

ANNUAL REPORT

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EUROPEAN FOUNDATION

FOR THE IMPROVEMENT OF

LIVING AND WORKING CONDITIONS

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Administrative Board
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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 1990, was presented and adopted by the Administrative Board of the Foundation at its 42nd meeting on 21st March, 1991.

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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The notion which led in 1975 to the regulation establishing the Foundation — that the European Community should better understand and act on the factors that could lead to an improvement in the living and working conditions of its citizens — has in recent years been given more attention and is increasingly visible in the activities of the European Community Institutions.

No single, authoritative definition exists as to what should constitute the “social dimension”, but any such definition would today certainly embrace the living and working conditions of citizens throughout the Community. It also emerges clearly from Community programmes and, in particular, the Commission’s action programme relating to the implementation of the Community Charter of Basic Social Rights for Workers (COM (89) 568) that the activities of the Foundation relate well to actions foreseen by the Commission and that the Foundation’s knowledge is indispensable to the Community Institutions in their considerations of the social dimension.

When the Foundation’s current four-year programme was being drawn up, account was taken of ongoing developments in Europe. With the further developments that can now be foreseen, it is clear that the Foundation can more than ever play the role that it was entrusted to perform at its inception: namely, to ensure in the light of practical experience that, where action may have to be taken, a medium and longer term perspective is brought to bear. This objective will thus continue to be highly relevant to the Administrative Board and the staff of the Foundation in the preparation of its programme for the four years 1993 to 1996 and ensure its continued and still increasing relevance to matters of major importance in Europe.

In 1990, the relationship of the Foundation to the practical business of the Community Institutions was particularly brought out in the way that the results of its research were drawn into the consideration of actions relating to the Community Charter and to other Community Programmes. They added, too, a further dimension to the Foundation’s relationships with the Commission, the European Parliament, the Economic and Social Committee and the Member States and their representatives.

Closer links were forged too at national level: in the way, for example, that the Foundation took the findings of its work on participation and technological change directly to the social partners in the Member States for a full and frank exchange of information and opinion; the innovation of a Summer School; the European conference to present a catalogue on national systems for monitoring occupational safety and health; the launching of a series of annual workshops on the protection and improvement of the urban environment; a European wide seminar to consider, and make recommendations regarding, the difficulties facing young people as they make the transition to independent adult life; workshops in Scotland and Denmark which combined exchanges of experience and field trips as a first step in a major study on counselling the long-term unemployed and so on.

These together with other events, the high level of enquiries to the Foundation and the demand for its publications have meant that 1990 was an active and productive year for the Foundation.



Mr. Niels Ole Andersen
Chairman of the Administrative Board
1990

PART I

REVIEW OF THE YEAR

On 20th November 1990 the Irish Minister for Labour, Mr. Bertie Ahern TD, addressed the Administrative Board of the European Foundation for the Improvement of Living and Working Conditions. Speaking on behalf of the Community he said: "It is vitally important that we have in Europe an organization that gathers information for the policy-making process, keeps us abreast of the changing attitudes of workers and management and develops new thinking. It is equally important that we have a centre which professionally and aggressively pushes out that information to all those leaders of labour and management, legislatures and government who have to evaluate and develop policies in their own particular spheres. We need a centre for peaceful contemplation but also for frank confrontation of ideas and approaches, cross fertilizing the experience of these leaders within new frameworks for understanding common problems. I believe that the European Foundation today responds to all those needs."

When established 15 years ago, the Foundation was given the task of building up a considerable body of knowledge on living and working conditions which would be available in a timely and efficient way to the Community institutions. Minister Ahern's address was an encouraging indication that the Foundation has achieved some success in this.

At the end of 1990 the Foundation reached the mid point of its current four-year programme "**1992 and beyond: new opportunities for action to improve living and working conditions in Europe**". Approved in 1988, that programme had been designed in response to the twin influences of what was happening on the ground in Europe and the political decisions of the Community institutions.

The former included a number of critical forces: the ageing of the population; the development of new kinds of poverty; the accelerating growth in the use of new technologies; the restructuring of the labour market and the increasing importance of the services sector; the changing balance between working time and non-working time; a growing concern about the environment; and the development of a widespread desire for people to have more involvement in what is happening to their lives.

The Single European Act, especially its social and environmental provisions, offered a policy basis for much of the Foundation's programme but it was the push towards a completed internal market that determined its direction. "A rising tide lifts all boats" was an important assumption in the economic strategy of creating a single market by 1992 which would bring a new impetus to growth and employment and result in a better quality of life for Europeans. There was a risk, though, that market forces might reinforce the marginalization of certain regions and social groups, or that, more generally, opportunities to achieve non-economic goals might be missed. The Foundation's programme was designed to provide essential information to those policy makers at Community and national level in a position to ensure that 1992 brings an improvement in the quality of life for everyone.

RESEARCH, DEVELOPMENT AND DISSEMINATION

The Foundation's four-year work programme is divided into six interlinking areas, each of which comprises elements of exploratory research, theme development and information dissemination. Key points of the 1990 work programme are summarised below; details of each project are set out in Part II.

DEVELOPING INDUSTRIAL RELATIONS AND PARTICIPATION

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.*

Data from the Foundation's attitudinal survey on participation were analysed further in 1990. This analysis revealed strong differences between the practice and the strategies of the social partners on participation in technological change in the Member States. The results also demonstrated the differences between legislation on participation regarding health and safety at the workplace and the actual practice in the companies in Europe. In this context the social partners asked the Foundation to contract a study on the interrelationship between legal regulations and the actual practice of participation.

In 1990 the Foundation established a network on innovatory practices of participation in organizational and technical change. A first issue of the network's bulletin, "P +", was published.

Exploratory work on "new patterns of industrial relations around environmental issues" and "the practice of information and consultation in European multinationals" was launched.

Work on the twelve-volume European Labour and Industrial Relations Glossary continued by finalizing for publication three volumes in English and three volumes in their original language. The glossary will also be made available in electronic form and preparatory work for the database has already begun.

The series of national round tables, through which the Foundation brings the results of the attitudinal survey on participation to representatives of governments and the social partners and asks for their reactions, is having considerable success. In 1990 round tables were held in Lisbon, The Hague, and Dublin.

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.*

The survey of experiences with new forms of work and activity, carried out in five countries during 1989, was extended into Denmark, Ireland and the Netherlands. A framework for analysing the data was developed and a comprehensive analysis of the results from the first five countries was begun. Initial results revealed that, contrary to popular opinion, cost saving was not the main reason why firms introduced part-time work. They also showed that over half the workforce in firms engaging in part-time work were satisfied with its effects.

Further analysis is in progress and will be publicly presented for the first time at a European round table on atypical work to be organized by the Foundation in Brussels, March 1991.

A network of working time experts told the Foundation that developments in law and collective agreements regarding this issue were such that an update of the Foundation's book, "Legal and Contractual Limitations to Working Time in the European Community Member States", was needed. It was agreed that the additional information would be published in the Foundation's periodical BEST (Bulletin of European Shiftwork Topics).

BEST was published in two issues during 1990, on "Negotiating Shorter Working Hours in the European Community" and "Women and Nightwork" respectively. Preparations for two further issues were well advanced.

The European Foundation Time Budget Archive was augmented by the addition of data from France. Agreement was reached to add data from Denmark and negotiations were put underway to obtain previously unknown data from Spain. The Archive is accessible

through Professor Jonathan Gershuny at Nuffield College, Oxford (UK). The Inter-University Consortium of Political and Social Research (ICPSR) at the University of Michigan (USA) agreed to hold the data in its computer library and make it available to the international academic community. The European node of ICPSR is the Central Archive of Social Science Research at the University of Cologne.

The Foundation commissioned a comprehensive analysis, using the data in the Archive, on policy issues regarding time use. These issues include: paid work; unpaid housework; time use outside work, etc., and will incorporate a gender dimension.

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.*

As European integration moves forward it becomes more and more important to have European-level instruments to monitor policy areas. Used in all the Member States, such instruments would give comparative information which would show where progress has been made, where problems exist and where priorities should be allocated.

In this area of the work programme the Foundation has focused on: the information needs of policy makers; what instruments exist already in the Member States which can respond to those needs; and how the different national-level instruments could be made more consistent in order to facilitate comparisons at Community level.

As a first step, in 1990, the Foundation compiled a descriptive catalogue of national systems for monitoring occupational safety and health. It showed clearly that similar systems exist in the Member States, but, because they have been set up differently, the data they yield are not directly comparable.

The catalogue (available directly from the Foundation) was presented at a major international conference organized by the Foundation in November. The consensus of the conference was that people managing the monitoring systems should be put in touch with each other for information exchange, that sound

information is essential for democratic debate, that the Foundation should launch a tentative survey at European Community level on the safety and health aspects of working conditions, and that the same approach should be taken to identify and describe instruments for workplace assessment at the company level. The Foundation is preparing to computerize the catalogue to make it more widely available and to facilitate more sophisticated manipulation of the data. A prototype of the database was developed in 1990 and feasibility studies will be carried out in 1991.

Developments in legislation and public health are stimulating new approaches to health and safety in the workplace. The Foundation has begun a programme to increase awareness of health-oriented action at the workplace and to analyse the mechanisms (particularly the involvement of employers and worker representatives) by which actions of this kind are established. "Working for Health at Work", a 12-page brochure published by the Foundation, sets out the main points from the initial research results.

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; and examining the involvement of the relevant actors - industry, social partners, local communities, environmental associations - in the promotion and improvement of the environment.*

"Cities and the Global Environment", a workshop organized by the Foundation in cooperation with the Municipality of The Hague in December 1990, provided the first European-wide response to the Commission's green paper on the urban environment. Delegates at the conference agreed that the ideal city of the 21st century will be one that is multifunctional, is attuned to the needs of all its citizens and has less segregation of living and working areas. Specifically, it must have a transport policy which favours public transport and bicycles, an energy conservation and recovery policy, a better balance between what is imported into the city (raw material) and what is exported (produce and waste). The debate will continue at two further workshops on cities to be held in Berlin in 1991 and Lisbon in 1992.

A study on the education and training of personnel concerned with environmental issues relating to industry was completed in 1990. It highlighted the need for better provision of training in small and medium sized enterprises and in local regulatory agencies as a condition for improved environmental management and higher environmental standards in industry, and set out the steps that need to be taken.

A major review and analysis of "Hazardous Waste Management in the European Community," based on the research of the Foundation since 1984 and other sources, was undertaken and will be published in 1991.

"Environmental Perspectives and the Quality of Life 1993 -2005/2010," a Foundation project begun in 1989 and aimed at developing an instrument for environmental forecasting linked to socio-economic changes, is in its initial phase. A first series of studies in southern Europe was completed in 1990 and followed up by four studies in northern Europe. Further studies will be undertaken in 1991 and an analysis will be prepared in 1992.

RAISING THE STANDARD AND QUALITY OF LIFE FOR ALL

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

"Growing Up and Leaving Home", a workshop organized by the Foundation in May 1990, brought together policy makers from the Community institutions and the Member States, the social partners, researchers, and practitioners who work with young people. During the workshop they discussed the difficulties young people face as they make the transition to independent adult life and the gaps in existing support systems and policies. The Foundation's research in this area provided a framework within which the different groups could share their experiences and perspectives. Recommendations from the workshop have already been widely disseminated. It is intended to bring them to the attention of the national Ministers with responsibility for Youth before the meeting of the Council planned for June 1991.

As part of a feasibility study for a European programme aimed at improving counselling, advice, guidance and information services for the long-term unemployed, two workshops were held in Inverclyde, Scotland (January) and in Storstrøms County, Denmark (March). Practitioners from both areas attended the workshops which combined intensive discussion with study visits to schemes and projects. As a direct result of these exchanges both areas are experimenting with improvements in their counselling and support services. Two booklets are now ready for publication, one aimed at policy makers, the other at practitioners. They will provide the first guidelines on means to improve counselling systems, access to and quality of services and evaluation of outcomes.

Involving the local inhabitants is often stressed as a key element of any strategy to improve the quality of life in disadvantaged areas. In 1990 the Foundation published the first results of its major programme on the role of local community action in dealing with social and economic change in disadvantaged urban areas. "Social Change and Local Action" examines the ways in which people organize, with or without help, to improve local conditions by self development, by mutual aid, by participation in public affairs and by negotiation with public authorities and other resource holders in the private and voluntary sectors. It outlines the limitations and strengths of local organizations and initiatives, the evaluation of their outcomes and the support systems required. On the basis of a detailed common research plan, also published in 1990, field work is underway which was extended to Member States in southern Europe during the course of the year. In December, a first workshop was held to discuss the draft Irish report in one of the Irish localities being surveyed (Tallaght, Dublin).

In the course of 1990 the Foundation developed two further reviews which will be published in 1991. The first examined research, policy developments and trends to assess the issue of spatial mobility and social cohesion in the European Community of the 1990s. The second was a review of the Foundation's own work since 1985 to examine the extent to which issues of concern to women were being taken into account in its various programmes. As a result of this work, the Foundation hopes to strengthen the gender dimension of its work in forthcoming programmes.

The situation of older people is the subject of a Commission three-year action programme. The Foundation's work has focused upon the needs and perspectives of the very large number of families caring

for older people at home. Field work began in nine Member States to analyse the situation of family carers and to assess how they can be supported. The project consists of a literature review and interviews together with evaluation of initiatives to support carers, such as self help groups, respite care and financial aid.

