represents a significant proportion of Foundation work. Requests for information come not only from the Community institutions but also from government departments and agencies, organizations of the social partners, researchers, experts and practitioners of the Member States and beyond.

During 1989 the development of more effective communication channels was evident. Although detailed technical papers are always available on request to 'bona fide' enquirers, the publication programme has concentrated on the dissemination of condensed and well presented results rather than the complete research findings themselves.

Thus the Foundation's Information Booklets have attained an effective place in the Foundation's communication programmes and are finding acceptance in the commercial markets. They have been supported by the Foundation's newsletter "EF News" which has become a lively and sought-after product across Europe for those interested in developments in living and working conditions (10,000 copies of each issue are now distributed in all nine Community languages).

The Foundation negotiated co-publication, with commercial publishing houses, of some more specialised products which may have an appeal to a public other than that reached by the Offices of Official Publications.

A new specialised periodical was launched in 1989 - the Bulletin of European Shiftwork Topics (BEST) which three times a year presents a number of thematic papers submitted by an expert group working with the Foundation. The BEST newsletter is designed to build economically on the experience and knowledge of past Foundation research, and communicate it to relevant audiences. Similar exercises are being developed in other areas.

On a more general level, awareness of the Foundation's work and its role as a European centre for information on living and working conditions has been developed through a series of promotions at major conferences and exhibitions in Frankfurt, Athens, Dublin, Swansea, Brussels, Luxembourg and Madrid.

As a response to the increasing demands upon the Foundation for publications and information, and in an attempt to ensure an integrated approach to the further development of communicating with its European audiences, the Foundation established three task groups to develop new strategies with the aim of achieving maximum effectiveness in resourcing such activities. The Task Groups are in Information, Publications, and External Relations and include representatives from all areas of Foundation work.

## RESOURCES

The Foundation's Budget for 1989 amounted to 6.471m ECU (details at Annex I). Four posts were added to the staff table to help to service the research and information programmes. German and Danish translators, and a secretary to support the computer and management information systems, joined the staff of the Foundation; there was one resignation, the Spanish translator.

During 1989 the Foundation completed installation of the first phase of its new computer system incorporating advanced word processing facilities, a management information system and an accounting system. The Foundation has also maintained close liaison with the European Commission on the proposed new development at its offices in Dublin, the construction of which will commence in 1990.

## LOOKING FORWARD

The Foundation will continue to examine issues and contribute to Community policies in areas of social policy, the application of new technologies and the improvement and protection of the environment.

An important programme of work relating to the protection and improvement of the urban environment will begin in 1990 and will focus on the role of cities, social polarization, and land use pressures. In the area of new technologies, the Foundation will continue its work on biotechnology and undertake new research on the use of telecommunications in the home.

Moving into the next decade, an important instrument of Community policy will be the Community Charter of Basic Social Rights for Workers. The scope of the Foundation embraces many of the areas set out in the Charter and it can provide information and advice to the Community Institutions in their task of implementing its provisions. The Commission has already published a three-year action programme relating to the implementation of the Charter (COM (89) 568). Foundation research of most immediate relevance to *chapters* of the action programme includes:

**Long-term unemployment**

This programme contributed to the development of the "ERGO" action-research programme (*chapter 1*);

**Working time, atypical work and shiftwork**

Findings of Foundation work in these areas are relevant to the initiatives on "contracts and employment relationships other than full-time open-ended contracts" (*chapter 2*) and the "adaptation of working time" (*chapter 3*);

**Social dialogue and industrial relations**

relates to "the role of the social partners in collective bargaining" (*chapter 6*) and "information, consultation and participation" (*chapter 7*);

□ **Health and safety**

is an area where the Foundation is currently engaged in a joint project with the Health and Safety Direction of the Commission. Together with other Foundation programmes it can provide information for initiatives on "health protection and safety at the work place" (*chapter 10*);

□ **The elderly**

Work on this subject is of direct relevance to the proposed "communication on the elderly" (*chapter 12*).

The special strengths that the Foundation can offer are its holistic approach to the improvement of living and working conditions, grounded in an appreciation of the perspectives of both social partners and governments and based on experience of practices in all the Member States of the Community. Its work is directed towards the provision of information of value in the formulation of cohesive policies and programmes and to their practical implementation.

PART TWO

ACTIVITIES IN 1989





## DEVELOPING SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS

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When the Single European Act introduced Article 118B into the Treaty of Rome it elevated social dialogue to a primary objective of the Community. It was conceived as a means of involving both sides of industry at European level in the economic and social changes which are taking place as a result of rapidly developing technology, increasing international competition and the approach of the single European market.

On the initiative of the President of the Commission, Jacques Delors, talks between the European-level social partners began in Val Duchesse in 1985. One of their main areas of concern was the introduction of new technology and in March 1987 a joint opinion was issued on information and consultation in connection with the introduction of new technology into firms.

In its first four-year programme (1977-1980) the Foundation had already identified the effects of new technology as an important issue. This was further developed in the second four-year programme (1981-1984), and in 1984 a third programme (1985-1988) was drawn up which introduced worker involvement as a priority theme.

Thus, the Foundation has been able to offer considerable support to Community "social dialogue" initiatives, including the Val Duchesse discussions. It can also offer the benefit of its own experience of the social dialogue process both in its Administrative Board and in its series of round tables in the Member States, at which it has presented the results of case studies and an attitudinal survey to the social partners at national level and sought their opinions and reactions. A system for monitoring new developments in participatory practices and social dialogue was established in 1989 to keep the Foundation's knowledge and expertise in this area up to date.

Social dialogue is not the only aspect of industrial relations examined by the Foundation. The changing functions of management throughout the Community were the subject of a research programme completed in 1989, which highlighted the actions needed to develop a competent cadre of European managers. It culminated in an international seminar organized by the Foundation in 1989 and attended by Community officials as well as national experts. Another important project is the production of a "European Labour and Industrial Relations Glossary". This project is designed to provide social partners, national and European administrations, senior management and experts with a source of information which would describe and help understanding of the different national systems of industrial relations.

## THE ROLE OF THE PARTIES INVOLVED IN THE INTRODUCTION OF NEW TECHNOLOGY

(Hubert Krieger/Henrik Litske)

### COMMUNITY POLICY REFERENCES

*Article 118B (social dialogue) of the EEC Treaty.*

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### ACTIVITY 1

Attitudinal Survey (Hubert Krieger)

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### AIMS

To demonstrate the potential of participatory practices in the introduction of new technology and to identify specific areas where such practices could usefully be developed.

### BACKGROUND

In a total of 7,500 interviews, representatives of employers and employees in the 12 Member States were asked questions about their experiences of, and attitudes towards, worker involvement in the introduction of new technology into their firms. The firms selected were drawn from banking, insurance and retailing in the services sector and from mechanical engineering and electronics in the manufacturing sector, these being key areas for the introduction of new technology across the Community.

### 1989 IMPLEMENTATION

An analysis of the survey responses was carried out and published, to provide data on: the actual extent and level of worker involvement; its evaluation within the firm; and the potential for further involvement. A group of international experts on industrial relations and participation was brought together by the Foundation to advise on further analysis of the data. A first meeting of the group is planned for February 1990 and a detailed interpretation of the survey results is expected by the end of 1990.

### RESULTS

A preliminary analysis of survey results from five countries shows a striking similarity between the views of both sides. Managers and employees are clearly seen to be in favour of worker involvement: 33% of managers believe that decision-making is enhanced by it; only 1% believe it has adverse effects. Most managers appear to be satisfied with present levels of worker involvement, while a majority of employees want more involvement in future.

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**ACTIVITY 2**

National Round Tables (Hubert Krieger/Henrik Litske)

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**AIMS**

To inform directly the social partners in each Member State of the findings of the attitudinal survey, to hear their opinions of the findings, and to obtain their suggestions for further initiatives relevant to the particular situation of each country.

**BACKGROUND**

New activity under the 1988 work programme, based on research carried out by the Foundation between 1981 and 1988. In 1988 round tables were held in Glasgow, Rome and Copenhagen and a Community-level information meeting was held in Brussels.

**1989 IMPLEMENTATION**

London, Düsseldorf and Brussels were venues for further round tables in 1989 and an information meeting was held in Dublin. Each meeting was attended by representatives of the social partners at national level and of national governments.

**RESULTS**

Reactions were very positive, with participants feeling that they had received valuable information from the research and survey, and that the social dialogue process had been enhanced by the round tables themselves.

**REFERENCES**

*Participation in Technological Change. Consolidated report EF/87/66/EN.*

*Working documents and booklet published 1987.*

*Participation Review (1988) EF/88/09/EN.*

*New Information Technology and Participation in Europe — The Potential for Social Dialogue EF/89/13/EN.*

## MONITORING OF PARTICIPATORY PRACTICES AND INNOVATIONS

(Pascal Paoli/Hubert Krieger)

### COMMUNITY POLICY REFERENCE

Article 118B (social dialogue) of the EEC Treaty.

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### ACTIVITY

Research

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### AIMS

To design a standing structure capable of providing reports, descriptions and analyses of developments in participatory practices and in social dialogue across Europe and to consolidate, synthesise and disseminate available information in this field.

### BACKGROUND

Initiated under the 1989 work programme this project follows on from the substantial work on "participation" already carried out by the Foundation.

### 1989 IMPLEMENTATION

This study assessed the feasibility of consolidating into short bulletins the information gathered by a network of correspondents from several Member States. Monitoring was undertaken within the context of existing Foundation research.

### RESULTS

The feasibility study proved the potential for publishing two bulletins per year and organizing an annual workshop. The network is in place to begin work.

### REFERENCES

*Participation in Technological Change. Consolidated report EF/87/66/EN.*

*Working documents and booklet published 1987.*

*Participation Review (1988) EF/88/09/EN.*

*New Information Technology and Participation in Europe — The Potential for Social Dialogue EF/89/13/EN.*

## CHANGING FUNCTIONS OF MANAGEMENT

(Jørn Pedersen)

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### ACTIVITY

European Workshop

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### AIMS

To highlight, through discussion based on Foundation research, the actions required to develop a cadre of competent and motivated lower and middle managers across the Community who would be better equipped to face the various ongoing organizational, labour market and other changes and, thereby increase European capacity to meet overseas competition.

### BACKGROUND

Research carried out for the Foundation in six Member States revealed, inter alia, five general trends:

- the growth of organizational functions and the possible conflicts in relation to the need for technical/specialist knowledge in the company;
- the development of more complex managerial-centred systems and the need to plan management of resources;
- the destabilising effect which the growth of recognition of trade unions for manual and white collar staff in the 1970s seems to have had on traditional status, identity and reward schemes of lower and middle managers;
- the way in which new organizational policies with fewer levels of management are demanding more autonomy and responsibilities for middle managers;
- the growth of mid-career training and educational opportunities.

In 1988 further research was undertaken in preparation for the workshop. It covered: the European dimension of the move towards greater organizational effectiveness; middle managers and labour market conditions; new competences in organizations.

### 1989 IMPLEMENTATION

The Workshop was held in Dublin in September 1989. The participants included national and international experts from the social partners, research organizations and the Community institutions. Following a presentation of the Foundation's research and its findings, discussion took place in four working groups and a plenary session considered the European policy issues.

**RESULTS**

The Workshop provided a catalyst whereby information gained from research was formulated into potential policy and practice which could aid the development of a more distinctive and effective European management style. A wider common perspective is emerging which, while recognizing the validity of national and cultural differences, also recognizes that the issues for consideration transcend the individual business enterprise. These issues are societal, yet focus strongly on the significance of individual motivation and learning. Hence there is scope for further collaborative research, particularly to map out changing career and life patterns and to monitor the impact on management of wider social changes. Equally, there is scope for imaginative and collaborative action in such areas as management education, career information and counselling, and more positive involvement and representation of managers themselves in the process of business change and development.

**REFERENCES**

- Literature Survey on Changes in the Functions of Management. (Working Paper available on request.)*
- Changing Functions of Lower and Middle Management Phase 1. (Consolidated report and national reports available as Working Papers.)*
- Changing Functions of Management Phase 2. (Consolidated report and national reports to be available as Working Papers in 1990.)*
- A consolidated report on all Foundation research on management and on the main findings of the Workshop on Changing Functions of Management, September 1989, will be published 1990.*
- Proceedings of the Workshop on Changing Functions of Management, September 1989, will be published 1990. Issue-related papers to be available as Working Papers 1990.*

## **EUROPEAN LABOUR AND INDUSTRIAL RELATIONS GLOSSARY**

(Hubert Krieger)

### **COMMUNITY POLICY REFERENCES**

Article 118B (social dialogue) of the EEC Treaty.

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### **ACTIVITY**

Compiling and editing of terminological information

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### **AIMS**

To provide social partners, administrators, executives and other experts with practical instruments for a better understanding of the various industrial relations systems in the Community.

### **BACKGROUND**

An international group of experts is developing a series of 12 volumes, each covering one Member State of the Community. The core of these glossaries consists of about 500 key labour and industrial relations terms, contextual explanation of their significance, reference to relevant statutes, recent court cases and problems of practical application, guidance for further reading. Areas to be covered include the general framework of industrial relations; collective bargaining; participation, consultation and information procedures; human resources management; industrial conflict and settlement procedures; the terms and conditions of employment; social security; etc.

### **1989 IMPLEMENTATION**

Five volumes are complete in original-language versions: Belgium, Federal Republic of Germany, Italy, Spain and the United Kingdom. Translations into English are already underway. The volume relating to France is near completion. The feasibility of making the glossary available in electronic form is being explored.

## RESTRUCTURING WORKING LIFE

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Flexibility in the labour Market and within firms has been on the agenda of the Community institutions for some time now, due largely to increasing competition on world markets, rapidly developing technology, the growing problem of unemployment and the approach of the Single European Market. The European Parliament has adopted numerous resolutions on the restructuring of the labour market (OJ No. C322, 15.12.1986). The Commission has prepared a communication for the Council on the adaptation of firms (COM (87) 229 final). The Council's 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" and the need to develop part-time and temporary work, fixed-term contracts and job sharing.

The Foundation had recognized in the early 1980s this change from the traditional concept of work and saw that it could provide an opportunity to reconcile the interests of firms and of workers. The Foundation's third four-year programme, 1985-1988, included a substantial research programme on new forms of work and activity. This included a major colloquium which was held in Brussels in April 1986 and attended by the social partners at European level, a number of MEPs and Commission officials as well as experts from the Member States and international organizations. The research results and the colloquium itself provided important background information on which the Community institutions could base their work.

A book setting out the situation on working time legislation and regulations in all Member States was published early in 1989 and has contributed to the Commission study on the regulations governing working conditions which was called for by the Hanover Summit. The researchers who prepared the Commission's study were drawn from the network of experts established by the Foundation. Labour law and social security legislation were covered in a companion volume to the book on working time legislation.

This work has been carried forward into the current four-year programme (1989-1992) under the title "Restructuring Working Life". It is intended to strengthen the information base for discussions in the Community institutions and between the social partners at European level and thus to contribute to achieving the aim of improving economic performance while safeguarding and strengthening the social rights of workers.



## NEW FORMS OF WORK AND ACTIVITY

(Eberhard Köhler)

### COMMUNITY POLICY REFERENCES

Article 118B (social dialogue) of the EEC Treaty; Council resolution of 22 December 1986 on an action programme on employment growth (OJ C340, 31 December 1986)

### ACTIVITY

Survey of experiences at enterprise level

### AIMS

To determine the underlying reasons for the development of new forms of work and activity; the extent to which the "users" (i.e. employers and employees) of new forms of work and activity perceive the benefits and/or disadvantages of these arrangements; and to ascertain the extent to which a greater choice of work patterns meets the economic and social needs and aspirations of employers and employees.

### BACKGROUND

In April 1986, the Foundation organized a "Colloquium on New Forms of Work and Activity". In 1986, a technical working group was established to develop and test appropriate research instruments for an experience survey at enterprise level. Following successful completion of the pilot phase, the survey went into its data-collection phase under the 1988 programme of work, covering part-time work, fixed-term contracts, Saturday work and evening work.

### 1989 IMPLEMENTATION

Data from over 3,600 interviews in five countries (Belgium, Federal Republic of Germany, Italy, Spain and the United Kingdom) were received in mid 1989 and a first analysis by an international group of experts was begun. Arrangements were made to extend the survey to Denmark, Ireland and the Netherlands.

### RESULTS

Some tentative findings regarding part-time work included:

- employee attitudes were more positive in firms which had experience of part-time work than those who had not. (49% v. 42%)
- reasons for negative attitudes on the part of employees included : poor career prospects (29%), poor job security (11%) and lack of fringe benefits enjoyed by full-timers (9%)
- managers did not mention cost factors as a major advantage of part-time work; 30% claimed that it was introduced in response to employee requests for reduced working hours.

Full raw data will be available in July 1990 and analyses completed in early 1991.

**REFERENCES**

*New Forms of Work and Activity — Documentation from a Colloquium. Cat. No. SY-48-86-084-EN-C.*

*Françoise Piotet: The Changing Face of Work: Researching and debating the Issues. ISBN 92-825-8595-6. (Also available in French on request from the Foundation as a Working Paper under the title "Recherches et débats sur les formes particulières d'emploi: description, prédiction et prescription". EF/WP/88/07/FR.)*

*Roger Blanpain, Eberhard Köhler (eds), Legal and Contractual Limitations to Working Time in the European Community Member States. ISBN 92-825-6766-4. (Co-published by the Office for Official Publications of the European Communities and Kluwer Law and Taxation Publishers, Deventer.)*

*Yota Kravaritou-Manitakis: New Forms of Work, Labour Law and Social Security Aspects in the European Community. ISBN 92-825-7914-X.*

## **BEST — BULLETIN OF EUROPEAN SHIFTWORK TOPICS**

(Pascal Paoli)

### **COMMUNITY POLICY REFERENCE**

Articles 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work (OJ C28 of 3 February 1988); Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

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### **ACTIVITY**

Compilation and editing of information

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### **AIMS**

To update the Foundation's data in the field of working time and work organization and more particularly, where shiftwork is concerned, to disseminate practical information to policy-makers and practitioners on current issues (i.e. on negotiation and organizational changes linked to shorter working hours).

### **BACKGROUND**

Working time and work organization have featured in Foundation work programmes since 1977. Over 100 publications on shiftwork have been prepared, including two reviews and an information booklet. In 1987 a network of experts was established to achieve the above aims.

### **1989 IMPLEMENTATION**

The first issue of BEST on "Negotiating Shorter Working Hours in the European Community" was published in 1989 and sent to interested groups and individuals. A second issue on women and nightwork, and a third issue on provisions for shiftworkers, have been drafted and will be published early in 1990.

### **RESULTS**

In addition to preparing regular bulletins which update the Foundation's data base, the network has enabled the Foundation to respond quickly to requests from the Community institutions for specific research and information on shiftwork and related topics.

### **REFERENCES**

- Negotiating Shorter Working Hours in the European Community. BEST No.1, September 1989.*  
*Adapting Shiftwork Arrangements. Why? How? EF/88/01/EN.*  
*European Foundation's research into shiftwork 1977-80. EF/82/07/EN.*  
*Shiftwork review: research of the European Foundation 1981-84. EF/86/44/EN.*

## EUROPEAN FOUNDATION ARCHIVE OF TIME BUDGET DATA: WORKSHOP ON "THE CHANGING USE OF TIME"

(Eberhard Köhler/Wendy O'Conghaile)

### COMMUNITY POLICY REFERENCE

Working time, family and equal opportunities policies

### ACTIVITY

Workshop

### AIMS

To provide an international data base on the use of time covering the Member States of the European Community and certain non-EC countries, for use by policy makers concerned with the formulation of employment, social and family policies; to carry out comparative analyses of the data base as contained in the "Archive" and assess their value in relation to policy issues; and to work towards a number of possible products (book, information booklet, seminar, video, etc.) to come out of the data analysis, adapted to different audiences.

### BACKGROUND

Since 1983, the establishment of the "European Foundation Archive of Time Budget Data", in collaboration with Prof. J. Gershuny, University of Bath, has been undertaken on the basis of material available in the Member States of the European Community and from a select number of non-Community countries. At present, the Archive contains some 34 data sets from different points in time and from 16 different countries, containing more than 140,000 diary days.

In 1988, an international group of experts began a qualitative, issue-oriented analysis of the available data. Preliminary papers on five themes were prepared and are now in the process of publication:

1. Ageing and activity patterns;
2. Division of labour between men and women in the home;
3. Technological change and media use;
4. Leisure trends and the leisure society;
5. Contextual determinants of time use patterns.

### 1989 IMPLEMENTATION

In April an international workshop was held in Brussels. It brought together the social partners and other experts, to consider the development and use of the Archive. The consensus was: that the Archive is a powerful tool providing for policy-advice; that the Foundation should promote use of the Archive; and that provision for searches and analyses of its data should be made available to policy makers.

**RESULTS**

The data in the Archive has enabled the Foundation to begin preparing the ground for a major publication which will be ready in 1991. The publication, "The Changing Use of Time", will be the first significant work of its kind since that of A. Szalai et al "The Use of Time" (Mouton, 1972) which was based on data gathered in the late 1960s.

**REFERENCES**

*Time Use in Seven Countries, Working Paper, 1987.*

*European Foundation Multinational Longitudinal Time Budget Data Archive: A Handbook for the 16-Country Datafile. Working Paper, 1988.*

*Towards a General Policy on Time. 1989. ISBN 92-825-9525-0.*

*The Changing Use of Time. Publication based on 1989 workshop (in preparation).*

## PROMOTING HEALTH AND SAFETY

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Health and safety is an issue of major importance in the European Community. The Single European Act placed great emphasis on it in requiring the Commission to "take as a base a high level of protection" in its proposals. (Article 100 A). It further specifies that the "Member States shall pay particular attention to encouraging improvements, especially in the working environment, as regards the health and safety of workers, and shall set as their objective the harmonization of conditions in this area, while maintaining the improvements made" (Article 118A).

The Commission has presented a programme concerning safety, hygiene and health at work (OJ No. C28 of 3 February 1988). The Foundation's work in this area is aimed at complementing the Commission's action programme: by the development of improved documentation and information; by achieving better cooperation between the various bodies involved in this field; and by developing methods for improving preventive action at all levels. It is being developed in cooperation with DG V/E of the Commission.

The Foundation has featured health and safety in all its work programmes since 1977. Over the last decade it has published numerous reports on a wide variety of health and safety concerns, including: physical and psychological stress, occupational accidents and diseases, ergonomics, VDUs, biotechnology, hazardous wastes, commuting, hospital buildings, construction industry, small and medium sized enterprises, and so on.

Under its current four-year programme (1989-1992) the Foundation is: examining the existing systems of data and information in the area of health and safety at work in order to facilitate the preparation of Community policies in the area; highlighting cost-benefit consequences in order to bring out the economic advantages of improvements, especially when problems are tackled at the design stage; complementing legislative actions and standards developed elsewhere.

In 1989 the Foundation's activities have been developed around a "main project" with the aim of describing all important instruments, databanks, methods and systems used to monitor working conditions related to health.

In 1989 the Foundation also carried out a series of workplace-oriented activities in order to demonstrate the benefits of considering working conditions in the management of technical projects. As in all other activities in the area the Foundation dealt with health and safety in an integrated, multidisciplinary way. Finally the Foundation started gathering information on innovative workplace actions for health to set up recommendations based on discussions with the social partners in Europe.

## THE MONITORING OF WORKING CONDITIONS IN THE COMMUNITY

(Pascal Paoli/Henrik Litske)

### COMMUNITY POLICY REFERENCES

Article 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work (OJ C28 of 3 February 1988).

Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

### ACTIVITY

Research

### AIMS

To obtain an overall assessment of the existing instruments for identifying risk factors, and working conditions in general, in so far as they are creating risk situations; to contribute to the establishment of more consistent indicators at Community level; and to complement existing community data and fill possible gaps in community knowledge.

### BACKGROUND

This is a new project, begun within the 1989 work programme, which advances previous Foundation work on health and safety, especially that on reporting occupational accidents and diseases. Given the special interest of the Commission in the project, a joint programme has been established between DG/V and the Foundation aimed at improving information and data systems in Europe.

### 1989 IMPLEMENTATION

A team of experts began work on a project, covering all Member States: to evaluate the information needs of the Community institutions and the social partners (numerical data, significant trends etc.); to examine existing systems of data collection in the area of health, safety and working conditions with a view to identifying opportunities for harmonization; to collect, analyse and present data corresponding to the above aims.

### RESULTS

Information is expected by November 1990 when it will be presented to a European conference at which the needs and possibilities for improved information and data systems in Europe will be identified.

### REFERENCES

*How occupational accidents and diseases are reported in the European Community.* (Booklet). Cat. No. SY-49-87-931-EN-C.

*Occupational accidents and diseases: review of data. (Consolidated report).* Cat. No. SF-47-86-026-EN-C.

*National reports from the 12 Member States.*

*Numerous reports covering aspects of health and safety including: physical and psychological stress, occupational accidents and diseases, ergonomics, VDUs, biotechnology, hazardous wastes, commuting, hospital buildings, construction industry, small and medium sized enterprises, and so on.*



## **HUMAN-ORIENTED IMPLEMENTATION OF INDUSTRIAL ROBOT SYSTEMS**

(Hubert Krieger)

### **COMMUNITY POLICY REFERENCES**

SPRINT Programme

COMETT Programme

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### **ACTIVITY**

Transfer of experience/Seminars

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### **AIMS**

To show the potential for human-oriented design and implementation of industrial robot systems; to organize a transfer of experience in this area within the countries; to collect existing experience in this field in different European countries.

### **BACKGROUND**

A report on the use of robot technology in Ireland was initiated under the 1987 work programme in preparation for a 1988 seminar. The seminar was held in Ashford, Ireland and provided an opportunity for a direct exchange between international experts and Irish management and union representatives.

### **1989 IMPLEMENTATION**

A second seminar was held in Sintra where a human-centred approach to new production technology was presented. Lively discussion took place on the problem of transfer of technical and socio-technical experience, and working contact was established between international experts and Portuguese participants.

## THE CONSIDERATION OF WORKING CONDITIONS IN THE MANAGEMENT OF TECHNICAL PROJECTS

(Pascal Paoli)

### COMMUNITY POLICY REFERENCES

Articles 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work (OJ C28 of 3 February 1988); Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

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### ACTIVITY

Research and dissemination

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### AIMS

To identify and compare project management methods used by companies, with a view to securing greater consideration and integration of working conditions from the initial design stage when investments are being made (buildings, equipment, workplaces, software, etc.); and to spread and publicise the methods which present particularly notable features.

### BACKGROUND

Exploratory work carried out by the Foundation in 1988.