Health, housing and education are among the public services to consumers examined in a Foundation booklet published in 1990. "Public Services: Working for the Consumer" describes some of the changes in the organization and delivery of public services which reflect the call for greater attention to consumer needs and preferences. The changes range from improvements in communication and setting standards, to questions of consumer participation and satisfaction. The booklet outlines some of the implications of this reorientation for workers and consumers. A seminar was held at the Foundation in November to discuss key questions for research into this area.

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; and to enhance the*

involvement of the relevant actors from the design stage onward.

"Scenarios for Biotechnology in Europe: A Research Agenda", published in 1990, looks at current trends in biotechnology as applied in the chemical, agricultural and food, health care and pharmaceutical industries. It presents various scenarios to consider the possible futures for biotechnology in relation to the production process and changing consumer demands, and sets out proposals for research which include social, ecological and economic questions.

Reports from a joint project with the services of the Commission on attitudes to biotechnology were completed. They will form the basis for a workshop to be held in 1991 which will focus on the attitudes of the public and of interest groups to different applications of biotechnology.

Preparatory work on an electronic home project was carried out in 1990 but no research contracts were concluded due to lack of finance. Field research will begin in 1991 with two projects which will examine the technological and social dimensions of interactive telecommunications.

Preparatory work was also done in the area of assessing new materials affecting both the working environment and the external environment (cleaner technologies). The project will be implemented in 1991.

ORGANS OF THE FOUNDATION

The Administrative Board of the Foundation is a permanent forum for social dialogue at European level, being composed of representatives of the governments, employers and trade unions of each Member State and representatives of the services of the Commission. Meetings of the Board are also attended by observers from the Employers' Liaison Committee (CLE) and the European Trade Union Confederation. The chairperson and three vice-chairpersons comprise the leaders of the four groups, the chairpersons being elected annually. In 1990 the office of chairperson was held by Niels Ole Andersen of the Governments' Group. The vice-chairpersons were Fritz-Jurgen Kador of the Employers' Group, Jean-Claude Vandermeeren of the Trade Union Group and Jean Degimbe of the Commission.

The functions of the Board are: to adopt a draft budget for the Foundation; to discuss and prioritize proposals for the Foundation's work programme, to approve the programme, and to monitor its implementation. In that context the Board met twice during 1990, the Bureau of the Board (the Chairperson, Vice Chairpersons and observers) met seven times, and the Governments, Employers' and Trade Union Groups each held a special meeting. The Committee of Experts, which is composed of specialists drawn from a variety of disciplines and appointed by the Council of Ministers and is responsible for advising the Director and the Administrative Board on all fields within the Foundation's competence, met once during the year.

COMMUNITY INSTITUTIONS

The Commission's representation on the Foundation's Administrative Board guarantees a formal and permanent link between the two organizations. Important as it is, this represents only a fraction of the constant communication between the Foundation and the Commission at all levels. A particularly close contact is maintained with relevant services, and their delegates attend Foundation conferences, seminars and workshops. Addressing the fortieth meeting in March 1990 of the Foundation's Administrative Board, Commissioner Vasso Papatreou told the Members that the 47 proposals of the Commission's action

programme to implement the Charter of Basic Social Rights for Workers would be submitted by the end of 1991 and that she hoped that the Council would make every effort to adopt them within 18 months. The social dimension was a basic requirement for the completion of the internal market, she said, and not something which could come later.

The Foundation's research manager responsible for the living conditions programme is a member of the steering committee of the Commission's ERGO programme (long-term unemployment). In that capacity she was instrumental in bringing the second ERGO conference to the Foundation's conference centre in 1990, a conference in which the President-in-Office of the Council of Labour and Social Affairs, Minister Bertie Ahern TD, played a significant role.

A Summer School on human-centred technology, a new departure for the Foundation, was co-sponsored by the Commission's FAST programme. Held in Aachen/Vaals, the five days of the Summer School were spent in lectures, discussions and field trips to factory sites. The most successful outcome was the transmission of the idea that it is not only desirable but also feasible to adapt new production technology to the worker rather than the worker to the technology.

Relations with the Council of Ministers were given a new impetus in 1990. Two working groups of the Council, composed respectively of the social affairs and the budget attachés of the Member States' Permanent Representations to the Communities, came to the Foundation to hear details of its role, structure and work programmes. The Social Affairs Group particularly underlined the need for the Council and its Groups to work more closely with the Foundation, which could help them in advancing proposals from the Commission. The Belgian Minister for Employment and Labour, Mr. Luc Van den Brande, visited the Foundation early in the year to discuss the need for closer consultation in order to cope with important issues such as health and safety.

Delegations from political groups of the European Parliament as well as individual MEPs visited the Foundation in 1990 to be briefed on its work. The Chairman of the Parliament's Committee on Social Affairs, Employment and the Working Environment, Willem Van Velzen, discussed with the Foundation's

Chairman and Directorate strategies for close cooperation. The Foundation research manager responsible for the environment programme participated in a Workshop on Hazardous Waste Prevention (Brussels, January 1990) which was organized by the secretariat of the European Parliament as part of the STOA (Scientific and Technological Options Assessment) Programme.

INTERNATIONAL ORGANIZATIONS AND MEMBER STATES

During 1990 the Foundation organized some 70 meetings in the implementation of its programme. Half of these were held in cities other than Dublin. Experts from international organizations and from the Member States attend and contribute to Foundation workshops and conferences. These, in 1990, included a seminar on **Growing Up and Leaving Home**, held in May, and another on **Monitoring Occupational Safety and Health**, held in November. Co-operation between the Foundation and the Municipality of The Hague resulted in a workshop on **Cities and the Global**

Environment which was held in The Hague in December. The series of national round tables on **Participation and Technological Change** continued in 1990 in Dublin, Lisbon and The Hague.

Links with the Member States are also maintained through the ACTEUR network which is composed of Directors of national institutes for improving working conditions, and representatives of the Commission and the Foundation. It met in October 1990 to consider a paper delivered by the Foundation's Head of Information. The paper examined the feasibility of linking the databases of the institutes concerned or of setting up a new central database on working conditions.

Co-operation with international bodies is a high priority of the Foundation. Staff of the Foundation contribute to the conferences and publications of such bodies on a regular basis. In 1990 examples included a contribution to the ILO publication on Telework (Conditions of Work Digest volume 9 1/1990) and participation in the planning and direction of the OECD conference on "Labour Market Flexibility and Work Organization" (Paris, September 1990).

1990 was particularly a year of experimentation and development in the area of information and publications. Actions taken during the year are set to have major implications for the further growth and quality improvement of services and products.

In the area of publications, the Foundation has maintained a steady annual production. In 1990 it published 62 new titles (resulting in some 180 products allowing for different language versions).

In the area of co-publication, either with commercial publishers or by granting licences to other bodies throughout Europe to publish Foundation material, negotiations took place with bodies in the UK, Germany, Portugal, Spain, Italy and The Netherlands and a number of contracts and licences were agreed. It is hoped to develop further this approach to publishing in 1991 after assessment of the particular benefits and pitfalls of such practices.

The range of publications was extended with the introduction of a new serial "P+" which is to be a bedfellow of the BEST Newsletter (Bulletin of European Shiftwork Topics) and will deal with various aspects of participation and areas of industrial relations dialogue. With the publication of "Public Services: Working for the Consumer", the Information Booklet Series gained its fifteenth title. This series, aimed at the informed but non-specialist reader, has gained wide acceptance and popularity around Europe. It is published in all nine working languages covering a wide span of working and living conditions topics emanating from Foundation research, e.g., safety and health, unemployment, new technology, forms of work, aspects of industrial relations, commuting, urban development and the environment.

As a result of developing actions oriented to specific needs of the market, the sales and general demand for Foundation publications have risen substantially. Demands to be included on the Foundation's mailing lists have increased by some 20% over the past year and sales are over 100% up on the previous year.

The promotion of the Foundation and knowledge of its activities has become a major consideration in the Information and Publications programme and a new unit has been established during 1990 to support this development. Preparatory work for a major restructuring of the Foundation's mailing list began.

The mailing list is the biggest single instrument of disseminating information about the Foundation's work. Its restructuring is aimed at increasing efficiency and effectiveness, and will be carried out in co-operation with the Office for Official Publications in Luxembourg.

Exhibitions and the dissemination of publications at relevant conferences are gaining importance in the Foundation's promotion and marketing strategies. Such promotional activities were undertaken during 1990 in Dusseldorf, Paris, Madrid and The Hague, as well as a number of exhibitions in Ireland.

In support of Community initiatives towards Eastern Europe, the Foundation has opened up communication with bodies in Poland, Yugoslavia, Hungary and Czechoslovakia, and is to provide relevant bodies with collections of the Foundation's research reports. The research manager responsible for the "Restructuring of Working Time" area of the Foundation's work programme assisted in a conference held in Bratislava on "Man and Work on the Threshold to the Third Millennium". The conference was organized by the ILO and Research Institute of Social Development and Labour (Bratislava) and the research manager contributed to the shaping of the programme, delivered a paper to the conference and participated in a panel discussion. A number of Foundation publications were distributed to the delegates.

The Foundation has also begun to develop electronic products. Two initiatives in this area during 1990 have illustrated the opportunities and benefits to be gained:

- the Foundation's catalogue of publications now exists in electronic format. A "dBase III" software package has been used to produce a detailed and complex access to the catalogue by subject, author, report numbers, language, etc. It is intended that this electronic file will soon be made available to other institutions, government bodies and organizations of the social partners in Europe;
- a more substantial data base was commenced in 1990, emanating from a research project to develop a multilingual, multinational glossary of industrial relations terminology. As glossaries become available from the various research teams in Europe, they are processed and added to the data base which uses a BRS software package. Access to terms and

their full description is being provided both in the language of the Member State in question and in English. To date, the Italian, UK and Spanish glossaries have been processed and the Belgian, French and German editions are due to be processed during 1991. Discussions with appropriate Community hosts (e.g. ECHO, Eurobases) have started via the services of the Commission.

With the appointment during 1990 of two new members of staff who have particular skills in handling and developing electronic information, it is expected that this area of activity will expand substantially in the near future.

A research manager joined in a pilot electronic conference on "Telework" conducted via computer by Henley Management College. He was also invited to act as expert leader of a follow-up electronic conference on "Human Resource Management". Based on these experiences, the Foundation is assessing the potential

of this form of interchange of knowledge for its own dissemination needs.

RESOURCES

The Foundation's Budget for 1990 amounted to 6.95m ECU (details at Annex 1). Four posts were added to the staff table to help to meet increased demands on the Foundation. A new Research Manager, Italian Translator, Head of Computer Services and four Secretaries joined the staff of the Foundation. The Foundation's Librarian since its inception, Ms. Josephine McKenna, retired in March 1990.

The Foundation with the approval of the services of the Commission began work on the first phase of its new office development. This should be completed by the end of 1991, enabling staff to move to expanded office accommodation early in 1992.

LOOKING FORWARD

In implementing the second half of its four-year programme (i.e. 1991-1992) the Foundation will take account of, and respond to, certain specific challenges. The most immediate of these are: the Commission's action programme to implement the Community Charter of basic social rights for workers and the demand for soundly-based information and technical data which it has generated; the special requirements of peripheral and disadvantaged regions (especially as the single internal market develops) and the transfer of experience in areas of health and safety, the social aspects of the environment, and future technologies; the contribution the Foundation can make towards achieving the aims and objectives of the proposed European Year of Safety and Health at the Workplace (1992) and the proposed European Year for the Elderly and for Solidarity between the Generations (1993); and the growing interest from countries outside the Community in exchanges of information, e.g. with the Nordic countries, those States considering applying to join the Community and those, such as in Eastern Europe, wishing to address living and working conditions in a new way.

During this period the Foundation will also prepare its next four-year programme, to run from 1993 to 1996. The Foundation's brief being the medium and long-term perspective, the new programme must be based on, and yield information relevant to, living and working conditions obtaining as we move into the 21st century. While not quite a leap into the dark, the accurate prediction of such conditions presents certain difficulties, given the uncertain context in which the Community is operating and will continue to operate for the foreseeable future - the Gulf war and its consequences, changes in Central and Eastern Europe, the possibility of a redrawing of the Community boundaries to include new Member States. The Community is also extending its methods of working, and this may result in the setting up of new bodies such as the Environmental and the Health and Safety agencies, the establishment of monitoring networks, and so on. Against this background a particular challenge for the Foundation in the immediate future will be to examine and reaffirm its role.

PART II

ACTIVITIES IN 1990



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AREA 1 — DEVELOPING INDUSTRIAL RELATIONS AND PARTICIPATION

A climate of harmonious industrial relations became a primary objective of the European Community when the Single European Act introduced into the EEC Treaty the concept of dialogue between management and labour and gave the European Commission the authority and responsibility to develop it at European level. This "social dialogue", which was initiated at Val Duchesse in 1985, under the auspices of the President of the Commission, Jacques Delors, became an imperative as the completion of the internal market drew nearer.

Information and consultation during the introduction of new technology into firms was the subject of a joint opinion of the social partners at Val Duchesse in 1987. The Foundation, having already implemented projects on both new technology and worker participation, proposed to support the social dialogue initiatives by developing this theme further in its 1989-1992 four-year programme.

Since that programme began, the Foundation has completed, in all Member States, a major survey of the attitudes of managers' and employees' representatives to their experiences of participation in the introduction of new technology into their firms. The results of this survey and of earlier case studies of participation have already been presented to the representatives of government and the social partners, in the presence of Commission delegates, at national round tables in Belgium, Denmark, Germany, Ireland, Italy, the Netherlands, Portugal and the United Kingdom. It is planned to continue this process in 1991.