### 1989 IMPLEMENTATION

Seminars were held in Athens and Barcelona to which managers and production engineers were invited. A document was prepared, based on the work of the network and the discussions of the seminars, which identifies and explains the fundamental concepts.

### RESULTS

The setting up of the network itself has rekindled the concept of integrating social and technical issues in project management by putting people from different countries and with different experiences in touch with each other. The work of the network is contributing to the development of a European approach to the management of change which is distinguished by being negotiated and by being based on social and technical integration.

### REFERENCES

*A report "Sociotechnical management of investments" will be finalised and evaluated in 1990.*

## INNOVATIVE WORKPLACE ACTION FOR HEALTH

(Robert Anderson)

### COMMUNITY POLICY REFERENCES

Article 118A (health and safety) of the EEC Treaty; Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

### ACTIVITY

Research

### AIMS

To develop a framework for documenting and analysing workplace initiatives designed to promote health and prevent disease; to collect existing experience in this field in different European countries; and to investigate the perspectives of the social partners as an important factor in the development of workplace action for health.

### BACKGROUND

There is an awareness that most causes of ill health are not directly due to occupational accidents or diseases, but that many are work-related, including circulatory, digestive and mental problems. Thus a growing number of policies and practices are developing in the working environment to promote health and prevent disease.

### 1989 IMPLEMENTATION

Two meetings of the expert group were held to review action in the Member States, Scandinavia, United States and Canada. The discussions of the group have been synthesized into a framework document which provides the basis for an overview of workplace action for health in seven Member States.

### RESULTS

Initial impressions indicate that there is, not surprisingly, marked variation among the Member States regarding the extent of workplace action for health. Most innovations appear to focus on the behaviour of workers, with few examples of changes to the work environment or organization. The general picture is, however, one of rapid change with respect to both legislation and action, and legislation tends to include health as well as safety. A series of case studies is being prepared for dissemination in a brochure that will be used in discussions with the social partners.

### REFERENCES

*Workplace Action for Health: A Selective Review and a Framework for Analysis. (Working paper available upon request.) EF/WP/89/30/EN.*

## AGEING OF THE WORKFORCE AND WORK ORGANIZATION

(Pascal Paoli)

### COMMUNITY POLICY REFERENCES

Articles 100A and 118A of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work (OJ C28 of 3 February 1988); Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

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### ACTIVITY

Research

### AIMS

To identify the issues and gather data (statistics, studies, company schemes, etc.) related to the ageing of the workforce.

### BACKGROUND

New project, initiated within the 1989 work programme.

### 1989 IMPLEMENTATION

A working group of experts was established and research began early in 1989. A draft report has already been presented to the Foundation. A more substantial version of the report will be published in 1990.

### RESULTS

The group identified a number of organizations working in this field who can provide the Foundation with the expertise necessary to take this project forward. The report examines how the problems of ageing are being assessed at company level and what measures are being taken to offset such problems. It highlights the fact that while up to now ageing workers have simply been replaced by younger workers, with conditions at the workplace remaining constant, in future it will be the workplace which must adapt because there will not be enough younger people available to replace older workers. Further information will be gathered in 1990 to prepare for a round table on this subject towards the end of the year.

### REFERENCES

*The report, "Ageing, work and employment", will be published in 1990.*

## PROTECTING THE ENVIRONMENT, THE WORKER AND THE PUBLIC

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The depth of Community concern for the environment can be seen in the environmental provisions which the Single European Act added to the EEC Treaty and in the Fourth Community Environment Action Programme 1987-1992. More and more, environmental issues are being considered in a wider policy perspective, as an integral part of the Community's economic, industrial, regional, agricultural, social and other policies. This wider perspective brings the work of the Foundation into focus. Indeed, the Action Programme declares "the intention of the Commission to make the maximum use of the contribution of the European Foundation for the Improvement of Living and Working Conditions".

The Foundation's work to date has dealt mainly with hazardous wastes in response to the expressed needs of the Commission and the European Parliament. The safety monitoring, treatment, disposal, transport, education and training implications, social, economic and health effects of hazardous wastes have been extensively investigated, the findings published, and recommendations for action presented. This work was carried out in close collaboration with the Commission, including a joint study with the Commission and the German Federal Ministry for Research and Technology on contaminated land. In April 1989, part of the work on hazardous wastes was presented to the STOA group of the European Parliament.

Other work on the environment has included research on voluntary initiatives, on the impact of biotechnology, and on the role of the social partners in improving the environment.

In 1989 a major project, "**Environmental Perspectives and Quality of Life 1992-2000**", was launched with the aim of developing an instrument for medium and long-term environmental forecasting, and a working group was established to advise the Foundation on its programme related to the protection and improvement of the urban environment.

## EDUCATION AND TRAINING RELATING TO HAZARDOUS WASTES

(Jørn Pedersen)

### COMMUNITY POLICY REFERENCES

The Community's Fourth Environmental Action Programme (1987-1992).

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### ACTIVITY

Research

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### AIMS

To identify the needs for education and training of specific categories of personnel and professionals dealing with problems relating to hazardous wastes and to illustrate the present shortcomings; to encourage better and more extensive educational and training schemes for these categories of people by pointing to improvements and by exchange of information; and to identify ways of improving safety standards and possible remedial action in relation to hazardous wastes.

### BACKGROUND

An important element of the safety measures relating to hazardous wastes is the provision of good educational and training programmes defined to meet the needs of specific groups of people, who either as part of their daily work are faced with the various problems and risks of such wastes or under certain circumstances (e.g. an incident) are likely to be faced with these problems and risks. However, very often such programmes do not exist, and if they do, they are seldom adequate. The round table on safety aspects of hazardous wastes pointed to this problem and recommended that studies be undertaken to improve the situation.

This project is a continuation of the study on safety aspects relating to the handling and monitoring of hazardous wastes, which was carried out as part of the 1986 Work Programme, and is an integrated part of all the Foundation's studies on safety aspects regarding such wastes.

### 1989 IMPLEMENTATION

The study was undertaken in all Member States in late 1988 and the national reports were available by August 1989. A draft consolidated report was discussed at a coordination meeting in October 1989, and on the basis of this discussion a final report was drawn up.

## RESULTS

The study revealed that there is very little statutory provision regarding the educational and training requirements of personnel involved in the handling and treatment of hazardous wastes. In practice, the educational level of management and supervisory staff is generally high, except at landfill sites, and they are often encouraged to take advantage of relevant conferences and seminars. On the other hand, most operatives have completed little more than basic schooling and in several Member States very little training is being provided. Most countries rely on existing health and safety legislation to protect employees, and training provision varies considerably between Member States. A major gap identified in various countries was the need for appropriate refresher courses.

The educational and training requirements of personnel involved in the transport of hazardous wastes are the most specific in relation to road transport, but inadequate. Most drivers have a basic school education and, occasionally, some vocational training and where driver training is required, it practically always relates to hazardous substances in general and not to the specific problems of hazardous wastes.

In the six Member States, where a systematic clean-up of contaminated soil has been undertaken, the operatives involved have typically only completed the basic school education and, although courses do exist, there is no statutory obligation to provide training for these categories. The national health and safety legislation, however, applies to the protection of the employees involved.

The main problems encountered in the provision of training of staff at regulatory agencies were the lack of resources and adequate infrastructure in certain Member States, and understaffing.

Finally, the training of staff in the emergency services in relation to hazardous wastes was usually found to be rather rudimentary and insufficient.

## REFERENCES

*Consolidated Report on Education and Training relating to Hazardous Wastes to be published in 1990. The national reports will be available as working papers.*

## **EDUCATION AND TRAINING OF CATEGORIES OF PERSONNEL CONCERNED WITH ENVIRONMENTAL ISSUES RELATING TO INDUSTRY**

(Jørn Pedersen)

### **COMMUNITY POLICY REFERENCE**

The Community's Fourth Environmental Action Programme (1987-1992)

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### **ACTIVITY**

Survey/Research

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### **AIMS**

To identify the existing inadequacies and possible improvements in the education and training of certain categories of personnel concerned with environmental issues relating to industry; to highlight the particular needs of regional and local regulatory agencies in relation to education, training and guidance on environmental issues and the same needs of small firms with limited resources; to indicate the ways in which such needs could be met, so as to provide a more efficient monitoring of environmental standards and to enable small industries to live up to these standards; to illustrate the role of, and means by which, the social partners can be more closely involved in the above-mentioned process; and to provide relevant data for the Foundation's further work on the firm in its environment.

### **BACKGROUND**

When formulating its four-year programme 1989-1992, the Foundation included under the heading "the firm in its local environment" a number of issues raised at the Round Table on the Role of the Social Partners in Improving the Environment, June 1988. These issues related, *inter alia*, to the education and training of categories of personnel concerned with environmental questions, the difficulties of SMEs with small resources and little expertise in overcoming the problems of respecting environmental requirements, and an improvement of the relations between firms and local communities. A strengthening of the involvement of the social partners in this process was considered essential.

The above-mentioned issues are also very much in harmony with the findings of the extensive work of the Commission, which has pointed to the need for further environmental training of personnel in industry and regulatory agencies and for creation of more environmental awareness.

### **1989 IMPLEMENTATION**

The project covers the twelve Member States with special emphasis, however, on the situation and the requirements in Spain, Portugal, Southern Italy and Greece. It will comprise a general overview and an analysis of the existing and planned environmental



education, training, information and advisory schemes and facilities available to industry, particularly SMEs, and regional and local regulatory agencies. Furthermore, it will include a sample survey and a workshop focusing on the problems and needs of SMEs and regional and local regulatory agencies, notably in the southern European Member States.

### **RESULTS**

The work started in late 1989. The findings are expected to be available during the autumn of 1990.

### **REFERENCES**

*Working for a Better Environment : The Role of the Social Partners. (Booklet). Cat. No. SY-53-88-948-EN-C.*

## ENVIRONMENTAL PERSPECTIVES AND THE QUALITY OF LIFE 1992-2000

(Jørn Pedersen)

### COMMUNITY POLICY REFERENCES

The Community's Fourth Environmental Action Programme (1987-1992)

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### ACTIVITY

Research

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### AIMS

To develop an instrument for medium- and long-term environmental forecasting linked, in particular, to social and economic changes and adapted to the needs of the Community and its policies; and to point to the measures required to prevent a medium-and long-term deterioration of the environment and the quality of life with which it is associated, and to indicate the means by which environmental improvements may be secured.

### BACKGROUND

Recommendations from the Round Table on the Role of the Social Partners in Improving the Environment, June 1988, pointed to the key role of the Foundation in monitoring and analysing environmental developments and trends, particularly those related to social and economic changes. These recommendations not only reflect some of the main statutory tasks of the Foundation, but they also have a particular significance in the light of the completion of the internal market. Thus, it is essential that, on the one hand, deregulation does not lead to a deterioration of the environment and, on the other, that new standards, as a result of the harmonization process, be fixed at a high level and be effectively enforced, so as to ensure adequate protection of the environment and of the safety and health of the population.

Furthermore, the completion of the internal market and a number of significant developments and trends in society will have a still increasing impact on the environment in the 1990s. Hence, it is important that an effort be made to establish a comprehensive picture of the environmental issues with which the Community is likely to be faced over the next 10-12 years and to try to identify the solutions to possible problems at an early stage, so as to provide a better basis for the definition of balanced and effective Community responses and policies.

In addition, some Member States have developed or are likely to develop long-term environmental forecasting and action plans. It is essential that the Foundation follow and encourage this effort from the very start as it opens up the prospect for a better and more coherent framework and basis for environmental planning in the Community, from which the Foundation will be able to draw valuable information.

**1989 IMPLEMENTATION**

The Foundation's work in 1989 has partly been of a fact-finding nature in order to provide a basis for its work from 1990 to 1992. Thus, efforts have been made to identify existing and planned work on long-term environmental forecasting and long-term action plans in the northern Member States, and contacts have been established with several experts in these countries. Moreover, a study has been undertaken in late 1989 with a view to highlighting the particular environmental problems facing the southern Member States in the 1990s and their causes, and the existing and planned environmental structures and programmes of these countries, in more general terms. The study will also identify the potential sources of information and institutes and organizations with specific expertise which could be involved in the Foundation's project.

**RESULTS**

The findings of the Foundation's work, which started in late 1989, will not be available until the autumn of 1990.

**REFERENCES**

*Working for a Better Environment: The Role of the Social Partners. (Booklet). Cat. No. SY-53-88-948-EN-C.*

## HAZARDOUS WASTE MANAGEMENT IN THE EUROPEAN COMMUNITY

(Jørn Pedersen)

### COMMUNITY POLICY REFERENCES

The Community's Fourth Environmental Action Programme (1987-1992)

### ACTIVITY

Survey/Research/Dissemination

### AIMS

To provide the Foundation and the Community institutions with an overview and an analysis of the state of the art and to point to possible improvements in relation to hazardous waste management in the Community; to indicate developments and trends which are likely to affect hazardous waste management during the 1990s; to contribute towards an increased awareness of the problems relating to hazardous wastes; and to stimulate the exchange of information between Member States and to assist the regulatory agencies, particularly at the regional and local level.

### BACKGROUND

The Foundation has, since 1984, undertaken a series of studies on safety aspects of hazardous wastes and on various aspects relating to hazardous waste management; these studies will be completed in 1989. At the same time, the Commission is carrying out a number of projects closely connected with, but supplementary to, those of the Foundation. The findings of these projects are now available and will, together with the work of the Foundation, constitute a unique basis for drawing up a comprehensive report on the state of the art in relation to hazardous waste management in the Community and the possible solutions to the present problems and shortcomings.