A network for monitoring new participatory practices in the Community has also been established and a bulletin, "P+", the vehicle for disseminating information gathered by the network, was launched in 1990. The "European Labour and Industrial Relations Glossary", an important tool for informing industrial relations, advanced also in 1990 on both the paper copy and the electronic publishing fronts.

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.

Activity 1

Survey (Hubert Krieger).

Aims

To show the extent of, and provide an evaluation of, the involvement of employee representatives at company level in the 12 Member States; to explain the reasons for different patterns of involvement at company level; to interpret the varying extent and the different evaluations of involvement in the Member States; to estimate the real potential of participatory practices in the introduction of new technology in the future.

Background

An attitudinal survey was carried out in the 12 Member States under the 1987 work programme. The survey comprised a total of 7,500 interviews with employer and employee representatives who were asked questions about their experience 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.

1990 Implementation

Following an initial analysis of the survey data in 1988 and 1989, a group of international experts on industrial relations and participation was brought together by the Foundation to advise on further analysis. The Group began

its activities in February 1990, and compiled a detailed interpretation of the results of the survey. A study of the relationship between legal regulations and actual practice of participation was also carried out at the request of the social partners.

Results

The data from the survey showed a striking similarity between the views of employers' representatives and those of employees' representatives. Managers and employees are shown 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 the future.

These global results however mask real differences in the practices and strategies of the social partners from one country to another. For example, in Denmark 80% of workers are involved in decision-making in strategic phases of introducing new technology, while in Portugal the relevant figure is 20%. Overall compliance with the participation provisions of the framework directive on health and safety amounts to 60% of firms in Europe, but national figures show 70% of workers in Germany have full participation while Greece stands at 20%.

Activity 2

National Round Tables (Hubert Krieger/Henrik Litske).

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

Activity in this area is based on information drawn from case studies and on data from the attitudinal survey. In 1988 and 1989, the Foundation organized round tables in Glasgow, Rome, Copenhagen, London and Düsseldorf and a Community-level information meeting was held in Brussels.

1990 Implementation

Three round tables were organized in 1990, in Dublin, Lisbon and The Hague respectively. They were attended by Government Ministers as well as high-ranking representatives of employers' organizations and trade unions. Plans are already in place for a round table in Spain and in Greece during 1991.

Results

Participants at the round tables reacted very favourably to this information activity. The social partners and government representatives in the different Member States revealed that there were considerable gaps in their knowledge about participation at European level and in other Member States. The Commission and the Foundation also had the opportunity to see and hear the reactions of the different Member States, and these showed that we are still far from European consensus.

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.

Participation in Change — New Technology and the Role of Employee Involvement (Booklet). ISBN 92-826-0237-0.

The following Working Papers: "Influence of Employee Representatives in the Introduction of New Information Technology in Europe"; "Technological Change and Worker Participation in Europe"; "Experiences of Participation and Involvement in Technological Change in Danish Firms"; "Participation and New Technology: some trends in Europe"; "Workers' Involvement in Technological Changes in Britain, as revealed in the Workplace Industrial Relations Survey"; "Participation in Technological Change: a programme of European employers"; "New Technologies and Participation"; "Participation in the Management of Occupational Health and Safety Improvement — Workers' Investigation as Active Risk Analysis"; "Participation in Technological Change in

Denmark”, “*Current Trends and Prospects for Workers’ Participation in the Introduction of New Technology — A Comparison between Germany and the rest of Europe*”, “*The Scandinavian Experience and its importance for the EC*”, “*Information and Consultation Rights in Transnational Companies — The Nordic Experience*”, “*Participation and New Technology — Theoretical Framework and Research Hypothesis in Attitudinal Survey — A discussion document*”, “*Technological Innovation and Participation — Part I*”, “*Technological Innovation and Participation — Part II*”, “*Participation in Technological Change: The Irish Experience*”, “*Consultation on Technology in Flanders*”, “*Legal Regulation and the Practice of Employee Participation in the European Community*”.

Roads to Participation in the European Community — Increasing prospects of employee representative involvement in technological change.

Roads to Participation in Technological Change — Attitudes and Experiences (17-page brochure). Cat. No. SY-60-90-094-EN-C.

MONITORING OF PARTICIPATORY PRACTICES AND INNOVATIONS

(Hubert Krieger/Pascal Paoli)

Community Policy References

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

Activity

Research.

Aims

To develop a network capable of providing reports, descriptions and analyses of developments in participatory practices in technical and organizational change; to consolidate, synthesise and disseminate available information in this field; to support social dialogue across Europe.

Background

This project will draw from the Foundation’s research programme on participation and technological change and its experience with other information projects and observatories such as BEST (Bulletin of European Shiftwork Topics). A feasibility study carried out in 1989 showed that information gathered by a network of correspondents from several Member States could sustain the publication of a bulletin twice a year and the holding of an annual workshop.

1990 Implementation

Two issues of the new bulletin “P+” were written in 1990. The first, on new trends in participatory practice in Europe, was published and disseminated to the Foundation’s newsletter mailing list. On the basis of reactions to this dissemination a special mailing list of those who have a particular interest in participation will be compiled. A second issue, on total quality management in Europe, is being prepared for publication.

References

See Pages 25 and 26.

(Jørn Pedersen)

Community Policy References

Organizational changes in industry and services — improvement of the quality of working life.

Activity

Discussion/Evaluation/Dissemination.

Aims

To build on the Foundation's work in this area by identifying actions required to develop a European cadre of competent and motivated lower and middle managers who would be better equipped to face the ongoing organizational, labour market and other changes.

Background

This project follows from research commissioned by the Foundation to identify and analyse significant changes in the role and functions of groups of managers and the effects of these changes, and from the deliberations of the European Workshop on the Changing Functions of Management, organized by the Foundation, 20-22 September 1989.

1990 Implementation

The working group met 18-19 June at Farnham Castle, United Kingdom, to discuss the draft final report and future activities.

Results

Draft research proposals reflect a common framework for which the Foundation may be able to provide a coordinating role. Additional funding would have to be sought for such research proposals if the work is to proceed.

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 1991).

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 in 1991.

Proceedings of the Workshop on Changing Functions of Management, September 1989, will be published in 1991. Issue-related papers to be available as Working Papers 1991.

NEW TRENDS IN INDUSTRIAL RELATIONS

(Hubert Krieger)

Community Policy References

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

Activity

Research.

Aims

To analyse new trends in the systems of industrial relations in Europe, to support the Commission and the social partners in the assessment of these trends.

Background

Industrial relations in Europe are going through a period of major change at a speed which is likely to accelerate in the future. This change is due to a number of structural factors, such as: increased world-wide competition,

shorter product cycles, increased introduction of highly developed information technology; completion of the internal market; structural change in the workforce from blue collar to white collar; changing societal role of the trade unions; changing role of the organization of the social partners at the European level owing to primary and secondary effects of 1992.

1990 Implementation

Exploratory work on industrial relations began in two specific contexts. They were: new patterns of industrial relations around environmental issues; and the practice of information and consultation in European multinational companies.

References

Legal Regulation and the Practice of Employee Participation in the European Community (Working Paper), EF/WP/90/41/EN.

EUROPEAN LABOUR AND INDUSTRIAL RELATIONS GLOSSARY

(Hubert Krieger)

Community Policy References

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

Activity

Research/Dissemination.

Aims

To provide social partners, administrators, executives and other experts with a practical instrument to facilitate understanding of the various industrial relations and labour law systems in the European Community.

Background

While the systems of industrial relations are experiencing dramatic changes, existing glossaries in the area are dated and limited in scope and content. The "extended" Community and the growing attention being paid to the potential of social dialogue in Europe demand a well-developed understanding of the different industrial relations systems and practices. To assist in meeting the demand an international group of experts is compiling for the Foundation a series of 12 glossaries, one covering each Member State of the Community.

1990 Implementation

By the end of 1990 the volumes covering Belgium, France, Germany, Italy, Spain and the United Kingdom had been received and preparations for publication in their vernacular languages had commenced. English translations of the volumes for Italy and Spain were completed and the volumes for Belgium, France and Germany were in the process of translation. Negotiations are taking place with a prominent international law publisher to publish the United Kingdom volume and the English editions of the other volumes. Publishers for the vernacular editions are being sought.

The glossaries will also be published in electronic form. A demonstration model of the proposed data base has been developed. It will be presented to the first 1991 meeting (March) of the Foundation's Administrative Board and will include the vernacular editions for Belgium, Germany, Italy, Spain and the United Kingdom and English editions for Italy and Spain.

References

The volumes relating to Italy, Spain and the United Kingdom in English will be published by June 1991.

European Community policy makers have focused their attention for some time now on the situation of atypical workers. The Commission has proposed three draft directives to give them greater protection, thus engaging the Council's attention too. The European Parliament initiated its own draft directive on atypical employment contracts. Atypical forms of work are seen as one of the measures which could contribute to employment growth (Council Resolution of 22 December 1986).

The Foundation's work is aimed at providing scientific data for the ongoing discussions, so that companies' requirements and workers' interests can be achieved simultaneously. A survey of experiences of "new" or "atypical" forms of work at company level was carried

out in eight Member States to provide such scientific data. It involved some 6,500 interviews with management and employee representatives in over 3,500 companies, and covered part-time work, fixed-term contracts, evening and Saturday work. Results from this survey will be presented at a European round table in April 1991.

Time management is another aspect of the Foundation's programme in this area. The findings of two Foundation networks, on working time and on shiftwork respectively, are being made available through "BEST" (Bulletin of European Shiftwork Topics) which is published twice a year by the Foundation.

NEW FORMS OF WORK AND ACTIVITY: SURVEY OF EXPERIENCES AT ENTERPRISE LEVEL

(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/Analysis of data.

Aims

To determine: the underlying reasons for the development of new forms of work and activity; the extent to which employers and employees engaged in new forms of work and activity perceive the benefits and/or disadvantages of these arrangements; and the extent to which a greater choice of work patterns meets the economic and social needs and aspirations of employers and employees.

Background

A technical working group was established to develop the research instruments for a survey of experience at enterprise level. Following successful completion of a pilot, the survey went into its data collection phase under the 1988 programme of work. The data were gathered from five countries (Belgium, Germany, Italy, Spain and the UK), covering part-time work, fixed-term contracts, Saturday work and evening work.

1990 Implementation

The survey was extended into a further three Member States - Denmark, Ireland and the Netherlands. At the same time an Expert Group was formed, comprising a representative from each of the first five countries. The Group developed a catalogue of hypotheses which they used as a framework for analysing the data from the five countries. This was carried out in close collaboration with the Advisory Committee which had overseen the project from the beginning.

Results

The data showed that most people who engaged in part-time work appeared to do so on a voluntary basis, i.e. because it allowed them to combine paid work with family responsibilities. However this may be less a voluntary choice and more the only possibility under present social conditions and the gender-based division of family responsibilities. A correlation between the rate of involuntary fixed-term contracts and the level of unemployment was also confirmed, i.e. under high levels of unemployment more people will accept fixed-term contracts. This was seen particularly in Spain. The data analysis showed that highly qualified workers with rare skills would only accept fixed-term contracts under certain conditions. There were strong differences between countries regarding the offer of limited contracts. In the United Kingdom limited contracts are rarer, as for the first two years in a job an employee's protection against dismissal is very limited so that employers have less need to protect themselves by means of a limited contract. Such is not the case in the other countries.

Reasons for offering limited-term contracts have traditionally been to cover maternity leave, long illness, and seasonal demands. Newer reasons related to the labour market situation have now become possible through legislative changes.

Most managers reported difficulties in recruiting workers for special evening and Saturday shifts but again there were national differences. Resistance to working such shifts was strong in Germany (West) whereas Belgium, Spain and the United Kingdom had fewer difficulties. This difference may show a link with the unemployment level, but the evidence is far from conclusive.

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.

Part-time work in the European Community — the legal dimension (Booklet). ISBN 92-826-2294-0. To be published in 1991.

NETWORK OF SOCIAL SECURITY EXPERTS

(Eberhard Köhler)

Community Policy References

Social policies. Commission Action Programme to implement the "Community Charter" (Social Protection).

Activity

Research.

Aims

To monitor developments in social security systems in relation to changing labour markets and employment conditions. This will make it possible to analyse the extent to which social security systems respond positively to the growing flexibility of the labour market and help to prevent the danger of insufficient social security coverage within certain forms of employment.

Background

An EC-wide survey on labour law and social security aspects of new forms of work was launched by the Foundation in 1986-87. Results have been published in a widely-welcomed reference book prepared by Yota Kravaritou-Manitakis (see above).

1990 Implementation

During the year the Foundation, in consultation with the Commission, decided to delete this project from the work programme because the Commission had engaged in carrying out research which would meet the objectives of the project.

NETWORK OF WORKING TIME EXPERTS

(Eberhard Köbler)

Community Policy References

Social policies; Working time developments; Commission Action Programme to implement the "Community Charter" (Improvement of Living and Working Conditions).

Activity

Research.

Aims

To monitor developments in working time legislation and in negotiations between the social partners. This will allow the Foundation to draw inferences for future EC developments and the likely consequences such developments may have on working time/non-working time policies.

Background

An EC-wide survey of legal and contractual limitations of working time undertaken in 1986/87 was published by the Foundation. A pilot project (in France) is also underway to test the possibilities of developing the information in a format which can more directly meet the needs of practitioners.

1990 Implementation

A network of working time experts was established to examine new developments since the Foundation's earlier publication.