### 1989 IMPLEMENTATION

Discussions on the outline and content of the report took place and preparatory work on the report was started during 1989.

### RESULTS

The findings of the report are not expected to be available until the autumn of 1990.

### REFERENCES

- Round Table on Safety Aspects of Hazardous Wastes. (Proceedings). Cat. No. SY-46-86-412-EN.*
- Safety Aspects Relating to the Handling and Monitoring of Hazardous Wastes. (Consolidated Report). Cat. No. SY-57-89-330-EN-C. (National Reports to be published as Working Papers.)*

*Safety in Hazardous Wastes. (Booklet). Cat. SY-49-87-212-EN-C.*

*Exploratory studies on social, psychology and economic aspects of contaminated land and of facilities for waste disposal and treatment. (Working paper). EF/WP/89/12/EN.*

*Hazardous Wastes and the Public. (Consolidated Report, published in early 1990; national reports available as Working Papers 1990.)*

*Education and Training Relating to Hazardous Wastes. (Consolidated Report, to be published in 1990; national reports available as Working Papers 1990.)*

*Contaminated Land in the EC. Published by the German Federal Ministry for Research and Technology.*

## PROTECTION AND IMPROVEMENT OF THE ENVIRONMENT IN URBAN AREAS

(Jørn Pedersen/Wendy O'Conghaile)

### COMMUNITY POLICY REFERENCES

The Community's Fourth Environmental Action Programme (1987-1992)

### ACTIVITY

Working Group

### AIMS

To help the Foundation in defining its programme on protection and improvement of the urban environment 1990-1992, especially by pointing to the categories of environmental problems and areas where the Foundation's work is likely to contribute most effectively to the needs and future activities of the Community institutions and the Member States.

### BACKGROUND

A combination of environmental, social and economic problems frequently occurs in both declining and fast growing urban areas. This situation was already reflected in the Foundation's four-year programme 1985-1988, but owing to lack of resources, the work has hitherto focused exclusively on the social and economic aspects. Both in the Single European Act and in the Fourth Environmental Action Programme (1987-1992), however, there is an increased emphasis on the need for closer links between environmental, regional and social policies, for instance in relation to economic decline and urban decay. This development strongly points to the need for an integrated and coordinated approach by the Foundation which combines the environmental, social and economic problems facing a number of urban areas in the Community.

### 1989 IMPLEMENTATION

A working group composed of representatives of the social partners, governments, the Commission, international organizations and independent experts met three times in 1989. Based on its discussions a report was drawn up in late 1989.

### RESULTS

The working group proposed that the Foundation's work 1990-1992 be centred around the organization of three international workshops (one to be held each year) focusing on the following three key issues:

- the role of cities in relation to the global environment;
- social polarization and the urban environment;
- land use pressures and environmental improvement.

Preparations are now being made to implement these proposals.

**REFERENCES**

*Proposals for the Foundation's work on the Protection and Improvement of the Environment in Urban Areas 1990-1992. Report prepared by ECOTEC Research and Consulting Ltd., Birmingham, based on the discussions in the working group. (Available as a Working Paper 1990.)*

## RAISING THE QUALITY AND STANDARD OF LIFE FOR ALL

An action programme concerning the economic and social integration of the economically and socially less privileged groups in society, was established by a Council decision of 18 July 1989 (OJ No. L224 of 2 August 1989). The programme and the Council's decision were further recognition of the increasing disparities in living conditions between those who are benefiting from current social and economic developments in Europe and those who find themselves excluded or on the margins. Such disparities pose a major challenge for the development of the European Community in the 1990s and for the strengthening of economic and social cohesion as set out in the Single European Act (Articles 130A to 130E). However, new forms of poverty and exclusion do not have merely material implications; they also have wide-ranging repercussions on cultural, social and civic life. Policy makers are responding to this by adopting more strategic approaches tailored to specific situations and localities.

Given its mandate to cover living and working conditions and the improvement of the environment, the Foundation has been able to develop an integrated and comprehensive understanding of the issues involved. It has approached its work in this area from three perspectives — geography, issues, and the problems of certain groups of people — and has completed a number of significant studies on each. In particular it has:

- reviewed and assessed the impact of social and economic change on living conditions in urban areas in Europe;
- commenced an in-depth examination of the contribution local community action can make in strengthening economic and social cohesion in urban areas in its programme "Coping with social and economic change at neighbourhood level";
- drawn attention to the capacity of locally-based projects to provide finely-tuned and participative responses to the needs of the long-term unemployed; and is now establishing, in close collaboration with the Commission's ERGO programme, action research to examine how advice and counselling for the unemployed can be improved;
- taken part in the development of the Commission's project on radio and television as instruments of employment policy;
- examined how the pressures for increased mobility and flexibility are affecting young people's opportunities for finding decent jobs and homes and illustrated the range of responses that have developed at local and national level, often involving young people themselves;
- identified the problems and benefits associated with retirement through a sample survey of retired workers to determine their attitudes to and actual experience of the retirement process;



- reported on the public, private and voluntary provisions for improving the living conditions of the elderly, paying particular attention to the potential role of volunteers; and is continuing its work in this area with an investigation into community care and the support available for the family carers of older people;
- provided guidelines for effective strategies to provide information to the disadvantaged on the welfare and social services to which they are entitled; and is reviewing trends toward a more consumer-oriented provision of public services and its impact on management, workers and clients;
- undertaken a comprehensive European programme on commuting, which identified key problems, showed the potential for greater involvement of commuters and the social partners and stressed the importance of a more integrated approach encompassing social, economic and environmental perspectives;
- initiated a study of the level of mobility among workers and their families in the Member States, of the factors which influence mobility, and of the key policy issues involved in relation to social cohesion and post 1992 developments.

## **COPING WITH SOCIAL AND ECONOMIC CHANGE AT NEIGHBOURHOOD LEVEL**

(Robert Anderson/Wendy O'Conghaile)

### **COMMUNITY POLICY REFERENCES**

Articles 130A to 130E (economic and social cohesion) of the EEC Treaty; Council decision of 18 July 1989 establishing a medium-term Community action programme concerning the economic and social integration of the economically and socially less privileged groups in society; the LEDA, ERGO and Poverty programmes of the Community.

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### **ACTIVITY**

Research/Dissemination

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### **AIMS**

To develop a better understanding of the factors which influence the ability of local communities to cope with social and economic change in order to provide an improved basis for the development and implementation of relevant policies and interventions to implement the protocol, study design and methodology developed during Phases I and II of the research; to develop a European Community perspective by extending the research to cover countries in the south of Europe.

### **BACKGROUND**

The increasing significance of the local neighbourhood in work and non-work life and of local community involvement in service provision. Closely related to other Foundation research on long-term unemployment, young people and the elderly, new forms of work and activity, voluntary work, urban environment, and is a continuation of research undertaken in 1987 and 1988.

### **1989 IMPLEMENTATION**

Two publications were launched in 1989. "Social Change and Local Action : Coping with Disadvantage in Urban Areas" draws on the work carried out in four Member States (Belgium, Ireland, the Netherlands and the United Kingdom). "Coping with Social and Economic Change at Neighbourhood Level : An Annotated Bibliography" summarizes and evaluates over 100 documents and provides an important tool for a wide range of uses in research, policy and practice.

At a seminar held in Maastricht, experts from ten Member States discussed a plan for field research. This is designed to assess the role of policy makers, particularly in relation to fostering or enabling local action by groups and community-based organizations, and to examine how informal networks of families and friends contribute to the resolution of, and how individuals cope with, social and economic problems. The field research was launched in Belgium, Ireland, the Netherlands and the United Kingdom and pilot work began in Greece, Portugal and Spain.

**RESULTS**

The initial research showed that localities are anchorage points for social interaction, that the most significant part of local action is informal and invisible to outsiders, and that this informal local life is the living context for the activities of formal organizations. Local action, the research showed, can: mobilize voluntary effort; provide information and access to services; lobby for new services; improve the environment; increase participation in decision making; foster debate on public issues; build up self confidence and self help. It cannot: reach all people in an area; provide standardized service; directly alleviate poverty (although it can play a role in preventing further poverty); involve the homeless or housebound, or those lacking citizens' rights; provide alternative services where official services are cut back.

**REFERENCES**

- Social Change and Local Action: Coping with Disadvantage in Urban Areas.* ISBN 92-826-0122-6
- Coping with Social and Economic Change at Neighbourhood Level: An Annotated Bibliography.* ISBN 92-826-0086-6
- Coping with Social and Economic Change at Neighbourhood Level — Part I: Research Plan.* EF/89/28/EN

## COUNSELLING THE LONG-TERM UNEMPLOYED

(Wendy O'Conghaile)

### COMMUNITY POLICY REFERENCES

Council resolution of 19 December 1984 on long-term unemployment (OJ C2, 4 January 1985); Council resolution of 22 December 1986 on an action programme for employment growth (OJ C340, 31 December 1986); Council conclusions of 1 December 1987 on action to combat long-term unemployment (OJ C335, 15 December 1987). The ERGO and Poverty programmes.

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### ACTIVITY

Research

### AIMS

To extend and deepen the Foundation's work on means to improve the quality of life of the long-term unemployed and to facilitate their reintegration into social and economic life; to develop a better knowledge and understanding of the factors at local level influencing opportunities for such social and economic reintegration; to investigate means to improve local coordination of the relevant agencies and actors counselling and advising the long-term unemployed and to increase the involvement of those concerned in the development and implementation of appropriate measures and initiatives.

### BACKGROUND

The Foundation has been undertaking research aimed at improving conditions for the unemployed since 1983. This has concentrated on means for developing more integrated and comprehensive responses at local level. The new Commission Action Programme to assist the long-term unemployed is aimed at improving the process of identifying and disseminating successful Community experience at national, regional and local level. The collaboration which has developed between the Commission, CEDEFOP and the Foundation in this subject area can now be further strengthened within the context of this Action Programme.

### 1989 IMPLEMENTATION

As a follow-up to its earlier work on unemployment and as a specific contribution and support to the Commission's ERGO programme, the Foundation commenced in 1989 a feasibility study and pilot project aimed at developing an action research plan which could be implemented in a number of local labour market areas in the Member States. This plan will be completed by April 1990.

### REFERENCES

- Locally-Based Responses to Long-Term Unemployment. (Consolidated Report). Cat. No. SY-52-88-356-EN-C.*
- Locally-Based Responses to Long-Term Unemployment. (Workshop Report). EF/88/27/EN.*
- Taking Action Against Long-Term Unemployment. (Booklet). EF/88/18/EN.*

## **ACCOMMODATION AND SOCIAL COHESION: THE IMPLICATIONS FOR YOUNG PEOPLE**

(Wendy O'Conghaile)

### **COMMUNITY POLICY REFERENCES**

Memorandum by the Commission — International Youth Year (COM(85)247 final), July 1985; Council decision of 1 December 1987 on an Action Programme for the Vocational Training of Young People and their Preparation for Adult and Working Life (OJ L346 10.12.1987). PETRA programme. Youth policies including transition from school to work and adult life, youth unemployment policies.

### **ACTIVITY**

Dissemination of research results and preparation of a conference.

### **AIMS**

To market effectively the results of the Foundation's research on this subject and to develop a debate on the issues it raises.

### **BACKGROUND**

Building on its work on living conditions in urban areas, the Foundation initiated research to examine the position of young people. This research consisted of extensive surveys of existing data in the Federal Republic of Germany, France, Italy and the Netherlands, complemented by a smaller study of England and shorter reviews of Greece, Ireland, Portugal and Spain. In the five main studies examples of local initiatives to reflect contrasting types of area were chosen for examination — areas of economic decline, and areas of prosperity with pockets of decline. The findings of the research were published in a series of working papers during 1988.

### **1989 IMPLEMENTATION**

Preparation began for a major conference on youth, to be held in May 1990. Two conference documents have been drafted, (based on the Foundation's research and other source material), on the transition from youth to adult status and on facilitating participation and combatting exclusion. Summaries of the national reports, information on youth projects, a bibliography and a pilot video have been prepared as background information for the conference delegates.

**RESULTS**

The research has shown the importance of accommodation for young people as they enter adult life. The contrasts between increasing flexibility in the labour market and the increased mobility of the workforce (internal market), especially the young on the one hand and the inflexibility and increasing rigidity in the housing market on the other are leading to higher risks of exclusion, poverty and homelessness for young people. The Foundation's study draws attention to the lack of policy in this area and the dangers of an escalating problem in the 1990s if no action is taken.

The conference will examine possibilities for future action to help young Europeans to face the challenges and risks posed by the transition to adulthood and independent life. It will bring the Foundation's work on housing and social integration together with that of other international organizations on employment, training, education and living conditions.

**REFERENCES**

*Reports on the Federal Republic of Germany, France, Italy, the Netherlands and England.*  
(Working Papers).

*Growing Up and Leaving Home.* (Booklet). ISBN 92-826-0038-6. To be released in 1990.

**FAMILY CARE OF THE OLDER ELDERLY**

Robert Anderson

**COMMUNITY POLICY REFERENCES**

Social and Family policies. Equal Opportunities Programme.

**ACTIVITY**

Research

**AIMS**

To document the conditions for caring in the community in Member States, with particular reference to the experience of families of older elderly; and to review policies and services to support the family carers of older people.

**BACKGROUND**

The numbers of older elderly people (aged 75+) will increase and people in this age group will continue to have high levels of need for care and support.