Results

The network reported that there had been considerable developments in the area and that they were important enough to record and publish in a forthcoming edition of the Foundation's periodical, BEST.

Among the changes noted by the network were: increasing and ongoing reductions in working time; increases in part-time and other atypical work forms; and greater flexibility in the distribution of working time. The changes had mainly come about through collective bargaining rather than through parliamentary means.

Some developments were common to several countries, such as: the debate on, and possible change in the area of, Sunday trading/working hours; partial retirement; and extending parental leave/career breaks.

The network will continue to monitor developments and will advise if a second edition of the "Legal and Contractual Limitations of Work Time" publication becomes necessary.

References

Roger Blanpain, Eberhard Köbler (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).

(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).

Activity

Compilation and editing of information.

Aims

To update the Foundation's data in the field of working time and work organization, particularly with respect to shiftwork; to disseminate practical information to policy-makers and practitioners on questions of the moment, e.g. 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 by gathering information on single themes and publishing it in the Foundation's periodical BEST.

1990 Implementation

The first issue of BEST, "Negotiating Shorter Working Hours in the European Community", prepared and edited in 1989, was published in 1990. It was quickly followed by a second issue, "Women and Nightwork". Two further issues are in preparation, on "Guidelines for Shiftworkers" and "Compensation for Shiftwork" respectively.

Results

The Foundation has achieved a mechanism both for keeping its data and expertise on shiftwork and working time up to date and for disseminating the new data to a wide audience. BEST is distributed through the Foundation's mailing lists, information stands at exhibitions and on request.

References

Negotiating Shorter Working Hours in the European Community. BEST no. 1, September 1989.

Women and Nightwork. BEST no. 2, 1990.

Guidelines for Shiftworkers. BEST no. 3, 1991.

Compensation for Shiftwork. BEST no. 4, 1991.

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.

THE CHANGING USE OF TIME: EUROPEAN FOUNDATION ARCHIVE OF TIME BUDGET DATA

(Eberhard Köbler/Wendy O'Conghaile)

Community Policy References

Working time, family and equal opportunities policies.

Activity

Research.

Aims

To provide an international data base on the use of time covering the Member States of the European Community and a few selected 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 contained in the Archive to provide assistance in relation to policy issues; to work towards a number of possible products (book, information booklet, seminar, documentary video, etc.) of the data analysis, which will be adapted to different audiences.

Background

Since 1983 the establishment of the "European Foundation Archive of Time Budget Data" has been undertaken on the basis of material available in the Member States of the European Community and from a selected number of non-Community countries.

The validity of the data has been tested and the Archive has been arranged in such a way that copies can be made available for PC or main-frame computer use. A user's handbook has been prepared to facilitate access to the Archive for the broadest possible range of interested parties.

An international group of experts, drawing on the data, prepared papers on four themes: ageing and activity patterns; division of labour between men and women in the home; trends in the use of "free" time; and time use of the non-employed, for a workshop held in Brussels in April 1989. The workshop was organized with representatives from the European Commission, the social partners, international organizations, and the Experts reported on their practical work experience with the data sets. The workshop also discussed initial ideas about audiences, products, means of dissemination and different scenarios of how to make the data in the Archive accessible to all those who have a legitimate interest in their use. Questions relating to "technical" access (on-line, disc, tapes, etc), cost of maintenance and accessibility, legal considerations (copyright, data protection, etc.) and the usefulness of the Archive for policy advice and policy making, were discussed.

1990 Implementation

Additional data from France and Denmark were added, bringing the Archive's content up to some 36 data sets from 22 different countries, which amount to over 160,000 diary days. Information has emerged about previously unknown data in Spain and Italy and efforts are being made to have these added to the Archive.

A contract was signed with Oxford University to produce a major policy-oriented analysis of the data in the Time Budget Archive. The analysis is concentrating on themes which are of particular importance to the Foundation's mandate and programme. The first are: *Paid Work; Unpaid Work — A New Household Economy?; Life After Work — Maintenance, Reproduction and Leisure; Extending National Accounts; Post-Industrial Lifestyles and Economic Structure.*

Results

Results should become available late in 1991 and will be debated with relevant bodies - Community institutions, governments and the social partners.

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).

AREA 3 — PROMOTING HEALTH AND SAFETY

The improvement of health and safety at the workplace is an important part of the social dimension of the internal market and as such is a key area for Community policies, standards and regulations. The Foundation makes its contribution to Community action in this area by: developing improved documentation and information; achieving better co-operation among the various bodies involved in the area; and developing methods for improving preventive action at all levels.

Health and safety has been an important theme in all Foundation work programmes. Reports have been published on a wide range of health and safety concerns, including: physical and psychological stress; occupational accidents and diseases; ergonomics; VDUs; biotechnology; hazardous wastes; commuting; hospital buildings; construction industry, 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 1990, the Foundation focused its attention on how it could contribute to the European Year of Safety and Health at the Workplace (1992). In particular, it has looked at instruments for monitoring occupational safety and health and at innovative action for safety and health at the workplace.

Regarding monitoring instruments, the Foundation has seen the need for comparative information which would show where progress has been made, where problems exist and where priorities should be allocated. As a first step, a descriptive catalogue of national systems for monitoring occupational safety and health has been compiled. The catalogue shows clearly that while similar systems exist in the Member States, because the systems have been set up differently, the data they yield are not directly comparable.

“Working for Health at Work”, a recently published brochure, sets out the main points of the initial research results of a Foundation programme to increase awareness of health-oriented action at the workplace and to analyse the mechanisms by which such actions are established.

Two further projects were planned for 1990. “**Insurance schemes and their preventive activities in the field of safety and health**” was aimed at establishing the kind of information/data gathered by insurance schemes; whether the data can be used for prevention of risk of accidents and diseases; and the extent to which insurance schemes today have a preventive role. “**Practical preventive managerial tools**” aimed to show how certain preventive tools already being used by health and safety officers and specialists can be effectively adapted and integrated into general managerial tools. Lack of finance prevented these projects from being implemented in 1990 and a decision on their status was deferred.

**SYSTEMS FOR MONITORING WORKING CONDITIONS RELATED TO HEALTH
AND SAFETY IN THE EUROPEAN 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

Information compilation/Conference.

Aims

To assess existing instruments in the Member States for identifying risk factors in the work environment; to contribute to the establishment of more consistent indicators at Community level, to identify the needs in the Community for improved data and information systems on working conditions related to health and safety.

Background

The available information on health and safety aspects of working conditions in the Community is too limited for policy making at European level. The need for improved data and information systems is increasing as the process of creating the internal market advances. Before developing new information systems, existing instruments should be studied and compared. The Foundation is carrying out such a study with the Commission (DG/VE).

1990 Implementation

A catalogue was compiled of the Member States' systems of monitoring occupational safety and health. It was presented at a major conference organized by the Foundation in November 1990.

Results

The catalogue showed clearly that systems which are broadly similar to each other exist in the Member States but, because they have been set up differently, the data they reveal are not directly comparable. Delegates at the conference where the catalogue was presented were of the opinion: that the Foundation was playing a key role as a centre of exchange for information in this field; that those managing the monitoring systems should be put in touch with each other; that sound information is essential for democratic debate; that the Foundation should launch a survey, at European Community level, on the safety and health aspects of working conditions, and that the same approach should be taken to identify and describe instruments for workplace assessment at the company level.

The catalogue will be computerized to facilitate wide access to it. A prototype data base was developed in 1990 and feasibility studies will be carried out in 1991.

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.

Conference Papers from the November 1990 conference on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community":

Consolidated report on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community":

Catalogue on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community":

National reports on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community":

SCREENING TECHNIQUES IN HEALTH AND SAFETY AT WORK

(Pascal Paoli/Henrik Litske)

Community Policy References

Article 100A and 118A 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.

Activity

Research.

Aims

To compare questionnaires used in the Community for assessing working conditions related to health and safety; to develop a new questionnaire for a European survey; to create an input to discussion in the proposed European Year of Health and Safety at the Workplace (1992).

Background

Certain organizations in Europe have recently developed questionnaires and prepared surveys in the area of health and safety and working conditions. Identification of these questionnaires and surveys is being carried out in the 1989 project on "Systems for monitoring of working conditions related to health and safety in the Community".

1990 Implementation

An Expert Group, including representatives of the Commission and of the social partners, was established. Together, the members of the Group developed a methodology to be used in the survey and designed an appropriate questionnaire for a pilot study.

Results

The survey will be launched in all Member States in 1991. The data it produces will be compiled and analysed as part of the Foundation's contribution to the proposed European Year of Health and Safety at the Workplace 1992.

References

Conference Papers from the November 1990 conference on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community".

Consolidated report on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community".

Catalogue on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community".

National reports on "Systems for Monitoring Working Conditions related to Health and Safety in the European Community".

THE CONSIDERATION OF WORKING CONDITIONS IN THE MANAGEMENT OF INDUSTRIAL PROJECTS

(Pascal Paoli/Henrik Litske)

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).

Activity

Research/Dissemination.

Aims

To identify and compare project management methods used by companies, with a view to securing greater consideration and integration of health and safety and working conditions from the initial design stage when

investments are being made (buildings, equipment workplaces, software etc.); to disseminate and publicise those methods which present particularly notable features.

Background

Exploratory work began in 1988. Seminars were held in Athens and Barcelona in 1989 to which managers and production engineers were invited.

1990 Implementation

A document was prepared, based on the research and the seminar discussions, which identifies and explains the fundamental concepts. These guidelines for companies will be published and disseminated in 1991.

Results

The research underlines the importance of taking into account working conditions in the design stage of projects, so that the consequences for the workforce and the human environment are foreseen at the very beginning. This principle, in turn, has implications for suppliers of equipment and for the structure and training of the workforce whose representatives must be involved at the earliest stages of decision-making.

By no means the least advantage of such an approach is improved economic profitability, when the early and proper recognition of the human factor is regarded as an essential element in achieving optimum performance rather than an aspect requiring tinkering and adjustment at the post-implementation stage.

References

A report "Sociotechnical management of investments" will be finalised in 1990 and published in 1991.

INNOVATIVE WORKPLACE ACTION FOR HEALTH

(Robert Anderson)

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).

Activity

Research/Dissemination.

Aims

To increase awareness of actions and policies to improve health at the workplace; to analyse the mechanisms for establishing innovative workplace health actions; to investigate the perspectives of the social partners as an important factor in the development of initiatives to promote health at the workplace.

Background

A working group of experts from seven Member States was established in 1989 to review the policies and practices developing in the workplace to promote health and prevent work-related illnesses and to document enabling legislation in Member States. They began by examining initiatives in their respective countries: Germany, Greece, Ireland, Italy, Netherlands, Spain and the United Kingdom.

1990 Implementation

Two working papers were published in 1990 which reported the approach of the Group and the results of the investigation - "Workplace Action for Health: A Selective Review and Framework for Analysis" (EF/WP/89/30/EN), and "Innovative Workplace Actions for Health: An Overview of the Situation in Seven EC Countries" (EF/WP/90/35/EN). A 12-page brochure, "Working for Health at Work", sets out the main points from the initial research. It is being sent with a questionnaire to enterprises in the seven countries, in a survey which will assess and analyse health actions at work and their establishment. Workshops with the social partners are planned for each country, to address their perspectives and priorities on health promotion at the workplace.

Results

Research from the seven Member States showed that: awareness of policies and practices to promote health is relatively low and still focuses more on traditional health and safety issues; that there is need for training of personnel and restructuring of organizations to overcome the lack of investment in, and lack of integration of, the different professional services. It underlined the importance of evaluation, experimentation (especially in smaller companies), participation and integration of approaches aimed at individual and environmental health.

References

Workplace Action for Health: A Selective Review and a Framework for Analysis (Working paper available on request). EF/WP/89/30/EN
Innovative Workplace Actions for Health: An Overview of the Situation in Seven EC Countries (Working Paper available on request). EF/WP/90/35/EN

AGEING OF THE WORKFORCE AND WORK ORGANIZATION

(Pascal Paoli/Henrik Litske)

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).

Activity

Round Table.

Aims

To debate with policy makers and experts the issues raised by the ageing of the workforce; to identify possible actions to be implemented in order to anticipate problems connected to this issue.

Background

Because of restructuring on the one hand and demographic trends on the other, many companies face an ageing of their workforce. This phenomenon has considerable implications for the ergonomics of work places, the organization of work, skills and training, and the adaptability of the enterprise to technological change. It is therefore necessary to anticipate this increasingly significant issue and identify ways of mitigating it both at company level and at macro level. A working group of experts was established in 1989 to begin an investigation of this issue.

1990 Implementation

Preparations for a major workshop, to take place in June 1991, began in 1990. The Group identified a number of organizations with the expertise to help the Foundation take this project forward. A report of the research was completed and will form the main working document of the workshop.

Results

The issues addressed in the report include how the problems of ageing are being assessed at company level and what solutions are being found. This highlights the fact that previously ageing workers were simply replaced by younger workers with no adjustments being made at the workplace. It suggests that in the future there will not be enough younger workers coming on stream to allow companies to ignore the problems of an ageing workforce and that the workplace will be forced to adapt.

References

'Ageing, work and employment': To be published in 1991.

The Fourth Community Environment Action Programme 1987-1992 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 environmental programme was drawn up and is being implemented in close collaboration with the Community institutions and, in particular, with the Commission. In 1990 it completed a major programme on issues related to hazardous wastes. The programme included a joint study on contaminated land with the Commission and the German Federal Ministry for Research and Technology. The STOA group of the European Parliament showed particular interest in the programme.