Increasingly, social policies in Member States emphasize care in and by the community outside institutions. In the past, this caring work has been done mainly in the family. Previous work at the Foundation on "Meeting the needs of the elderly" pointed to policies and services for the disabled older elderly as a priority issue.

**1989 IMPLEMENTATION**

Overviews of the situation of older elderly people were initiated in Spain and Portugal to complement the Foundation's previous work on the elderly and to pilot research on the situation of "carers". A network was established which will undertake systematic investigation in 1990.

**RESULTS**

The reviews are expected in early 1990. Tentative results show nearly all older people in Spain and Portugal being cared for by family, with very few being in institutions. The particular situation of rural older people appears to be more significant in Portugal than in Spain.

**REFERENCES**

*Meeting the Needs of the Elderly. (Consolidated Report). Cat. No. SY-50-87-493-EN-C.*

## CONSUMER-ORIENTED ACTION IN PUBLIC SERVICES

Robert Anderson

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### ACTIVITY

Research

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### AIMS

To identify innovative developments in the public services (excluding utilities) designed to improve service and satisfaction to consumers; to demonstrate the potential of organizational change to lead to greater consumer orientation in the administrative process and to consider the implications for workers, management and government.

### BACKGROUND

Planned under the 1988 work programme as part of the activities aimed at linking the 1985-88 and 1989-92 programmes.

### 1989 IMPLEMENTATION

The review was received and evaluated at the end of 1989 and preparations were made for its development into a publication and its dissemination.

### RESULTS

A small seminar will be held in 1990 following publication of the review to discuss future research by the Foundation on consumer-oriented action.

### REFERENCES

- Public Services: Services to the Public — a review of initiatives in Europe to improve the responsiveness of the public sector services for consumers. To be published by the Foundation.*
- Providing Information about Urban Services. (Booklet). ISBN 92-825-7069-X.*



## ASSESSING TECHNOLOGIES OF THE FUTURE

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Development and application of new technologies is a determining factor in the capacity of European industry to face the challenge of competition from the USA and Japan. Its significance can be seen in the number of programmes which the Commission has initiated to address the problems of technological development and technology transfer — FLAIR, ESPRIT, RACE, BRITE, SPRINT, COMETT, ERASMUS, EUROTECNET, etc.

The opportunities for improving living and working conditions provided by technological development have been widely acknowledged but caution has also been expressed, notably by the European Parliament, the Economic and Social Committee and the Commission, about its impact on society.

The Foundation's work in this area is aimed at contributing to the public debate and the technological assessment undertaken by the Community bodies, by: identifying, as early as possible, the "margin for manoeuvre" in technological innovation; encouraging the assessment of the options inherent in the process of change, as regards the improvement of living and working conditions.

To date the Foundation has:

- carried out a multitude of studies on information technology, its introduction into different sectors of the economy — from supermarkets to hospitals — and its impact on living and working conditions. The findings were brought together at an international conference. The recommendations have been drawn on for the development of specific practices; in directives; in national legislation; and in other ways;
- reviewed the impact of biotechnology on working conditions, its social impact, its international dimensions with regard to agriculture, and its impact on the environment, and contributed to preparation of Commission work and that of the Parliament on this subject (viz. The Viehoff report Doc. A2 134/86);
- established jointly with the Concertation Unit for Biotechnology in Europe (CUBE), workshops on the social implications of biotechnology and on issues of concern to consumers;
- drawn up a programme of work concerned with public knowledge and attitudes to biotechnology and begun work on a project funded jointly with DG XI;
- established relations with the Parliamentary's permanent advisory body for Scientific and Technological Options (STOA);
- planned to extend its programmes, if resources permit, on the impact of living and working conditions of other technologies, such as telecommunications (especially in the light of the development of a Community policy for a single telecommunication area), lasers and new materials.

**THE PUBLIC AND BIOTECHNOLOGY**

(Robert Anderson)

**COMMUNITY POLICY REFERENCE**

Community social and environmental policies

**ACTIVITY**

Research

**AIMS**

To investigate public knowledge and attitudes as a basis for increasing public awareness and prospects for informed involvement; to identify systems for the participation of the social partners and public interest groups in decision-making about biotechnology; and to increase public awareness of social and economic aspects of biotechnology.

**1989 IMPLEMENTATION**

A workshop on consumers and biotechnology was organized jointly by the Commission, ERICA (European Research in Consumer Affairs) and the Foundation. A document based on the deliberations of the workshop has been widely circulated and welcomed. A project on attitudes of the general public and of interest groups (consumers' organizations, environmental bodies, etc.) was launched, and a book on "Biotechnology in Future Society — Scenarios and Options for Europe" was co-published for the Foundation by Dartmouth and the Office for Official Publications.

**RESULTS**

A discussion document "The Public and Biotechnology" has been designed to stimulate further debate on the subject. It includes a questionnaire which provides a mechanism for feedback of information. This information will be assembled and analysed by ERICA. Although data at present are limited, there is a high level of demand for information on the social implications of biotechnology. Proposals for further research at the Foundation and elsewhere have been elaborated in the report from E. Yoxen et al.

**REFERENCES**

- Biotechnology in Future Society — Scenarios and Options for Europe. ISBN 92-825-8597-2*  
*The Public and Biotechnology. To be published by the Foundation as a discussion document.*  
*The Impact of Biotechnology on Living and Working Conditions. Consolidated report. Cat.No. SY-49-87-406-EN-C. Bibliography, Cat. No. SY-49-87-404-EN-C.*  
*The Social Impact of Biotechnology. Cat. No. SY-49-87-430-EN-C.*  
*Scenarios for Biotechnology in Europe: An Agenda for Research. E. Yoxen et al. To be published by the Foundation.*

## INFORMATION PROJECTS

In addition to its permanent information activities — library/documentation services, publications programme, thematic conferences/workshops — the Foundation has developed some general information projects.

This is in line with the four-year rolling programme which underlines that "particular attention will be devoted to securing the cooperation of a network of link bodies on a national and European basis especially in conjunction with the social partners' organization".

In 1989, building on already well-established contacts with organizations dealing with working conditions (after twelve years of activity in the field), three information projects were implemented and are described in the following sheets.

## **WORKING CONDITIONS IN THE COMMUNITY: SITUATION AND TRENDS**

(Pascal Paoli/Henrik Litske)

### **COMMUNITY POLICY REFERENCES**

Article 118A (health and safety) of the EEC Treaty; Council resolution of 21 December 1987 on safety, hygiene and health at work (OJ C28 of 3 February 1988); Council directive of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L183 of 29 June 1989).

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### **ACTIVITY**

Research

### **AIMS**

To assess the main characteristics of working conditions in the Community (major issues, major trends) in order to get a clearer view of the needs for research and action.

### **1989 IMPLEMENTATION**

Research was completed and a report was presented to the Foundation in 1988.

### **RESULTS**

The report reviews: the consequences of structural changes on working conditions (new technologies, demography, development of services, North-South split, employment, European integration); a series of issues related to health and safety; working time, work organization skills, etc; the responses to questionnaires from representatives of the social partners; and national and European administrations.

### **REFERENCES**

*Working Conditions in the Community: Situation and Trends.*

## **NETWORK OF NATIONAL INSTITUTES FOR IMPROVEMENT OF WORKING CONDITIONS**

(Directorate)

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### **ACTIVITY**

Network Developments

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### **AIMS**

To establish better relays (relations) with bodies in the Member States with missions similar to those of the Foundation.

### **BACKGROUND**

Several meetings already organized by DG V.

### **1989 IMPLEMENTATION**

In September, directors from national institutes in Belgium, Denmark, France, Germany, Ireland, the Netherlands, Spain and the United Kingdom met in Dublin with representatives from the Commission and the Foundation and exchanged information about recent developments in implementing their work programmes. A proposal put forward by the Foundation to link the institutes, the relevant services of the Commission and the Foundation in an informal network was adopted.

### **RESULTS**

The network will meet annually, rotating both the location of the meeting and the chairmanship of the network. Between meetings, information bulletins with news from all members of the network will be circulated. From time to time seminars may be held on special selected topics, such as conditions in the health sector, food and agricultural industries, reward structures, total quality management, logistical concepts and their impact on working conditions, and so on.

## **NETWORK OF TRADE UNION RESEARCH INSTITUTES FOR WORKING CONDITIONS**

(Eric Verborgh)

### **COMMUNITY POLICY REFERENCES**

Social dialogue

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### **ACTIVITY**

Dissemination/Network developments

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### **AIMS**

To foster contacts between the Foundation and those institutes which could assist in raising a greater awareness about the work of the Foundation within trade unions.

### **1989 IMPLEMENTATION**

A first seminar was organized by the Foundation in April and was attended by over 20 delegates from trade union institutes and confederations in the 12 Member States. The delegates presented their work programmes and discussed the results of certain projects of the Foundation. A survey of the structures and working methods of 15-20 institutes was begun. An interim report has been presented to the Foundation and the survey will be completed by April 1990. A second seminar is envisaged for 1990.

PART THREE

ANNEXES





# Annexes

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# 1989 Budget of the Foundation

Summary table of expenditure for financial year 1989 in ECU

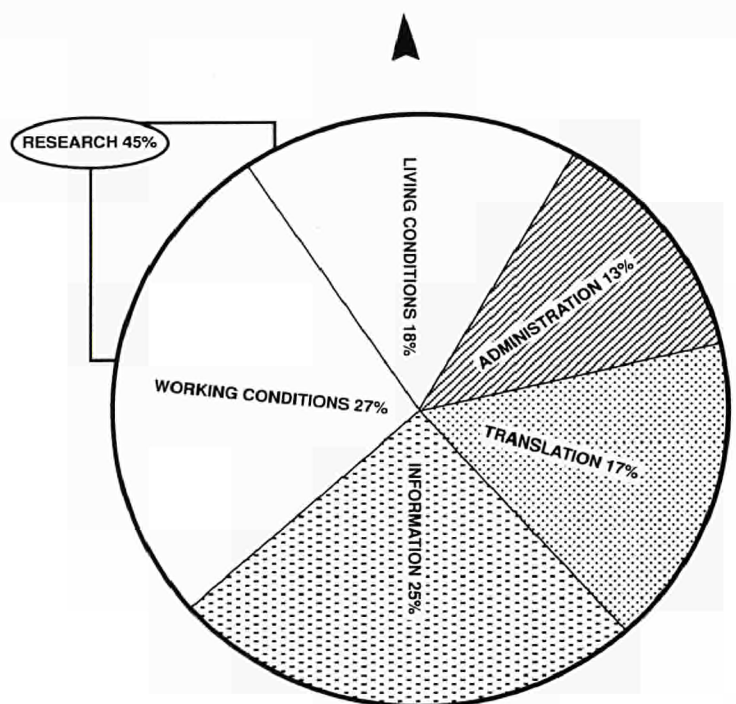
	Total	Chapter 1 (Staff Expenditure)	Chapter 2 (Administration expenditure)	Chapter 3 (Operating expenditure/ Living conditions)	Chapter 4 (Operating expenditure/ Working conditions)
<b>Appropriations Available</b>					
Final appropriations for the financial year 1989	6.471.000	2.990.000	761.000	1.088.000	1.632.000
Increase compared with 1988	+ 6%	+ 5%	+ 5%	+ 8%	+ 8%
<b>Utilisation of Appropriations</b>					
Commitments amount to	6.438.000	2.980.000	758.000	1.078.000	1.622.000
Leaving to be cancelled an amount of	33.000	10.000	3.000	10.000	10.000
Percentage utilised	99%	100%	100%	99%	99%
Percentage cancelled	1%	0%	0%	1%	1%

## Utilisation of Appropriations Carried Over from 1988

Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to	1.467.617
Payments from carry-overs amount to	1.327.617
Leaving to be cancelled an amount of	140.000
Percentage utilised	90%
Percentage cancelled	10%

Based on expenditure forecasts established in December 1989

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



# The Administrative Board

(as at 31 December 1989)

## MEMBERS OF THE BUREAU OF THE ADMINISTRATIVE BOARD

### Chairman of the Board

F.J.Kador  
(Employers' Group)

### Vice-Chairmen of the Board

N. O. Andersen  
(Governments' Group)

J.-C. Vandermeeren  
(Unions' Group)

J. Degimbe  
Commission

## COORDINATORS

J.-Y. Terrier  
Directeur  
Délégué aux Affaires Sociales  
(UNICE)

B. Le Marchand  
Counsellor  
International Federation of Retail Distributors

J. Lapeyre  
Secretary  
European Confederation of Trade Unions

## REPRESENTATIVES OF THE COMMISSION OF THE EUROPEAN COMMUNITIES

### Members

J. Degimbe  
Director-General for Employment  
Social Affairs and Education

S. Johnson  
Adviser on general affairs and  
integration with other policies.  
Directorate-General for the  
Environment, Consumer Protection  
and Nuclear Safety

R. Petrella  
Head of Division "Forecasting and  
Assessment in the Field of Science  
and Technology (FAST)" and  
Social Research. Directorate-  
General for Science  
Research and Development

### Alternates

F. Devonic  
Head of Division "Coordination"  
Directorate-General for  
Employment, Social Affairs and  
Education

C. Pleinevaux  
Head of Division 'Relations  
with the institutions,  
information and education in the  
field of environment'.  
Directorate-General for the  
Environment, Consumer Protection  
and Nuclear Safety

H.Ott  
Head of Division 'Environment  
and Waste Recycling'.  
Directorate-General for Science  
Research and Development