Under its 1989-1992 rolling-programme, the

Foundation extended its environmental work to cover the protection and improvement of the **urban** environment and to develop an instrument for medium and long-term environmental forecasting. The key role of the education and training of personnel concerned with the environment has also been the subject of an important study.

The first of three planned workshops on the urban environment took place in The Hague, in December 1990, and provided a forum for a European-wide response to the Commission’s green paper on the urban environment.

The environmental forecasting instrument is being developed through a study on “environmental perspectives and the quality of life” and an analysis of the research results will be undertaken in 1992.

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

(Jørn Pedersen)

Community Policy References

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

Activity

Survey/Research.

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 needs of small firms with limited resources, and 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 identify the scope for good cooperation on environmental issues between firms, particularly SMEs, and regulatory agencies at the regional and local level; to illustrate the role and means by which the social partners can be more closely involved in the above-mentioned process; 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, 8-10 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 work of the Commission has also pointed to the need for further environmental training of personnel in industry and regulatory agencies and for the creation of more environmental awareness.

1990 Implementation

An enquiry was carried out and a report prepared providing an overview of the need for environmental training in SMEs and regulatory agencies, the provision of environmental education and training in the Community and the role of international, national and regional organizations, including the social partners, in this area. A small workshop was held to discuss the findings of the enquiry prior to the completion of the final report.

Results

The enquiry identified a clear need for developing adequate environmental training responses adjusted to the requirements of SMEs and regulatory agencies and covering personnel at all levels and a wide range of skills and competences. The report specifies these responses and emphasizes the importance of training as a means towards facilitating, inter alia, the efficient implementation of environmental policies by SMEs and regulatory agencies and the development of cost-effective company-wide environmental management responses. It also shows the range of management and technical competences which an SME requires and the vital role the use of education and training services has in ensuring the necessary environmental capacity of an SME to secure environmental performance.

Furthermore, the report underlines the role of, for instance, the social partners, the Commission, the Foundation, ILO and ICC, as well as various national and regional organizations, in improving environmental performance. The potential for co-operation between SMEs and regulatory agencies, particularly at regional and local level, does exist, but the latter find it difficult to finance the development of environmental training beyond their existing informal information and advisory role. Finally, the report identifies a range of actions which it recommends be included in a second phase, with a view to contributing more fully to the Foundation's work on the firm in its local environment.

References

Working for a Better Environment: The Role of the Social Partners (Booklet). Cat. No. SY-53-88-948-EN-C. Education and Training of Personnel concerned with Environmental Issues relating to Industry (Report). To be published in 1991.

HAZARDOUS WASTE MANAGEMENT IN THE EUROPEAN COMMUNITY

(Jørn Pedersen)

Community Policy References

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

Activity

Survey/Analysis/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 to an increasing awareness of the problems relating to hazardous wastes; 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 and other aspects relating to hazardous waste management; these studies were completed in 1989. The Commission carried out a number of projects closely connected with, but supplementary to, those of the Foundation. The findings of these projects constituted, together with the work of the Foundation, 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 improvements required as well as the possible solutions to the present problems and shortcomings.

1990 Implementation

A report was prepared bringing together, synthesizing and discussing the findings of the Foundation's studies on hazardous wastes 1984-1989, as well as those of the most recent projects of the Commission in the same area. The report will be completed, evaluated and published in 1991.

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. No. SY-49-87-212-EN-C.

Exploratory studies on social, psychological 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 to be published in 1991; national reports available as Working Papers).

Education and Training relating to Hazardous Wastes (Consolidated report to be published in 1991; national reports available as Working Papers in 1991).

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

Hazardous Waste Management in the European Community (Overview report). To be published in 1991.

ENVIRONMENTAL PERSPECTIVES AND THE QUALITY OF LIFE 1992-2005

(Jørn Pedersen)

Community Policy References

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

Activity

Survey/Research.

Aims

To develop, gradually, 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; 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 obtained.

Background

Recommendations from the Round Table on the Role of the Social Partners in Improving the Environment, 8-10 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 tasks of the Foundation according to Regulation 1365/75, 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 an increasing impact on the environment in the 1990s. Hence, it is important that an effort be made to establish a fairly 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 already recognised the need for long-term environmental perspective planning and for long-term action plans, and more Member States are likely to take similar initiatives over the next few

years. It is essential that the Foundation follow and encourage this development from the very start as it opens up the perspective for a much better and more coherent framework and basis for environmental planning in the Community, from which the Foundation will be able to draw valuable information for its work in this area and in the wider context of the quality of life.

The Foundation's work is being co-ordinated with, and is complementary to, the various efforts of the Commission aimed at highlighting environmental issues in a short- and medium-term perspective.

1990 Implementation

The studies undertaken in Spain, Italy and Portugal in late 1989 were completed in December 1990. They focused on the following sectors:

- energy;
- transport;
- tourism;
- waste management; and
- agriculture.

Studies were commissioned, in late 1990, in Belgium, Denmark, Germany and the United Kingdom and they are covering the following sectors:

- energy;
- physical planning:
 - transport;
 - worker settlements;
- industry;
- waste management; and
- agriculture.

Results

The findings of the studies in Spain, Italy and Portugal, as well as the difficulties encountered in relation to their performance, notably the data collection, will be discussed and analyzed in 1991, before drawing any conclusions from the three studies.

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 1993-2005/2010 — Spain. (To be published as a Working Paper in 1991).*
- Environmental Perspectives and the Quality of Life 1992-2005 — Italy. (To be published as a Working Paper in 1991).*
- Environmental Perspectives and the Quality of Life 1993-2005 — Portugal. (To be published as a Working Paper in 1991).*

(Jørn Pedersen/Wendy O'Conghaile/Voula Mega)

Community Policy References

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

Activity

Workshops.

Aims

To identify, through existing studies and discussions by experts, policy-makers and others, the developments and trends regarding some of the major existing (and persistent) and foreseeable environmental issues in urban areas; to place and examine these issues in their social and economic context; to highlight the medium- and long-term perspectives of these issues.

Background

The Foundation's work in urban areas focused, until 1988, on the social and economic aspects. Both in the Single European Act and in the Fourth Environmental Action Programme (1987-1992) there is, however, 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 an integrated approach and a coordinated effort within the Foundation combining the environmental, social and economic problems which affect a number of urban areas in the Community.

The Foundation therefore decided to include environmental issues in urban areas in its four-year programme 1989-1992 and to co-ordinate its work on these issues with the ongoing activities relating to social and economic problems. A working group was established in early 1989 and met three times to discuss the priority areas which the Foundation might include in its programme 1990-1992 as well as the way in which this activity might be most effectively undertaken, in view of the numerous studies already under way both nationally and internationally. This group advised the Foundation that it should focus on its role as a major forum for debate on these issues by the relevant actors.

1990 Implementation

The first of three workshops planned for this programme was held in The Hague, 5-7 December 1990, under the title "Cities and the Global Environment". It was organized by the Foundation in co-operation with the Municipality of The Hague.

Results

During the three days of the workshop, delegates discussed the relationships between global environmental changes and cities. Examples of problems and of good practices were presented. The consensus of the workshop was that the ideal city in the 21st century should have: a transport policy which favours public transport and bicycles; an energy conservation and recovery policy; better balance between what is imported into the city (new materials) and what is exported (produce and waste). Above all, it was made clear that cities must try to achieve that industry as such (including the social partners, developers and others) become much more involved and play an active role in ensuring a better environmental balance.

The debate will continue at two further workshops, on urban environment and social integration (Berlin) and on land-use management and environmental improvement (Lisbon) respectively, in 1991 and 1992.

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 1991).

AREA 5 — RAISING THE STANDARD AND QUALITY OF LIFE FOR ALL

The action programme concerning the economic and social integration of the economically and socially less privileged groups in society, established by a Council Decision of 18 July 1989 (OJ No. L224 of 2 August 1989), confirmed 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.

The Foundation's work in this area has as its objective the provision of advice and the development of guidelines on how to: reduce inequalities generated by social and economic change resulting in exclusion and poverty; increase involvement of all those concerned in the process of change, including the social partners and local communities, and improve co-ordination between different levels of responsibility (European, national/regional and local) and between the various

policy areas in the living conditions field.

The Foundation's approach, in meeting these aims, has developed along three main perspectives: **spatial** (disadvantaged urban localities); **social groups** (unemployed people, the elderly and their family carers, women, migrants and ethnic minorities), and **issues** (mobility, consumerism in the public services, ageing, housing, health, transport).

In implementing this programme the Foundation is developing a better understanding of the processes which contribute to marginalization and exclusion, and highlighting good practice and the potential for transferring solutions. A high priority is to work in close co-operation with the Commission, complementing social action programmes on poverty, local economic development, unemployment, elderly, youth, women etc.

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 and ERGO programmes of the Community.

Activity

Research/Dissemination.

Aims

To develop a better understanding of factors influencing the contribution of local action in dealing with social and economic problems in disadvantaged urban areas; to provide an improved basis for development and implementation of appropriate policies and other interventions; to develop a European Community perspective by extending the research to cover local areas in cities in southern Europe.

Background

Recent years have seen an increasing orientation of policies towards the strengthening of local community involvement in service provision, and the growing significance of the neighbourhood as a focus for organizing action in work and non-work life. This research is closely related to other Foundation work on long-term unemployment, young people and the elderly, new forms of work and activity, consumers and urban environment. Field research began at the end of 1989 in four Member States (Belgium, Netherlands, Ireland and United Kingdom).

1990 Implementation

The Foundation published the first report of its work in this area, extended its field research to the southern Member States (Greece, Portugal and Spain), and held a first workshop in the Irish locality being surveyed (Tallaght, Dublin) to discuss the draft Irish report and to facilitate dialogue between the relevant actors in the local community and the public, private and voluntary sectors.

Results

The report "Social Change and Local Action" looks at the ways in which people organize (with or without help) to improve conditions in their localities, by self-development, by mutual aid, by participation in public affairs and by negotiation with public authorities and other resource holders in the private and voluntary sectors. It outlines the strengths and limitations of local organizations and initiatives, the evaluation of their outcomes and the support systems required. The field work phase of this research now being carried out is designed to examine further the initial hypotheses developed in this report.

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 C34, 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.

Activity

Action 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 re-integration in social and economic life; to develop a better knowledge and understanding of the factors at local level influencing opportunities for such social and economic re-integration; to investigate means of improving local coordination of the relevant agencies and actors who counsel and advise the long-term unemployed and to increase the involvement of those concerned in the development and implementation of appropriate measures and initiatives.

Background

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.

1990 Implementation

As part of the feasibility study, two workshops were held in Inverclyde, Scotland (January) and in Storstrøms County, Denmark (March). Practitioners from both areas attended the workshops which combined intensive discussion with study visits to schemes and projects. This combined approach of discussion and field trips was a new initiative in the Foundation's working methods.

Results

Both Inverclyde and Storstrøms County are now experimenting with improvements in their counselling and support services for the long-term unemployed. Two booklets are ready for publication, one for policy makers and one for practitioners, which will provide the first guidelines on means to improve counselling systems, access to and quality of services and evaluation of outcomes. Work is now under way to extend the programme to other areas in 1991.

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.
Counselling for the long-term unemployed: issues for policy makers and issues for practitioners (two booklets in course of preparation).

URBAN ENVIRONMENT — ACCOMMODATION — SOCIAL COHESION: THE IMPLICATIONS FOR YOUNG PEOPLE

(Wendy O’Conghaile)

Community Policy References

Commission memorandum — 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 J346 10.12.1987); PETRA programme; Youth policies including transition from school to work and adult life, youth unemployment policies; Commission memorandum — young people in the European Community (COM (90) 469).

Activity

Seminar.

Aims

To highlight the results of the Foundation’s research in this area; to provide additional information on positive experiences being developed to improve the living conditions and life chances of young Europeans; to provide an opportunity for policy makers, practitioners, researchers and others concerned with youth policy to debate current developments and develop recommendations for future action.

Background

This was a follow-up to the Foundation’s research on urban environment — accommodation — social cohesion: the implications for young people. That research highlighted:

- the importance of accommodation in the quality of life of young people in their transition to adult life;
- the inter-relationships between labour and housing markets and their impact on young people, particularly in the context of mobility and free movement of labour;
- the need to involve young people actively in the responses developed to meet their needs.

1990 Implementation

The Seminar, ‘‘Growing Up and Leaving Home’’, organized by the Foundation in May 1990, was attended by policy makers from the Community institutions and the Member States, the social partners, researchers and practitioners who work with young people. During the seminar, they discussed the difficulties facing young people as they move towards independent adult life, and the gaps which exist in support systems and policies. The Foundation’s research provided a framework within which the different groups shared their experiences and perspectives.

Results

Delegates at the seminar called on the European Community and the Member States to acknowledge the right of young people to the material and non-material conditions to enable them to participate in society. Recommendations and conclusions from the seminar included the following: the right of young people to leave home and become independent should be recognized within the varying national situations and greater attention should be paid to their needs, aspirations and capacity to develop, or be involved in, solutions to their own housing and living problems; basic assistance should be ensured for young people suffering disadvantage and difficulty; and all young people should have access to adequate shelter, regardless of age, gender, race, disability, sexual

orientation or religious/political beliefs. Special attention was drawn to the need for urgent action in the area of social housing provision, low cost private rented accommodation, and emergency shelter.

The Foundation has published a number of information products based on the conclusions of the seminar. These are being widely disseminated and will be transmitted to Youth Ministers in time for the Council of Youth Ministers, planned for June 1991.

References

Accommodation and Social Cohesion in the Urban Environment — the implications for young people (Consolidated report) ISBN 92-825-0020-3. (National reports from the Federal Republic of Germany, France, Italy, the Netherlands and England are available as Working Papers, on request from the Foundation).

Growing Up and Leaving Home (Booklet). ISBN 92-826-0038-6.

Growing Up and Leaving Home: recommendations of a European Seminar (Brochure). Available on request from the Foundation, in all EC languages.

The Paths of Young People Towards Autonomy.

FAMILY CARE OF THE OLDER ELDERLY

(Robert Anderson)

Community Policy References

Social and Family policies; Equal Opportunities Programme; Commission's Action Programme to implement the "Community Charter"; Proposed European Year of Solidarity between the Generations.

Activity

Research.

Aims

To document the nature and extent of family care of older people in Member States; to develop a better knowledge of factors affecting trends in caring, especially by women, particularly taking into account welfare and labour market policies; to review services and policies to support the family carers of older people.

Background

The number of elderly people, particularly those aged 75+, is increasing and people in this age group will have high levels of need for care and support. While social policies increasingly emphasise care in and by the family, other trends — in the labour market, household structures, changing social values — are making conflicting demands upon family resources.

Preliminary work on this project as well as previous work at the Foundation points to the importance and increasing significance in all Member States of services and policies to support dependent older people.

1990 Implementation

Field work began in nine Member States (Belgium, France, Germany, Greece, Ireland, Italy, Netherlands, Portugal and Spain), to analyse the situation of family carers of the older elderly and to assess how they can be supported. The project comprises a review of the literature, a series of interviews with carers, and an evaluation of initiatives to support the carers — self-help groups, respite care, financial aid and practical assistance.

Results

Preliminary reports have been prepared on the situation of older people and their families in Spain and Portugal — countries not covered in previous work. A common protocol for the research has been developed.

References

Meeting the Needs of the Elderly (Consolidated report). ISBN 92-825-7819-4.

SOCIAL COHESION AND MOBILITY IN THE EUROPEAN COMMUNITY — A FORWARD LOOK

(Wendy O'Conghaile)

Community Policy References

Community policies related to free movement of labour and economic and social cohesion; Commission Action Programme to implement the "Community Charter" (Freedom of Movement); 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.

Activity

Publication/Dissemination.

Aims

To develop an understanding of the level of mobility among workers and their families in the European Community, the factors which influence mobility and the key policy issues involved; to assess the implications for the 1990s; to examine the potential for further activities on the issue of social cohesion and mobility within the context of the Foundation's 1989-92 programme.

Background

This review of research, policy developments and trends was commissioned at the end of 1988 as part of the activities aimed at linking the 1985-88 and 1989-92 programmes. The issue was selected as being of considerable significance in the light both of the potential for increased mobility within the single market and of the influence of mobility on current trends in social, economic and regional disparities.

1990 Implementation

Editing and preparation of report for publication.

Results

The report takes a forward look at the implications of trends in spatial mobility in the Community at all levels — Community, national, regional and local. It shows that mobility now represents an increasingly important dimension of the "dual society". While residential and employment mobility have been reduced over the past decade, spatial mobility has increased considerably. It also shows that women, the unemployed and the elderly are among the most disadvantaged with regard to mobility.

The study demonstrates the value of appraising mobility as a European issue in its widest sense and particularly its relationships to other elements of social policy. It clarifies the implications of mobility in relation to actual social and geographical disparity and the call for increased integration and social cohesion in Europe.

References

Mobility and Social Cohesion in the European Community — A Forward Look. ISBN 92-826-0425-X.

CONSUMER-ORIENTED ACTION IN THE PUBLIC SERVICES

(Robert Anderson)

Community Policy References

Social dimension of the internal market (Consumer Policy); Poverty Programme and other social action programmes for groups likely to be dependent on public social services.

Activity

Publication/Dissemination/Research.

Aims

To identify new initiatives in the public sector designed to improve services to consumers; to consider the implications for workers and managers of corresponding changes in culture and organization; to examine the potential for further research on consumer aspects of public services within the context of the Foundation's 1989-92 programme.

Background

Over the past decade there has been a wave of growing interest in consumer-oriented philosophy and practice in relation to the provision of public services. The goal of making services more responsive to the needs and preferences of users has considerable implications for both living and working conditions. A review, therefore, was commissioned as part of the activities aimed at linking the 1985-88 and 1989-92 programmes.

1990 Implementation

An information booklet, "Public Services: Working for the Consumer", was published in 1990. It served as a basis for a workshop, held in November, to discuss the results of this initial review and to develop a framework for further research in this area.

Results

The booklet examines changes underway in public administration which are aimed at improving the delivery of services to the consumer. It focuses on services such as health, education and housing where there is direct worker-consumer contact and looks in particular at the relatively disadvantaged consumer in relation to these public services.

The initiatives considered in the review cover a broad spectrum, from improvements in communication and setting standards to questions of consumer participation and control over the services. Examples are drawn from most Member States of the Community and some case studies are included.

References

Public Services: Working for the Consumer — a review of initiatives in Europe to improve the responsiveness of the public sector services for consumers. (Booklet) ISBN 92-826-0329-6.

Providing Information about Urban Services (Booklet). ISBN 92-825-7069-X.

IMPLICATIONS FOR WOMEN OF THE FOUNDATION'S WORK 1985-1992

(Wendy O'Conghaile)

Community Policy References

Community social policies in general and, in particular, the Equal Opportunities Action programme 1986-90 and 1991-1995; Commission Action Programme to implement the "Community Charter" (Equality between men and women).

Activity

Secondary research analysis.

Aims

To provide an assessment of the implications for women, and for Community policy related to equal opportunities, of the results of the work of the Foundation undertaken since 1985; to assist the Foundation to take better account of the gender dimension in the development of its programmes.

Background

This was a follow-up to a similar exercise undertaken in 1984 and was aimed at strengthening the contribution of the work of the Foundation to the European Commission's Bureau for Employment and Equality of Women and Community policy on equal opportunities in general.

1990 Implementation

A review of the Foundation's work to date was carried out during 1990. The review examined the extent to which the position of women in society has been specifically taken into account in the Foundation's work programmes. It also explored how women's issues could be better built into the structure and content of the current and future research programmes of the Foundation.

Results

The review showed that the position and needs of women, both in the workplace and in the wider community, arise regularly but unevenly within specific projects. Interesting work on the role of women in local community action is being carried out in the context of the "Coping with Social and Economic Change at Neighbourhood Level" programme. A specific study on women's aspects has been commissioned as part of the Foundation's survey on atypical work. Generally, however, women's issues tend not to be systematically incorporated into research design and implementation. On foot of the review, the Foundation is considering how it can develop a better gender dimension in its future work and is consulting with bodies such as the European Parliament's Committee on Women's Rights and the Equality Office of the European Commission.

References

Review of European Foundation studies 1977-84: implications for women. ISBN 92-825-6413-4.

Review of the Foundation's work 1985-92 and its implications for women (to be published in 1991).

Biotechnology, telecommunications and new materials are considered to be among the most important technologies with implications for living and working conditions in the future.

Biotechnology has been the subject of extensive work carried out by the Foundation under its third rolling-programme and has continued under the current (fourth) rolling-programme. Reports on the impact of biotechnology on living and working conditions, on agriculture and on the environment, as well as a research agenda ‘‘Scenarios for Biotechnology in Europe’’, have been published.

In 1990, the Foundation undertook jointly with the Commission a study on public awareness of, and attitudes to, biotechnology. The results of this study

will inform a workshop, to be held in 1991, on the attitudes to, and applications of, biotechnology from the perspective of interest groups and of the general public.

The Foundation undertook preparatory work in 1990 on the two remaining areas. A project on the electronic home is focussed on the technological and social aspects of interactive telecommunications and follows on from a wide-ranging programme on information technology, its introduction into different sectors of the economy and its impact on living and working conditions. The second area of preparatory work concerns cleaner technologies, a project which will review new materials affecting both the working environment and the external environment.

THE PUBLIC AND BIOTECHNOLOGY

(Robert Anderson)

Community Policy References

Community social and environmental policies.

Activity

Review/Dissemination.

Aims

To assess public knowledge and attitudes to developments in biotechnology, particularly on the relationship between biotechnology and the environment; to identify systems for the participation of the social partners and public interest groups in decision-making about biotechnology; to provide information that will assist in developing initiatives to increase public understanding of the social, environmental and economic aspects of biotechnology.

Background

A workshop on consumers and biotechnology organized jointly by the Commission (CUBE), European Research into Consumer Affairs (ERICA) and the Foundation, emphasized the need for more information about, and for, the public. A book, ‘‘Biotechnology in Future Society — Scenarios and Options for Europe’’, was co-published for the Foundation by Dartmouth and the Office for Official Publications.

1990 Implementation

A study of public knowledge of, and attitudes to, biotechnology was carried out jointly by the Commission (DG XI) and the Foundation. The reports have recently been received. A report, ‘‘Scenarios for Biotechnology in Europe: A Research Agenda’’, was also published in 1990.

Results

The results of the Commission/Foundation study will provide the background for a workshop which will be held in 1991. The workshop will consider attitudes to, and applications of, biotechnology from the perspectives of the general public and of certain interest groups. The report ‘‘Scenarios for Biotechnology in Europe: A Research Agenda’’, uses the scenario technique to consider different possible futures for biotechnology in relation to the nature of the production process and changing consumer demands. It presents a set of proposals for feasible research which embrace social, ecological and economic questions.

References

Biotechnology in Future Society — Scenarios and Options for Europe. ISBN 92-825-8597-2.
The Public and Biotechnology. Published 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. Published in 1990.

THE ELECTRONIC HOME: INTERACTIVE TELECOMMUNICATIONS OF THE FUTURE

(Eberhard Köbler)

Community Policy References

Telecommunication policies in the internal market; restructuring of labour markets.

Activity

Research.

Aims

To identify opportunities and potential problems arising from the expected increase in human interaction conducted through telecommunications networks.

Background

Two-way interactive telecommunications have been available and growing for nearly 20 years in the European Community. Minitel (F), Prestel (UK), Bildschirmtext (FRG), Viditel (NL) are some examples of national applications which allow — to name just a few activities — shopping from home, banking from home, sending and receiving “Mail”, education and training, working from home. The Foundation has in the past concentrated on the “teleworking” or “telecommuting” aspects. In conjunction with the Commission’s FAST programme, the Foundation’s work in this area has provided important input into current discussions. Technological developments in hardware and the growing provision of networks for the interchange of electronic data and services provide the basis for the assumption that existing applications will expand and that additional applications such as tele-medicine and tele-interaction with public services will become possible. Already experienced have been the dramatic social impact of non-interactive telecommunications, such as television, on family life, social interaction patterns, etc. On this basis, it can be assumed that interactive telecommunication applications may have an even more profound impact on living and working conditions.

1990 Implementation

The project was deferred due to lack of finance, but some preparatory work by Foundation staff was possible.

Results

Two areas have been defined for implementation in 1991, which will examine the technical and social implications of interactive telecommunications.

REVIEW OF NEW MATERIALS AFFECTING BOTH THE WORKING ENVIRONMENT AND THE EXTERNAL ENVIRONMENT

(Henrik Litske)

Activity

Research.

Aims

To develop a concise review of the most important new products and materials likely to affect working conditions; to explore the links between the impact of such materials on the working and on the external environments.

Background

The number of industrial materials has increased in recent years as a result of progress in research and innovation. Superconductors, silicon chips, engineering plastics and biomaterials are examples of such new developments. In order to extend this area of the current four-year rolling programme, it will be important to identify those products and materials which may have negative impacts at the workplace and in the general environment.

1990 Implementation

The project was deferred due to lack of finance. Preparatory meetings will be held in 1991 to establish contact with experts in the field and to develop the scope of the work.

Results

Research will provide information on: the characteristics of new products and materials; the possible uses; the potential risk aspects for employees and for the environment outside the workplace; the quality of the documentation on the risk assessment of products and materials; and the need for further risk assessment on the identified products and materials.

INFORMATION PROJECTS

Council Regulation EEC/No.1365/75 creating the Foundation directed it to “foster the exchange of information and experience”, to “set up a system of information and documentation” and to “co-operate as closely as possible with specialized institutes, foundations and bodies in the Member States or at international level”.

Besides its permanent information activities — library and documentation services, publications programme, conferences and workshops — the Foundation is developing a number of general information projects.

Two networks are being established; these are designed to play a role in informing the Foundation's work and relaying the results of that work to selected groups and

constituencies. Both networks relate to working conditions: the ACTEUR Group, which comprises national institutes for improving working conditions, representatives of the Commission (DG V) and of the Foundation; and a network of trade union research institutes for working conditions.

In a new departure, in 1990, the Foundation organized a Summer School in co-operation with the Hochschuldidaktisches Zentrum, RWTH Aachen. The aim of the Summer School, which was co-sponsored by the FAST programme of the Commission, was to assist in the transfer of experience in the field of anthropocentric technology.

NETWORK OF NATIONAL INSTITUTES FOR IMPROVEMENT OF WORKING CONDITIONS

(The ACTEUR Group)*

(The Directorate)

Community Policy References

Information.

Activity

Network Developments.

Aims

To establish better relays with bodies in the Member States which have missions similar to those of the Foundation; to link organizations which have a programme and lead action for improving the quality of working life; to enable those organizations to: identify common issues; exchange information; rationalize efforts.