COUNTRIES	REPRESENTATIVES OF NATIONAL GOVERNMENTS		REPRESENTATIVES OF EMPLOYERS' ORGANISATIONS		REPRESENTATIVES OF TRADE UNIONS	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
<b>Belgium</b>	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	M. Thyssen Adviseur van de Studiedienst van het Nationaal Christelijk Middenstandsverbond	J. Van Holm Direkteur Verbond van Belgische Ondernemingen	J. C. Vandermeeren Secrétaire National de la Fédération Générale du Travail de Belgique	
<b>Denmark</b>	N. O. Andersen Kontorchef Arbejdsministeriet	K. Overgaard-Hansen International Konsulent, Direktoratet for Arbejdstilsynet	K. Holm Kontorchef Dansk Arbejds- giverforening	L. E. Nielsen Kontorchef Landbrugsraadet	N.-J. Hilstrøm LO-Sekretær Landsorganisationen i Danmark	O.D. Heegaard Landsorganisationen i Danmark
<b>Federal Republic of Germany</b>	A. Schulte Ministerialrat Bundesministerium für Arbeit und Sozialordnung	A. Wittrock Regierungsdirektor Bundesministerium für Arbeit und Sozialordnung	F. J. Kador Geschäftsführer der Bundesvereinigung der Deutschen Arbeitgeberverbände	W. D. Lindner Leiter der Abteilung für internationale Sozialpolitik Bundesvereinigung der Deutschen Arbeitgeberverbände	I. Kurz-Scherf Deutscher Gewerkschaftsbund	R. Schneider Deutscher Gewerkschaftsbund
<b>France</b>		C. Cassa Chargé de Mission au Secrétariat d'Etat Chargé de l'Environnement et de la Qualité de la Vie	R. Chabod Délégué Général aux Ressources Humaines Société Aérospatiale	C. Amis Président de la Section Sociale de la FNSEA	F. Grandazzi Secrétaire Général Fédération Force Ouvrière des Industries Chimiques	M. Pascal Etienne Secrétaire Confédéral Confédération Française du Travail
<b>Greece</b>	M. Sarivalassis Ministère du Travail	D. Tangas Chef de Division Direction des Relations avec la Communauté	X. Constantinidis Société Aluminium de Grèce	F. Provatas Délégué Général de la Section Hellénique de la CEEP	P. Michalakos Confédération Général du Travail de Grèce	G. Dassis Représentant de la Confédération Générale de Grèce en Europe
<b>Ireland</b>	M. Cashell Principal Officer Department of Labour	D. Burns Principal Officer Department of the Environment	A. Gibbons Chairperson of the National Farm Family Committee	F. Bracken Director in Charge of Industrial Relations Cadbury Ireland Ltd.	D. Nevin Irish Congress of Trade Unions	G. Fleming General Secretary Irish National Painters' and Decorators' Trade Union
<b>Italy</b>	F. Aristodemo Direttore Generale Ministero del Lavoro	G. Rocca Ercoli Ministero del Lavoro	A. Landriani Coordinatore Operative Personale Industriale Olivetti S.p.a.	G. Tagliani Amministratore Delegato TRENDS S.r.l.	C. Brighi Confederazione Italiana Sindacati Lavoratori (CISL)	G. Malaspina Confederazione Generale Italiana del Lavoro (CGIL)
<b>Luxembourg</b>		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 Luxembourgeoise des Syndicats Chrétiens	R. Pizzaferr Secrétaire social Onohtängege Gewerkschafts bond Letzeburg (OGBL)
<b>Netherlands</b>	C. J. Vos Ministerie van Sociale Zaken Directoraat-generall van de Arbeid	W. J. Kakebeeke Ministerie van Volks- huisvesting, Ruimte- lijke Ordening en Milieubeheer	J. H. J. Crijns 2de Voorzitter van de Werkgeversvere- niging voor het Bankbedrijf	T. H. H. Van Vuren Nederlandse Christe- lijke Boeren- en Tuindersbond	H. P. W. Schmitz Federatie Nederlandse Vakbeweging	A. Woltmeijer Christelijk Nationaal Vakverbond
<b>Portugal</b>	H. Nascimento Rodrigues Director do Gabinete Ministério do Emprego e da Segurança Social	A. Ascenso Pires Director-Geral da Qualidade da Vida Secretaria de Estado do Ambiente	A. Correia dos Santos Director Confederação do Comércio Português	J. H. Costa Tavares Gestor de Recursos Humanos, Associação de Empresas de Construção e Obras Publicas do sul		E. Damião União Geral dos Trabalhadores (UGT)
<b>Spain</b>	R. Aragón Bombín Director General del Instituto Español de Emigración	C. Abenza Rojo Representación Permanente de España ante la CEE	Pere Teixidó Campàs Apoderado Director del Servicio de Higiene y Seguridad en el Trabajo	E. Juaristi Martínez Instituto Nacional de Industria Dirección de Planificación	I. Laka ELA/STU	J. Pinilla UGT
<b>United Kingdom</b>	P. Brannen Chief Research Officer Department of Employment	C. L. Robson Department of the Environment	B. Bowden Adviser to Confederation of British Industry	J. Harvey Head of International Social Affairs Dept. Confederation of British Industry	P. Jacques Trades Union Congress	S. Brooks Trades Union Congress

# The Committee of Experts

(as at 31 December 1989)

## 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  
Århus Graduate School of Economics and  
Business Administration

## ITALY

G. Bianchi  
Professor  
Istituto di Studi sulle Relazione  
Industriali e di Lavoro

## FEDERAL REPUBLIC OF GERMANY

W. Pöhler  
Professor  
Ruhr-Universität Bochum

R. Weil  
Direktor des Instituts für  
Angewandte Arbeitswissenschaft  
e.V.

## NETHERLANDS

W. Buitelaar  
Coördinator  
Werkgroep Organisatie en Technologie -  
TNO (not yet ratified by the Council of  
Ministers)

## FRANCE

G. Cornu (Chairman)  
Ancien Conseiller de Gouvernement  
Ministère du Travail

## UNITED KINGDOM

E. Roberts  
Chairman  
European Research into Consumer Affairs  
R. Wild  
Professor  
Brunel University

# Foundation Staff

This list is as at 31 December 1989. At that time there were 8 vacant posts (2 Research Managers, 2 Translators, 2 Assistants, and 2 Secretaries).

## DIRECTORATE:

Director: Clive Purkiss  
Deputy Director: Eric Verborgh

Secretary: Annick Menzies  
Secretary: Anne O'Toole

## RESEARCH PROMOTION

Robert Anderson  
Camilla Galli da Bino  
Christine Gollin  
Hanne Hansen  
Eberhard Köhler  
Hubert Krieger

Henrik Litske  
Wendy O'Conghaile  
Pascal Paoli  
Jørn Pedersen  
2 Vacancies (Research Managers)

## INFORMATION, DOCUMENTATION AND DISSEMINATION

Norman Wood (Head of Section)  
Maria Cuesta Perez  
Martin Flynn  
Sean Griffin  
Ewan Hogan  
Philip Ireland  
Patricia Kingston

Ann McDonald  
Josephine McKenna  
Bríd Nolan  
Marie O'Meara  
Dimitrios Politis  
Susan Ryan-Sheridan  
2 Vacancies (Assistants)

## TRANSLATION:

Peter Long (Head of Section)  
Merete Andersen  
Maria Correia-Barbosa  
Cristina Frawley  
Mouring Lindenburg

Jacques Prieu  
Evangelos Psaroudakis  
Thomas Sängner  
2 Vacancies (Translators)  
2 Vacancies (Secretaries)

## ADMINISTRATION AND TECHNICAL SERVICE:

John McColgan (Head of Section)  
Heather Brown  
Michael Cosgrave  
Gerald Galvin  
Elisabeth Gouilleux-Cahill  
Jim Halpenny (on temporary contract)

Kevin Ledwidge  
Dolores McCarthy  
Brian Moore  
Louise Shanley  
Terry Sheehan  
Sally Anne Sloan

# Contracts Related to the 1989 Programme

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECU's
<b>Area 1 - Developing Social Dialogue and Industrial Relations</b>				
Role of Parties Involved in the Introduction of New Technology 1989(86)1.1(2)	H. Krieger/ H. Litske	Attitudinal Survey — Wave II/Round Tables	7	68500
Round Tables: Involvement of Employee Representatives in Technological Change 1989(88)1.1(3)	H. Krieger/ H. Litske	Meetings/ dissemination	7	20250
Monitoring of Participatory Practices and Innovations 89-1.1+1.2(1)	H. Krieger/ P. Paoli	Workshop	1	50000
Changing Functions of Management 1989(85)1.2(3)	J. Pedersen	Workshop	4	22200
European Labour and Industrial Relations Glossary 1989(87)1.3(2)	H. Krieger	Research/ Dissemination	1	70000
<b>Area 2 - Restructuring Working Life</b>				
New Forms of Work and Activity 1989(88)2.1.1(2)	E. Köhler	Research	6	114274
Bulletin of European Shiftwork BEST 1989(87)2.2.2(2)	P. Paoli	Research	6	36500
European Foundation Archive of Time Budget Data: Workshop on "The Changing Use of Time" 1989(83)2.2.3(3)	E. Köhler/ W. O'Conghaile	Workshop	3	81300
<b>Area 3 - Promoting Health and Safety</b>				
Monitoring of Working Conditions in the Community 1989(89)3.12(1)	P. Paoli/ H. Litske	Research	4	123004
Human-Oriented Implementation of Industrial Robot Systems 1989(88)3.2.1(3)	H. Krieger	Seminar	1	13300
Consideration of Working Conditions in the Management of Technical Projects 1989(88)3.2.2(2)	P. Paoli	Research/ Dissemination	2	13432



Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
Innovative Workplace Action for Health 1989(89)3.3.1(1)	R. Anderson	Research	8	45500
<b>Area 4 - Protecting the Environment, The Worker and the Public</b>				
Education and Training of Categories of Personnel Concerned with Environmental Issues Relating to Industry 1989(89)4.1.1.1(1)	J. Pedersen	Survey/Research	1	65000
Environmental Perspectives and the Quality of Life 1990-2000 1989(89)4.1.2(1)	J. Pedersen	Research	3	345000
Hazardous Waste Management in the European Community 1989(85)4.1.3(1)	J. Pedersen	Analysis/ Survey/ Dissemination	1	45000
Protection and Improvement of the Environment in Urban Areas 1989(89)4.2.1(1)	J. Pedersen/ W.O'Conghaile	Working Group	1	15000
<b>Area 5 - Raising the Standard and Quality of Life for All</b>				
Coping with Social and Economic Change at Neighbourhood Level 1989(87)5.1.1(2)	R. Anderson/ W. O'Conghaile	Research/ Dissemination	8	192500
Counselling the Long-Term Unemployed 1989(89)5.2.1(1)	W. O'Conghaile	Research	1	71850
Accommodation and Social Cohesion; the Implications for Young People 1989(86)5.2.2(2)	W. O'Conghaile	Preparation of a Seminar	1	22000
Family Care of the Older Elderly 1989(89)5.2.3(2)	R. Anderson	Research	2	15000
<b>Area 6 - Assessing Technologies of the Future</b>				
The Public and Biotechnology 1989(89)6.1.(3)	R. Anderson	Research	1	30000

## INFORMATION PROJECTS

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
Working conditions in the Community: Situation and Trends 1989(88).1.(1)	P. Paoli/ H. Litske	Research	7	56088
Network of Trade Union Research Institutes for Working Conditions 1989(88).2(2)	Eric Verborgh	Dissemination/ Network	2	30000
EF Work 1985-1990 and its Implications for Women	W. O'Conghaile	Review	1	10000
Voluntary Work and the Environment	J. Pedersen	Updating EF Report		3200

# Research Bodies and Experts Involved in Implementing the 1989 Work Programme

This annex refers to contracts signed in 1989. Work with other institutes, initiated under previous work programmes, continued during 1989.