Background

Several meetings were organized by DG V and the Foundation in 1987, 1988 and 1989. In September 1989 directors from 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. 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.

1990 Implementation

A meeting of the Group was held in Dortmund in October 1990. The Group members reported on developments within their organizations and discussed the impact of European Integration. The Group had requested the Foundation to examine the feasibility of linking the databases of the different institutes and the potential for establishing a new central database which the members could share. The Head of Information of the Foundation presented the feasibility study at the Dortmund meeting, where it was decided to concentrate for the moment on direct exchanges of information on an ad hoc basis.

* from the French : Amélioration des Conditions de Travail en EUROpe

NETWORK OF TRADE UNION RESEARCH INSTITUTES FOR WORKING CONDITIONS

(Eric Verborgh)

Community Policy References

Social Dialogue.

Activity

Dissemination/Network developments.

Aims

To help in disseminating properly the work of the Foundation among trade unions.

Background

Several national trade union confederations have recently created research institutes which are particularly oriented towards examining working conditions and quality of life; in 1989 a first meeting of representatives of relevant institutes was organized.

1990 Implementation

A survey of the structures and working methods of 15-20 institutes was carried out in 1990. The results of the survey have been presented to the Foundation.

Results

In co-operation with the European Trade Union Institute and the Trade Union Technical Bureau for Health and Safety, the Foundation will organize an annual seminar of trade union institutes. The next one will take place in April 1991 and will consider how the network can be further developed.

EUROPEAN SUMMER SCHOOL ON ANTHROPOCENTRIC TECHNOLOGY

(Hubert Krieger)

Community Policy References

Social policy, quality of working life, social-oriented technology.

Activity

Information/Dissemination.

Aims

To introduce the concept of anthropocentric technology; to show the potential of this approach for combining the different benefits for employees and employers; to demonstrate different applications in the Member States; to organize a transfer of positive experiences within the countries of the Community.

Background

Over the last two years, the Foundation has organized seminars in Ireland and Portugal to promote the transfer of experience in relation to human-oriented implementation of industrial robot systems. Good contacts have been established with the Commission, particularly with the FAST programme, in order to organize a Summer School jointly.

1990 Implementation

The Summer School, "Human-Oriented Production Technology in Europe", was held in Vaals/Aachen, the venue being chosen because of its proximity to production plants in Germany, Belgium and the Netherlands. The School programme was designed to be of particular interest to less industrialized countries such as Greece, Ireland and

Portugal, from where more than half the participants came. The programme comprised lectures, field trips and discussions. Three of the five days were spent visiting factories to see a wide range of technologies, including: a machine-tool laboratory of Aachen University; a forge which produces high-quality decorative objects; a leading manufacturer of textile machines, and several others.

Results

Participants declared themselves very satisfied with the Summer School, the sole criticism being the lack of opportunity to talk with the workers and trade unionists of the companies visited. The most successful outcome was the transmission of the idea that it is not only desirable but also feasible to adapt new production technology to the worker rather than the worker to the technology.

HUMAN-ORIENTED IMPLEMENTATION OF INDUSTRIAL ROBOT SYSTEMS AND CNC SYSTEMS

(Hubert Krieger)

Community Policy References

Social policy; quality of working life, social-oriented technology transfer.

Activity

Transfer of experience/Seminar.

Aims

To show the potential for a human-oriented design and implementation of industrial robot and CNC systems and to organize a transfer of experience within the countries of the Community; 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. That seminar took place in Ashford, Ireland and provided a forum for direct exchange between international experts and representatives of Irish management and trade unions. A similar seminar was held in 1990 in Sintra, Portugal.

1990 Implementation

Greece was the location of a third seminar on this theme. The seminar took place in May 1990 and was attended by some 40 Greek participants.

Results

This series of seminars is proving a successful vehicle for the transfer of technical and socio-technical experience regarding implementation of human-centred technology and for establishing good contacts between international experts and national representatives of the social partners.

PART III

ANNEXES



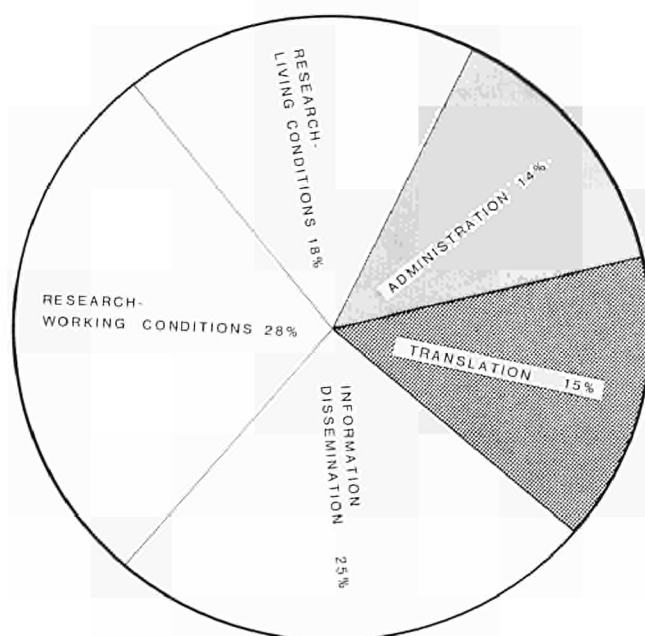
1. 1990 Budget of the Foundation	60
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9. Foundation Publications 1990	78
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ANNEX 1 — 1990 BUDGET OF THE FOUNDATION

Summary table of expenditure for financial year 1990 in ECU

	Total	Chapter 1 (Staff Expenditure)	Chapter 2 (Administration expenditure)	Chapter 3 (Operating expenditure/ Living conditions)	Chapter 4 (Operating expenditure/ Working conditions)
Appropriations Available					
Final appropriations for the financial year 1990	6.950.000	3.380.000	652.000	1.167.000	1.751.000
Increase compared with 1989	+ 7,4%	+ 13,0%	-14,3%	+ 7,3%	+ 7,3%
Utilisation of Appropriations					
Commitments amount to	6.837.017	3.339.576	639.326	1.129.575	1.728.540
Leaving to be cancelled an amount of	112.983	40.424	12.674	37.425	22.460
Percentage utilised	98,4%	98,8%	98,1%	96,8%	98,7%
Percentage cancelled	1,6%	1,2%	1,9%	3,2%	1,3%
Utilisation of Appropriations Carried Over from 1989					
Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to	1.579.941				
Payments from carry-overs amount to	1.487.113				
Leaving to be cancelled an amount of	92.828				
Percentage utilised	94,1%				
Percentage cancelled	5,9%				

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



(as at 31 December 1990)

MEMBERS OF THE BUREAU OF THE ADMINISTRATIVE BOARD***Chairman of the Board***

N.O. Andersen
(Governments Group)

Vice-Chairmen of the Board

F.J. Kador
(Employers Group)

J.-C. Vandermeeren
(Unions Group)

J. Degimbe
Commission

Coordinators

J.-Y. Terrier
Director
Social Affairs
(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
Industrial Relations and Social Affairs

P. Ryan
Planning and Programming Unit
Directorate-General for Environment,
Nuclear Safety and Civil Protection
DG.XI.C.2

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

Alternates

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

H.-J. Jankowski
Head of Division
Directorate-General for
Environment, Nuclear Safety
and Civil Protection
DG.XI.C.4

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

1990

COUNTRY	Representatives of National Governments		Representatives of Employers' Organizations		Representatives of Trade Unions	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
Belgium	G. Bens Directeur Général Ministère de l'Emploi et du Travail	M. Pierre Administrateur Général de l'Institut pour l'Amélioration des Conditions de Travail	M. Thyssen Adverseur van de Studiedienst van het National Christelijk Middenstandsverbond	P. Arets Directeur des Questions Sociales Fédération des Entreprises de Belgique	J.-C. Vandermeeren Secrétaire National de la Fédération Général du Travail de Belgique	P.-P. Maeter Responsable du Service Entreprise Fédération Générale du Travail de Belgique
Denmark	N.O. Andersen Kontorchef Arbejds- ministeriet	K. Overgaard-Hansen International konsulent Direktoratet for Arbejdstilsynet	K. Holm Kontorchef Dansk Arbejds- giverforening	L.E. Nielsen Kontorchef Landbrugsraadet	N.-J. Hilstrom L.O. Sekretær Landsorganisationen i Danmark	O.D. Heegard Landsorganisationen i Danmark
Germany	A. Schulte Ministerialrat Bundesministerium für Arbeit und Sozialordnung	A. Wittrock Regierungsdirektor Bundesministerium für Arbeit und Sozialordnung	F.-J. Kador Geschäftsführer Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Thüsing Direktor Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Schneider Deutscher Gewerkschaftsbund	R. Dombre Deutscher Gewerkschaftsbund
France	M. Boisnel Conseiller Affaires sociales Rep. Perm. de la France auprès des Communautés européennes	C. Cossa Chargé de Mission au Secrétariat d'État Chargé de l'Environnement et de la Qualité de la Vie	R. Chabod Délégué Général aux Ressources Humaines Aérospatiale	C. Amis Président de la Section Sociale de la FNSEA	F. Grandazzi Secrétaire Général Fédération des Industries Chimiques Confédération Général du Travail Force Ouvrière	P. Etienne Secrétaire Confédéral Confédération Française du Travail
Greece	M. Sarivalassis Ministère du Travail	D. Tangas Ministère du Travail	X. Constantinidis Société Aluminium de Grèce	F. Provas Délégué Général de la Section Hellénique de la CEEP	P. Michalakakos Confédération Général du Travail de Grèce	G. Dassis Représentant de la Confédération Générale du Travail de Grèce en Europe
Ireland	M. Cashell Principal Officer Department of Labour	J. Cullen Principal Officer Department of the Environment	A. Gibbons Irish Farmers' Association	F. Bracken Personnel Director Cadbury Ireland Ltd.	D. Nevin Irish Congress of Trade Unions	G. Fleming General Secretary Irish Painters' and Decorators' Trade Union
Italy	G. Cacopardi Direzione Generale Rapporti di Lavoro Ministero del Lavoro	G. Rocca Ercoli Direzione Relazione Industriali Olivetti S.p.A.	R. Delvecchio Amministratore Delegato TRENDS S.r.l.	G. Togliani Confederazione Italiana Sindacati Lavoratori (CISL)	C. Brighi Confederazione Generale Italiana del Lavoro Lavoro (CGIL)	G. Malaspina Confederazione Generale Italiana del Lavoro Lavoro (CGIL)
Luxem- bourg	J. Zahlen Conseiller de Gouvernement Ministère du Travail	N. Rume Médecin-Chef de Service de la Médecine du Travail Direction de la Santé	G. Schmit Chef de Service Contrôle Interne Société Nationale des Chemins de Fer	L. Jung Directeur de la Fédération des Industriels Luxembourgeois	N. Hoffmann Lëtzeburger Chrëschtliche Gewerkschafts-Bond (LCGB)	R. Pizzaferr Secrétaire social Onofhängege Gewerkschafts- bond Lëtzebug (OGBL)
Nether- lands	C. Vos Ministerie van Sociale Zaken Directoraat-gener- all van de Arbeid	W.J. Kakebeeke Ministerie van Volks- huisvesting, Ruimte- lijke Ordening en Milieubeheer	J.H.J. Crijns Tweede Voorzitter Werkgeversvere- niging voor het Bankbedrijf	T.H.H. Van Vuren Nederlandse Christelijke Boeren- en Tuindersbond (NCBTB)	H.P.W. Schmitz Federatie Nederlandse Vakbeweging (FNV)	A. Woltmeijer Christelijk Nationaal Vakverbond (CNV)
Portugal	H. Nascimento Rodrigues Ministério do Emprego e da Segurança Social	A. Ascenso Pires Director-Geral da Qualidade do Ambiente Secretaria de Estado do Ambiente Recursos Naturais		J.H. da Costa Tavares Director dos Serviços de Relações de Trabalho Associação de Empresas de Construção e Obras Públicas do Sul		E. Damião Secretária Executiva da União Geral dos Trabalhadores (UGT)
Spain	D.R. Aragon Bombín Director General del Instituto Español de Emigración Ministerio de Trabajo y Seg. Soc.	C. Abenza Rojo Consejera de Trabajo y Seguridad Social Rep. Perm. de España ante la CEE	P. Teixido Campàs Director del Servicio de Higiene y Seguridad en en Trabajo	P. Adrados Gautier Relaciones Laborales Confederación Española de Organizaciones Empresariales	I. Laka Euzko Langilleen Alkartasuna/ Solidaridad de Trabajadores Vascos (ELA/STV)	J. Pinilla Union General de Trabajadores (UGT)
United Kingdom	P. Brannen Head of Inter- national Relations Branch Department of Employment	C.L. Robson Chief Scientist Group Department of Environment	B. Bowden Advisor to Confederation of British Industry	J. Harvey Head of International Social Affairs Dept. Confederation of British Industry	P. Jacques Social Insurance and Industrial Welfare Department Trades Union Congress	S. Brooks Organisation and Industrial Relations Department Trades Union Congress

(as at 31 December 1990)

BELGIUM

A. Lafontaine

Professeur à l'Université de Louvain

DENMARK

Th. Herborg Nielsen (Vice-Chairman)

Professor

Århus Graduate School of Economics and
Business Administration

GERMANY

W. Pöhler

Professor

Ruhr-Universität Bochum

R. Weil

Direktor des Instituts für
Angewandte Arbeitswissenschaft
e.V.