## CONTRACTS RELATING TO RESEARCH

### BELGIUM

#### A.E.G.I.S.T.

11 boulevard Saint-Michel  
B-1040 Bruxelles

#### Institut de Sociologie

Université Libre de Bruxelles  
44 avenue Jeanne  
1050 Bruxelles

#### Dr. Robert Léonard

Lammekenslaan, 14  
B-8300 Knokke-Heist

#### Vlaams Instituut ter Bevordering en Ondersteuning van de Samenlevingsopbouw (VIBOSO)

Handelskaai, 18  
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1000 Bruxelles

### FEDERAL REPUBLIC OF GERMANY

#### EMPIRICA

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#### Erich Dederichs

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#### Dr. Dieter Fröhlich

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#### Infratest Sozialforschung GmbH,

Landsberger Str. 338  
D-8000 München 21

#### Institut für Gesundheits-und Sozialforschung GmbH

Otto-Suhr-Allee 18  
D-1000 Berlin 12

#### IQUI Institut

Große Fischerstr. 22  
D-6000 Frankfurt

#### W. Lecher

WSI  
Hans-Böckler-Strasse 39  
4000 Düsseldorf 30

#### Universität Karlsruhe Institute for Industrial Production,

ABT  
Hertzstrasse, 16  
D-7500 Karlsruhe 21

### FRANCE

#### Philippe Meyer

32 Avenue Thierry  
92410 Ville d'Avray

#### Naturalia et Biologia

Collège de France,  
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75005 Paris

#### Professor Jacques Rojot

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F-75005 Paris

**GREECE****Dr. C. Aravidou/**

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D. Tangas/Z. Tsaraclis  
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**Dr. Dimitris Emmanuel**

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**IRELAND****Dr. Patricia Kelleher,**

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**Joe Wallace**

University of Limerick  
College of Business  
Limerick

**Work Research Centre (WRC)**

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Dublin 2

**ITALY****Professor Federico Butera**

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I-20123 Milan

**C.E.D.O.C.**

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50121 Firenze

**Ecoter s.r.l.**

Via Sallustiana 26, e  
00187 Roma

**Istituto di Medicina  
del Lavoro**

Università degli Studi di Verona  
Policlinico Borgo Roma  
37134 Verona

**Sindnova**

Via Boncompagni 19  
00187 Rome

**Professor Tiziano Treu**

Via Tunisia 2  
I-20124 Milano

**NETHERLANDS****Atos Beleidsadvies en  
-onderzoek b.v.**

Hacquartstraat, 27  
1071 SG Amsterdam

**Het Nederlands Instituut  
voor Arbeidsomstandigheden**

De Boelelaan 30/32  
Amsterdam Buitenveldert

**Institute of Preventive  
Health Care**

P.O. Box 124,  
2300 AC Leiden

**Nederlands Instituut voor  
Maatschappelijke  
Opbouw (NIMO)**

Havensingel 8  
5211 Tx 's-Hertogenbosch

**PORTUGAL****Cooperativa de Ensino Superior  
de Serviço Social, C.R.L.**

Instituto Superior de Serviço Social  
do Porto  
Avenida Rodrigues de Freitas 202  
4000 Porto

**Maria Lourdes Quaresma  
Direção Municipal de  
Habitação,**

Educação e Intervenção Social  
R. Castilho 213  
P-1000 Lisboa

**Professor Fernando J.P.  
Santana**

Universidade Nova de Lisboa,  
Quinta da Torre,  
2825 Monte da Caparica

**SPAIN****Professor Enrique Calderón**

ETSI Caminos,  
Ciudad Universitaria  
28040 Madrid

**Professor Juan José Castillo**

Despacho 22.13  
Facultad de Ciencias Políticas y Sociología,  
Campus de Somosaguas,  
E-28023 Madrid

**Centre de Salut Laboral,**

Placa Lesseps 1,  
08023 Barcelona

**Faculty of Economics**

University of Barcelona  
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E-08034 Barcelona

**Institut de Treball Social I**

Serves Socail (INTRESS)  
Plaça Catalunya 9, 4rt  
08002 Barcelona

**Instituto Nacional  
de Seguridad**

e Higiene en el Trabajo  
c/o Torrelaguna, 73  
28027 Madrid

**UNITED KINGDOM****CEI Consultants Ltd.**

42 Frederick Street  
Edinburgh EH2 1EX

**Community Projects Foundation (CPF)**

60 Highbury Grove  
London N5 2AG

**Ecotec Research and Consulting Ltd.**

28-34 Albert Street  
Birmingham B4 7UD

**Professor Jonathan Gershuny**

28 Barn Rise  
Wembley Park  
Middlesex

**Colin Gill**

3 Payton Way  
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**Dr. Michael Gold**

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Cambridge Park  
Twickenham TW12 JQ

**Health Promotion Authority  
for Wales**

Brunel House  
2 Fitzalan Road  
Cardiff CF2 1EB

**Heriot-Watt University**

Department of Business Organization  
Lord Balerno Building  
Riccarton  
Edinburgh EH1 4AS

**Institute of Manpower Studies**

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University of Sussex  
Falmer  
Brighton BN1 9RF

**London School of  
Economics and Political  
Science**

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**Professor Oliver Tynan  
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Northamptonshire NN11 6UP

**URBED**

3 Stamford Street  
London SE1 9NT

**Dr. Robin Williams**

University of Edinburgh  
56 George Square  
Edinburgh EH8 9JU

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## CONTRACTS RELATING TO CONFERENCE PARTICIPATION

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### BELGIUM

A.E.G.I.S.T.  
11 Boulevard Saint-Michel  
Bruxelles

Dhr. Paul Berckmans  
Stichting Technologie Vlaanderen  
Jozef-II-straat 12-16  
Bruxelles

Prof. Marcel Bolle de Bal  
Université Libre de Bruxelles  
avenue Jeanne, 44  
Bruxelles

Mr. Marcel Pierre  
I.A.C.T.  
60, rue de la Concorde  
1050 Bruxelles

### DENMARK

Prof. Gert Graversen  
Tammerisvej 44  
8240 Risskov

### FEDERAL REPUBLIC OF GERMANY

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Wohnen e.V  
Annostrasse 27-33  
5000 Köln 1

Klaus Westermeyer  
Alvenslebenstr. 9  
D-5000 Köln

Zentrum Mensch und Technik e.V  
Rolandstr. 7 - 9  
D-5100 Aachen

### UNITED KINGDOM

Dr. Peter Cressey  
1 Kirkford  
Stewarton  
Ayrshire

Dr. Wendy Hirsh  
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University of Sussex  
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Ms. Lindsay Knight  
Holmes Associates Limited  
10/16 Rathbone Street  
London W1P 1AH

Noel Urwin  
61 Norfolk Avenue  
Sanderstead ER2 8B2

Dr. Robin Williams  
University of Edinburgh  
56 George Square,  
Edinburgh EHP 9JU

# Foundation Meetings 1989

## JANUARY

19-20	Meeting on coping with social and economic change at neighbourhood level	London	R. Anderson
27	Bureau of Administrative Board	Brussels	J. McColgan

## FEBRUARY

8-10	European workshop on consumers and biotechnology	Brussels	R. Anderson
17	Special meeting of Committee of Experts on 1989 Programme	Dublin	Deputy Director
17	Working group on working time: France	Paris	E. Köhler
28	Round table on participation and technological change	London	H. Krieger H. Litske

## MARCH

2-3	Bureau and Group Meetings 38th Meeting of Administrative Board	Dublin	Director J. McColgan
13	First meeting of working group on protection and improvement of the environment in urban areas	Brussels	J. Pedersen W. O'Conghaile
17-18	Seminar on human-oriented design and implementation of industrial robot systems	Sintra	H. Krieger
20	Evaluation committee on changing functions of management	Brussels	J. Pedersen
21	Third coordination meeting on hazardous wastes and the public	Brussels	J. Pedersen
24	Working group on working time: France	Paris	E. Köhler

## APRIL

1-4	Fourth meeting of the working group on the attitudinal survey of participation in technological change	Dublin	H. Krieger
3	First meeting of the working group monitoring working conditions related to health	Brussels	P. Paoli H. Litske
17-18	International workshop on the changing use of time	Brussels	E. Köhler W. O'Conghaile

19-20	Fourth coordination meeting on coping with social and economic change at neighbourhood level	Brussels	R. Anderson W. O'Conghaile
20-21	Third meeting of the European working group on the management of industrial projects and methods of enrichment for technical projects	Athens	P. Paoli
27	Working group on working time: France	Paris	E. Köhler
27-28	Meeting of network of Trade Union Institutes for working conditions	Brussels	Deputy Director

**MAY**

6-7	Meeting on carers of the elderly	Wicklow	R. Anderson
10-11	Fifth meeting of the scientific committee on the glossary of industrial relations	Dublin	H. Krieger
11	Bureau of Administrative Board	Brussels	J. McColgan
19	Evaluation committee on working conditions in small and medium sized enterprises	Brussels	P. Paoli
19	Meeting on working conditions in the construction industry	Brussels	P. Paoli
23	Evaluation committee on coping with social and economic change at neighbourhood level	Brussels	R. Anderson W. O'Conghaile
29-30	First coordination meeting on changing functions of management (Phase II)	Brussels	J. Pedersen
31	Evaluation committee on hazardous wastes and the public	Brussels	J. Pedersen

**JUNE**

1	Working group on working time: France	Fontaine-bleu	E. Köhler
7-8	Meeting on monitoring of working conditions in the Community	Dublin	P. Paoli
12-14	First coordination meeting on innovative workplace action for health	Dublin	R. Anderson
16	Second meeting of working group on protection and improvement of the environment in urban areas	Brussels	J. Pedersen W. O'Conghaile
18-20	Research review on coping with social and economic change at neighbourhood level	Maastricht	R. Anderson W. O'Conghaile
22-23	Group Meeting - Trade Unions (Board)	Dublin	Deputy Director
27-28	Group Meeting - Governments (Board)	Dublin	Deputy Director
29-30	Group Meeting - Employers (Board)	Dublin	Deputy Director



**JULY**

10	Bureau of Administrative Board	Brussels	J. McColgan
10-11	Fifth meeting of the working group on the attitudinal survey of participation in technological change	Cologne	H. Krieger

**AUGUST****SEPTEMBER**

5-6	Coordination meeting on ageing of the work force	Dublin	P. Paoli
7-8	Meeting of Directors of national institutes for the improvement of working conditions	Dublin	Directorate
15	Advisory committee on new forms of work and activity	Dublin	E. Köhler
19	Concertation group on biotechnology	Dublin	R. Anderson
19	Round table on participation and technological change (Federal Republic of Germany)	Düsseldorf	H. Krieger
20-21	Coordination meeting on coping with social and economic change at neighbourhood level	Swansea	R. Anderson W. O'Conghaile
20-22	International workshop on changing functions of management	Dublin	J. Pedersen
28-29	First coordination meeting on counselling the long-term unemployed	Dublin	W. O'Conghaile

**OCTOBER**

12-13	Third meeting of working group on protection and improvement of the environment in urban areas	Dublin	J. Pedersen W. O'Conghaile
13	Bureau of Administrative Board	Brussels	J. McColgan
18	Evaluation Committee on social cohesion and mobility	Brussels	W. O'Conghaile
19-20	26th Meeting of Committee of Experts	Dublin	Deputy Director

**NOVEMBER**

8	Evaluation committee on biotechnology	Brussels	R. Anderson
9	Evaluation committee on consumers and public services	Brussels	R. Anderson
10	Coping with social and economic change at neighbourhood level	London	R. Anderson
15	Round table on participation and technological change (Belgium)	Brussels	H. Litske

16	Second coordination meeting on education and training relating to hazardous wastes	Brussels	J. Pedersen
16-17	First coordination meeting of analysis group on new forms of work and activity	Dublin	E. Köhler
16-18	Coordination meeting on care of the elderly	Paris	R. Anderson
23-24	Bureau and Group Meetings 39th Meeting of Administrative Board	Dublin	Director J. McColgan
31	Meeting on management of technical projects	Barcelona	P. Paoli

**DECEMBER**

1	Meeting on management of technical projects	Barcelona	P. Paoli
1	Evaluation meeting on social cohesion and mobility	Brussels	W.O'Conghaile
4	Presentation of Irish results of survey on participation in technological change	Dublin	H. Krieger
7-8	Second meeting of the coordination group on innovative workplace action for health	Florence	R. Anderson

# International Conferences and Meetings Attended by Foundation Staff

## JANUARY

**9-10**

Seminar on "Les Nouvelles Solidarités" (Paris). Ministère de la Solidarité de la Santé et de la Protection Sociale. The Director, Clive Purkiss, presented a paper "The Local Response: Contribution to the Re-Integration of the Long-Term Unemployed".

**24-26**

International Conference on Urban Environmental Improvement and Economic Development (Berlin). Senator for Urban Development and Environmental Protection, with the participation of the Commission and OECD. (Jørn Pedersen).

## FEBRUARY

**8**

European Workshop on Consumers and Biotechnology (Brussels). CUBE (European Commission). (Robert Anderson).

**22-23**

International conference in the public interest on "Deliberate release of genetically engineered organisms into the environment" (Brussels). Gen-ethic Network. (Robert Anderson).

**24**

Seminar on Disadvantaged Groups (Internal Market series) (Brussels). DG V. (Wendy O'Conghaile).

**27-28**

International Conference on Time-Budget Research (Wiesbaden). Federal Statistical Office. (Eberhard Köhler)

## MARCH

**9**

International Symposium on Man and Technology (Düsseldorf). RKW. (Eberhard Köhler).

**16-18**

LEDA Programme Workshop and Study Visit on Economic and Social Regeneration in Urban Areas (Nottingham). Wendy O'Conghaile was a member of the Panel for concluding discussion. A paper on the Foundation project "Coping with social and economic change at neighbourhood level" was presented by a member of the research team, Tom Ronayne.

**21-23**

European Conference on "Working with and for Europe's Youth" (Bradford). Department of European Studies, University of Bradford. Wendy O'Conghaile presented a paper "Independent Living and Youth Homelessness" and chaired a working group.

**APRIL****20**

International workshop "New skills for new technologies" (Paris). American Association of Industrial Relations Research. Eberhard Köhler presented a paper "New Skills for New Technologies".

**29-30**

Congress of FGTB (Belgium). (Deputy Director Eric Verborgh)

**25-26**

Technical Workshop on "Hazardous Waste Management Beyond 1992" (Brussels). European Parliament (STOA). Jørn Pedersen presented a paper on "Hazardous Waste Treatment Facilities and the Public".

**27-29**

International experts seminar on Poverty in Europe (Dublin). International Council on Social Welfare and Combat Poverty Agency, Dublin. Wendy O'Conghaile chaired a working group and presented conclusions to seminar.

**MAY****12**

Workshop on Part-Time Work (Dublin). Irish Minister of Labour and Irish Productivity Institute. Eberhard Köhler presented a paper "Part-Time Work in Community Countries and Commission Initiatives".

**16-17**

European Seminar on Small and Medium-Sized Enterprises. (Luxembourg). ETUC. Commission. (Pascal Paoli).

**JUNE****15-16**

International Conference on "Cancer Prevention in the Workplace" (Dublin). National Industrial Safety Organization (Dublin). (Henrik Litske).

**16**

International Course on the New Public Health (Liverpool, United Kingdom). British Council. Robert Anderson presented a paper "The Contribution of Local Action" and was the rapporteur for the day.

**22-25**

Research for Healthy Cities (Hague). World Health Organization. (Robert Anderson).

**26-28**

International Conference for Occupational Health, Safety and Hygiene Information Specialists (Luxembourg). European Commission, DG V. (Henrik Litske).

**SEPTEMBER****5-6**

8th World Congress of the International Industrial Relations Association (Brussels). (Hubert Krieger).

**14-15**

"European UNESCO Workshop 1989 on the Resourceful City" (Amsterdam). The Netherlands Man and the Biosphere Committee in cooperation with the International Institute for the Urban Environment, Delft and the Royal Dutch Academy of Sciences. Wendy O'Conghaile presented a paper "The Improvement of living conditions in urban areas - the contribution of the European Foundation for the Improvement of Living and Working Conditions". A paper was also submitted by Jørn Pedersen on "The scope for voluntary work in the urban environment".

**18-20**

Symposium on "Shiftwork and nightwork" (Verona). International Association on Shiftwork. (Pascal Paoli).

**22-25**

European Community Development Conference (Swansea). Community Projects Foundation. The conference was attended by Wendy O'Conghaile, and Robert Anderson who was chairman of a workshop "Coping with social and economic change at neighbourhood level".

**27-28**

"Coopération Recherche-Syndicats" (Paris). LEST/CNRS. The Deputy Director, Eric Verborgh, was the moderator of a working group.

**29-1 Oct**

International Colloquium: "Problems of Ageing in Changing Family Patterns" (Padua). European Federation for the Welfare of the Elderly. Robert Anderson gave a paper "Family care of the elderly".

**OCTOBER****9-10**

National conference on "Health and Safety" (Saragoza). National Institute of Health and Safety (INSHT). Pascal Paoli gave an introduction to the Conference.

**16-17**

Conference on "Europe's future: strong trade union representation in the undertakings of Europe" (Ostend). ETUC. The Deputy Director was on the panel "Internal market and Working Conditions". (Hubert Krieger).

**18**

"EC Charter of Workers' Rights" (London). European Business Institute. The Director, Clive Purkiss, gave a paper "New Working Patterns in Europe".

**18-21**

"Broadcasting for Employment" (Madrid). European Commission Directorate-General on Employment, Social Affairs and Education (DG V). Attended by Wendy O'Conghaile who chaired the session "The Audience - What do Unemployed People Want?", and by Brid Nolan.

**22-24**

International Seminar "Integration of and Equality for Seniors: Implications for Action" (Ottawa). Canadian Government. Robert Anderson presented a paper "Understanding the contributions of informal support".

**NOVEMBER****2**

"Leaving Work" (Dublin). The Retirement Planning Council of Ireland. (Wendy O'Conghaile).

**6-7**

Seminar: "SMEs in the construction and wood industry" (Luxembourg) ETUC and FETBB. Introduction and animation by Pascal Paoli.

**7-8**

"Büroforum '89: Integrationsmanagement" (Stuttgart). Fraunhofer Institute für Arbeitswirtschaft und Organisation. (Eberhard Köhler).

**16-18**

"European Congress on Vocational Education and Training" (Athens). The Director, Clive Purkiss, presented a paper "Vocational Training: New Forms of Work and Employment - Conditions for Their Application".

**20-21**

"The completion of the internal market and relationship to the EFTA countries" (Konstanz). Friedrich-Naumann-Stiftung. (Eberhard Köhler).

**20-21**

European Conference Research/Trade Union "From chance to project: a dialogue between various actors" (Rome). IRES CGIL, CESOS/SINDNOVA CISG, CREL UIL. The Deputy Director, Eric Verborgh, presented a paper on the Foundation's experience.

**23**

Second Conference: "Health in the Mediterranean Area" (Granada). Andalucian School of Public Health. Robert Anderson gave the opening address "Health promotion: a framework for action".

**30-1**

Colloquium "Future of Work" (Brussels). ETUI. The Deputy Director, Eric Verborgh, was moderator of a panel discussion. Eberhard Köhler discussed Foundation's project "New Forms of Work and Activity".

**DECEMBER****1**

Seminar: "Project management for production engineers" (Barcelona). EF and INSHT. Co-organization and animation by Pascal Paoli.

**3-6**

International Symposium: "Mediating Structures in the Community - Networking, Participating, Enabling" (Hamburg). University of Hamburg. Robert Anderson chaired the Workshop "Local community action: issues for future research".

**4-6**

Conference on "Fundamental Social and Economic Rights in the European Community" (Florence). European University Institute. (Deputy Director).

**4-6**

European Colloquium on the Project regarding a European Academy for the Urban Environment, Urban Ecology and Urban Space Planning (Berlin). Senate of Berlin. Jørn Pedersen presented a paper "Quality of Life in Urban Areas".

**7**

European Round Table: "The socio-technical management of projects" (Brussels). AEGIST. Pascal Paoli participated in a panel discussion.

**7-8**

"Vocational Training and Counselling for Adults, particularly the Long-Term Unemployed" (Berlin). CEDEFOP. (Wendy O'Conghaile).

**12-15**

"Third International Symposium on Working Time" (Vienna). Austrian Federation of Chambers of Labour and European Centre for Social Welfare Training and Research. Paper presented by Eberhard Köhler with Harald Bielenski: "New forms of work and their impact on working-time patterns".

# Foundation Publications 1989

## REPORTS

- Towards a General Policy on Time (EN, FR)
- New Information Technology and Participation in Europe: The potential for social dialogue (EN)
- Participation Review: A review of the Foundation studies on Participation (ES)
- Workshop Report on Long-term Unemployment (FR,DE,IT,DA,NL,GR,ES,PT)
- The Public and Biotechnology: A discussion document (EN)
- Social Change and Local Action: Coping with Disadvantages in Urban Areas (EN)
- Coping with Social and Economic Change at Neighbourhood Level: An Annotated Bibliography (EN)
- Accommodation and Social Cohesion in the Urban Environment — The Implications for Young People, Consolidated Report (EN)
- Safety Aspects Relating to the Handling and Monitoring of Hazardous Wastes, Consolidated Report (EN)

## CO-PUBLICATIONS

- Biotechnology in Future Society: Scenarios and Choices for Europe (EN)  
*(Co-published with Dartmouth Press, U.K.)*
- Technological Development and the Improvement of Living and Working Conditions: Options for the Future (EN)  
*(Co-published with Kogan Page, U.K.)*
- Du projet au chantier (FR)  
*(Co-published with Mardaga, Belgium)*

## INFORMATION BOOKLETS

- Adapting Shiftwork Arrangements (DE,IT,DA,NL,GR,ES,PT)
- How Occupational Accidents and Diseases are Reported in the European Community (FR,DE,IT,DA,NL,GR,ES,PT)
- Taking Action About Long-term Unemployment (FR,DE,IT,DA,NL,GR,ES,PT)
- Providing Information About Urban Services (GR,PT)
- Working for a Better Environment: The Role of the Social Partners (EN,FR,DE,IT,DA,NL,ES,PT)
- Office Automation (EN,FR,DE,IT,DA,NL,GR,ES,PT)
- Participation in Technological Change (DE,NL,GR)



**WORKING PAPERS**

- Safety in Hazardous Wastes (PT)
- Participation in Technological Change (PT)
- Organization of Time and the Improvement of Living and Working Conditions for consumers and Providers of Services (EN,FR)
- The Impact on Social Life of the Reduction and Rescheduling of Working Time (EN,FR)
- Consumers and Leisure Time (EN,FR)
- Economic and Spatial Impacts of the Re-Organization of Time in Society (Labour Time Reduction in the Netherlands) (EN,FR)
- Social Psychological and Economic Aspects of Contaminated Land (EN)
- Social Psychological and Economic Aspects of Waste Disposal and Treatment Facilities (EN)
- Coping with Social and Economic Change at Neighbourhood Level: Part I Research Plan (EN)
- Coping with Social and Economic Change at Neighbourhood Level — National Reports: Belgium/Ireland/United Kingdom
- Changing Functions of Lower and Middle Management (EN)
- Workplace Action for Health: A Selective Review and a Framework for Analysis (EN)
- Initiatives Linked to Voluntary Work in the Environment / United Kingdom (EN)
- Urban Environment, Accommodation and Social Cohesion — Implications for Young People — National Report:England (EN)

**NEWSLETTERS**

- EF News (five issues in all Community languages)
- BEST Bulletin No 1:
  - “Negotiating Shorter Working Hours in the European Community” (EN,FR,DE)

**GENERAL PUBLICATIONS**

- Four Year Rolling Programme: 1992 and beyond (in all Community Languages)
- Summary of Four Year Rolling Programme (in all Community Languages)
- Programme of Work 1989 (in all Community Languages)
- Annual Report 1988 (in all Community Languages)
- Brochure “Introducing the Foundation” (in all Community Languages)
- Catalogue of Publications (EN,DE)
- List of Publications (ES)
- List of Working Papers (EN)

# Library and Information Services

The Foundation library is available to all organizations 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 10,000 volumes and 300 journal/periodical titles from all Member States; a selection of periodicals from countries outside Europe is also held.

## SPECIALIZED SUBJECTS

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

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## REFERENCE

Information of a more general nature comprises:

- Yearbooks from Member States
- Statistical digests
- Directories of research organizations and educational institutes
- Bibliographies, general and specialized
- Abstracts of articles from English-language and French-language journals, specializing 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 CELEX (European Community Law) and 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.

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**EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS**  
**Work carried out in the 1989 - 1992 rolling programme**

AREAS AND THEMES	PROJECTS			
	1989	1990	1991	1992
<b>DEVELOPING SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS</b>  Involving those concerned in the introduction of new technologies	The role of the parties involved in the introduction of new technology (1986)*			
	Round tables : Involvement of employee representatives in technological change (1988)			
Changing industrial relations	Monitoring of participatory practices and innovations (1988)			
	Changing functions of management (1985)			
		New trends in industrial relations (**)		
European labour and industrial relations glossary	European labour and industrial relations glossary (1987)			
<b>RESTRUCTURING WORKING LIFE</b>  New forms of work and lifestyles	New forms of work and activity. Survey of experiences at enterprise level (1988)			
		Network of social security experts (**)		
	Bulletin of European shiftwork topics (BEST) (1987)			
Changing patterns of time use	European Foundation Archive of Time Budget Data : Workshop on "the Changing Use of Time" (1983)			
		Network of working time experts (1986)		
<b>PROMOTING HEALTH AND SAFETY</b> <b>PROMOTING HEALTH AND SAFETY</b>  Collecting Community data on the state and evolution of living and working conditions	The monitoring of working conditions in the Community			
		Screening techniques in health and safety at work		
		Insurance systems and their preventive activities in the field of safety and health (**)		
Improving health and safety at the design stage	Human-oriented implementation of industrial robot systems (1988)			
		Practical preventive managerial tools (**)		
Promoting health and safety for all workers	The consideration of working conditions in the management of technical projects (1988)			
	Innovative workplace action for health			
	Ageing of the work force and work organization (1988)			
<b>PROTECTING THE ENVIRONMENT</b> <b>THE WORKER AND THE PUBLIC</b>  Economic activity and the environment	Education and training of categories of personnel concerned with environmental issues relating to industry			
	Environmental perspectives and the quality of Life 1993 - 2005			
	Hazardous waste management in the European Community (1984)			
Protection and improvement of the environment in disadvantaged areas and regions	Protection and improvement of the environment in urban areas			
<b>RAISING THE STANDARD AND QUALITY OF LIFE FOR ALL</b>  Social cohesion and areas of disadvantage	Coping with social and economic change at neighbourhood level (1987)			
	Counselling the long-term unemployed			
	Accommodation and social cohesion : the implications for young people (1986)			
	Family care of the older elderly			
		Social cohesion and mobility in the European Community - a forward look (1988)		
		Consumer-oriented action in the public services (1988)		
	Implications for women of the Foundation's work 1985-1990			
<b>ASSESSING TECHNOLOGIES OF THE FUTURE</b>  The impact of biotechnology on work, society and environment	The Public and Biotechnology			
	Electronics in the home	Electronic home : interactive telecommunications of the future (**)		
	Other technologies of the future and the quality of living and working conditions	Review of new materials affecting both the working environment and the external environment (**)		
<b>INFORMATION PROJECTS</b>	Working conditions in the Community : situation and trends			
	Network of national institutes for improvement of working conditions. ACTEUR (1988)			
	Network of Trade Union Research institutes for working conditions (1988)			
		European Summer School on anthropocentric technology		

(\*) Date in brackets indicates the year in which the work on this broad theme was initiated

(\*\*) Projects to be implemented if additional funds become available







# European Foundation for the Improvement of Living and Working Conditions

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1989 was a year in which a new Commission was appointed and a new European Parliament was elected whose terms of office will take the Community across the threshold of 1992. In the same year the European Foundation for the Improvement of Living and Working Conditions began its own drive towards 1992 with the launch of its new 1989-1992 four-year programme "1992 and beyond : new opportunities for action to improve living and working conditions in Europe".

This annual report details the Foundation's activities in the first year of the new programme during which some 26 projects were initiated. It also provides information on the Foundation's administrative and financial situation and its plans for the future.

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