FRANCE

G. Cornu (Chairman)

Ancien Conseiller de Gouvernement
Ministère du Travail

IRELAND

J. Coffey

Assistant Chief Engineering Advisor
Department of the Environment

ITALY

G. Bianchi

Professor

Istituto di Studi sulle Relazione
Industriali e di Lavoro

NETHERLANDS

W. Buitelaar

Coördinator

Werkgroep Organisatie en Technologie - TNO

UNITED KINGDOM

E. Roberts

Chairman

European Research into Consumer Affairs

R. Wild

Professor

Henley Management College

This list is as at 31 December 1990. At that time there were 4 vacant posts (1 Translator, 2 Assistants, and 1 Secretary).

DIRECTORATE:

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

RESEARCH PROMOTION:

Robert Anderson
 Camilla Galli da Bino
 Christine Gollin
 Hanne Hansen
 Eberhard Köhler
 Hubert Krieger
 Henrik Litske
 Voula Mega
 Wendy O'Conghaile
 Pascal Paoli
 Jørn Pedersen
 Jaume Costa (from 1 January 1991)

INFORMATION, DOCUMENTATION AND DISSEMINATION:

Norman Wood (Head of Section)
 Roseanna Creamer
 Maria Cuesta Perez
 Martin Flynn
 Sean Griffin
 Ewan Hogan
 Philip Ireland
 Patricia Kingston
 Ann McDonald
 Bríd Nolan
 Marie O'Meara
 Dimitrios Politis
 Susan Ryan-Sheridan
 2 Vacancies (Assistants)

TRANSLATION:

Peter Long (Head of Section)
 Merete Andersen
 Eva Carlson
 Catherine Cerf
 Maria Correia-Barbosa
 Cristina Frawley
 Mouring Lindenburg
 Leontine Mastenbroek
 Francesca Olivieri
 Jacques Prieu
 Evangelos Psaroudakis
 Thomas Sängler
 1 Vacancy (Translator)
 1 Vacancy (Secretary)

ADMINISTRATION AND TECHNICAL SERVICE:

John McColgan (Head of Section)
 Heather Brown
 Michael Cosgrave
 Gerald Galvin
 Elisabeth Gouilleux-Cahill
 Jim Halpenny
 Kevin Ledwidge
 Dolores McCarthy
 Mary McNeice
 Brian Moore
 Louise Shanley
 Terry Sheehan
 Sally Anne Sloan

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
Area 1 - Developing Social Dialogue and Industrial Relations				
Role of Parties Involved in the Introduction of New Technology 1/1990(86)1.1	H. Krieger	Attitudinal Survey — Wave III/Booklet	10	41200
Round Tables: Involvement of Employee Representatives in Technological Change 2/1990(88)1.1	H. Krieger/ H. Litske	Information/ Dissemination	3	23905
Monitoring of Participatory Practices and Innovations 3/1990(88)1.1 + 1.2	H. Krieger/ P. Paoli	Research	2	28440
Changing Functions of Management 4/1990(85)1.2	J. Pedersen	Evaluation/ Dissemination	2	7400
New Trends in Industrial Relations 5/1990(90)1.2	H. Krieger	Research	2	3000
European Labour and Industrial Glossary 6/1990(87)1.3	H. Krieger	Research/ Dissemination	1	70100
Area 2 - Restructuring Working Life				
New Forms of Work and Activity 7/1990(88)2.1	E. Köhler	Survey/ Analysis of Data	2	239790
Network of Working Time Experts 9/1990(90)2.2	E. Köhler	Research	1	40000
Bulletin of European Shiftwork BEST 10/1990(87)2.2	P. Paoli	Compilation/ Editing of information	7	45750

ANNEX 5 *continued*

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
European Foundation Archive of the Time Budget Date: Workshop on "The Changing Use of Time" 11/1990(83)2.2	E. Köhler/ W. O'Conghaile	Research	1	34.000
Area 3 — Promoting Health and Safety				
Monitoring of Working Conditions in the Community 12/1990(89)3.1	P. Paoli/ H. Litske	Research/ Conference	1	11200
Screening Techniques Health and Safety 13/1990(90)3.1	P. Paoli/ H. Litske	Research	1	25000
Consideration of Working Conditions in the Management of Technical Projects 16/1990(88)3.2	P. Paoli/ H. Litske	Research/ Dissemination	1	15000
Innovative Workplace Action for Health 17/1990(89)3.3	R. Anderson	Research/ Dissemination	9	136250
Ageing of the Work- force and Work Organisation 18/1990(88)33	P. Paoli/ H. Litske	Round Table	2	36640
Area 4 — Protecting the Environment, The Worker and the Public				
Hazardous Waste Management in the European Community 20/1990(84)4.1	J. Pedersen	Analysis/ Survey/ Dissemination	2	13800
Environmental Perspectives and the Quality of Life 1990-2000 21/1990(89)4.1	J. Pedersen	Survey/ Research	4	137000
Protection and Improvement of the Environment in Urban Areas 22/1990(89)4.2	J. Pedersen/ W.O'Conghaile	Workshop	6	15985

Subject	Research Manager	Type of Activity	No. of Contracts	Cost ECUs
Area 5 — Raising the Standard and Quality of Life for All				
Coping with Social and Economic Change at Neighbourhood Level 23/1990(87)5.1	R. Anderson W. O'Conghaile	Research	6	160750
Counselling the Long-Term Unemployed 24/1990(89)5.2	W. O'Conghaile	Action Research	1	16687
Care of the Elderly 26/1990(89)5.2	R. Anderson	Research	9	90000
Consumer-oriented Action in Public Services 28/1990(88)5.2	R. Anderson	Publication/Dissemination	1	5000
Area 6 — Assessing Technologies of the Future				
The Public and Biotechnology 30/1990(89)6.1	R. Anderson	Review/Dissemination	2	52480
Information Projects				
Impact of the Internal Market on Health Workers 37/1990(90)0.5	R. Anderson	Workshop	1	10000

This annex refers to contracts signed in 1990. Work with other institutes, initiated under previous work programmes, continued during 1990.

CONTRACTS RELATING TO RESEARCH

BELGIUM

Mr. Jean-Pierre HANNEQUART
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ANNEX 6 *continued*

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JANUARY

17-19; Inverclyde, Scotland; W. O'Conghaile.
Second coordination meeting and workshop on counselling the longterm unemployed

18; Dublin; E. Köbler.
Eighth coordination meeting of the advisory committee on new forms of work and activity - survey

19; Dublin; Director: M. Casbell.
Meeting of social affairs counsellors

22; Brussels; J. Pedersen.
Meeting on environment perspectives 2000

25-26; Dublin; H. Krieger.
Sixth meeting of scientific committee and representatives of the Admin. Board on European labour and industrial relations dictionary

29; Dublin; R. Anderson.
Coordination meeting on coping with social and economic change at neighbourhood level

FEBRUARY

1; Brussels; H. Krieger.
Second coordination meeting on attitudinal survey on role of the parties involved in the introduction of new technology - Wave II

2; Brussels; Director: J. McColgan.
Bureau meeting

5-6; Dublin; R. Anderson.
First coordination meeting on attitudes to biotechnology

16; Dublin; H. Krieger.
Third meeting of working group on participation and legal regulations

22-23; Dublin; E. Köbler.
Working group on working time: France

26; Dublin; P. Paoli; H. Krieger.
First meeting of correspondents of the European network on participatory practices

MARCH

7-9; Storstrøms, Denmark; W. O'Conghaile.
Third coordination meeting and workshop on counselling the long-term unemployed

9; Dublin; P. Paoli.
First meeting of European working group on screening techniques

26-27; Brussels; Director: J. McColgan.
Bureau and Group Meetings
40th meeting of Administrative Board

29; Dublin; K. O'Kelly.
Irish round table on participation

APRIL

6; Brussels; R. Anderson.
Coordination meeting on coping with social and economic change at neighbourhood level

6; London; H. Krieger.
Fourth meeting of working group on participation and legal regulations

25; Brussels; J. Pedersen.
Evaluation meeting on education and training relating to hazardous wastes

26-27; Munich; E. Köbler.
Second meeting of analysis group on "New forms of work and activity - survey"

MAY

10-11; Athens; H. Krieger.
Seminar on new production technology

16-18; Dublin; W. O'Conghaile.
European seminar on Growing up and leaving home: facilitating participation and combatting exclusion

21; Dublin; J. McColgan.
Budget working group of Council

22; Amsterdam; P. Paoli.
Second meeting of working group on screening techniques

ANNEX 7 *continued*

23; *Brussels; H. Krieger.*

Evaluation committee - Attitudinal Survey II

28-29; *Dublin; Margaret Healy.*

Institute of Public Administration

28; *Brussels; Director: J. McColgan.*

Bureau Meeting

30; *Paris; E. Köbler.*

Seventh meeting of working group "Working time France"

JUNE

18-19; *Farnham Castle; J. Pedersen.*

Changing functions of management

JULY

2; *Amsterdam; R. Anderson.*

Coping with social and economic change at neighbourhood level: meeting on data analysis

4-5; *Dublin; Director: J. McColgan.*

Group Meeting - Employers

5-6; *Dublin; Director: J. McColgan.*

Group Meeting - Unions

7-8; *Madrid; R. Anderson.*

Coordination meeting on family care of older elderly

9-10; *Dublin; Director: J. McColgan.*

Group Meeting - Governments

13; *Brussels; Director: J. McColgan.*

Bureau Meeting

17; *Dublin; H. Litske.*

Systems for monitoring working conditions related to health

22-28; *Aachen; H. Krieger.*

Summer school on anthropocentrics

SEPTEMBER

4; *Dublin; H. Krieger; S. O'Siochru.*

European seminar on anthropocentric production systems

10; *Brussels; R. Anderson.*

Workshop on knowledge, attitudes and behaviour towards biotechnology

10; *Paris; P. Paoli.*

Third meeting on Bulletin of European Shiftwork Topics network

20-21; *Lisbon; H. Litske; H. Krieger.*

Portuguese round table on participation

27-28; *Dublin; P. Paoli.*

European workshop on quality management and worker participation

OCTOBER

4-5; *Dublin; E. Köbler.*

First meeting of network "Working time"

8; *Porto; R. Anderson.*

Meeting of Southern European Researchers on "Coping with social and economic change at economic level"

9; *Lisbon; R. Anderson.*

Meeting with Portuguese Board Members and contractors

9; *The Hague; H. Litske; H. Krieger.*

Netherlands round table on participation

10; *Brussels; H. Krieger.*

Evaluation committee on the study of legal regulations and intensity of participation

10; *Brussels; Director: J. McColgan.*

Bureau Meeting

10; *Ispra; J. Pedersen.*

Meeting on education and training of categories of personnel concerned with environmental issues

18-19; *Dublin; E. Köbler.*

Third meeting of analysis group and meeting of advisory committee on "New forms of work"

26; *Brussels; P. Paoli.*

Evaluation meeting on working conditions in the construction industry

NOVEMBER

5-6; *Dublin; H. Krieger.*

Workshop on industrial relations and public services

8; *Brussels; Dep. Director.*

27th Meeting Committee of Experts

ANNEX 7 *continued*

12-13; Leiden; R. Anderson.

Fourth coordination meeting on innovative workplace action for health

15-16; Dublin; P. Paoli; H. Litske.

Conference on systems for monitoring working conditions related to health and safety in the EC

19-20; Dublin; Director.

Bureau and Group Meetings

41st meeting of Administrative Board

22-23; Dublin; R. Anderson.

Workshop on public administration effectiveness: promoting consumer-oriented action in the public services

28; Brussels; P. Paoli; H. Litske.

Third meeting of working group on screening techniques

DECEMBER

3-5; Dublin; R. Anderson; W. O'Conghaile.

Co-ordination meeting on Coping with social and economic change at neighbourhood level

5-7; The Hague; J. Pedersen; W. O'Conghaile; V. Mega.

Workshop on cities and the global environment

12-14; Utrecht; R. Anderson.

Researchers meeting on family care of older elderly

13-14; Dublin; H. Krieger.

Seventh meeting of scientific committee on labour and industrial relations glossary

JANUARY

24-26; European Colloquium on the Environment and Urban Development: Perspectives of an Integrated Policy in the European Community. (Bremen). Organised by the Commission of the European Communities, the German Federal Ministry for Regional Development, Building Industry and Urban Development and the Ministry of the Environment and Urban Development of the City of Bremen. (J.Pedersen).

25-26; Workshop on Hazardous Waste Prevention. (Brussels). Organised by the secretariat of the European Parliament as part of the Scientific and Technological Options Assessment (STOA). (J.Pedersen).

30-1; "Man and Work on the Threshold of the Third Millennium" organised by the ILO and Research Institute of Social Development and Labour. (Bratislava, Czechoslovakia). Attended by E. Köhler, Chairman of Working Session and member of final Plenary Discussion Forum.

FEBRUARY

14-16; Seminar: "Women and the completion of the internal market". (Dublin). Jointly organized by the Irish Government and the Commission of the European Communities. (W. O'Conghaile).

21-23; "SMEs in the European context". (Alicante, Spain). Paper presented by P. Paoli.

30-31; Third meeting of Healthy Cities in the Valencian Community. (Valencia, Spain). Paper presented by R. Anderson on "Obstacles to strengthening community action in cities".

MARCH

12; "Telecommuting, conducted through computer" (Henley) organised by Henley - The Management College. (E. Köhler).

13-16; "European Symposium: Occupational Health for the 1990's" (Amsterdam) organised by WHO. (H. Litske).

19-20; Working Group/Working Conditions (Brussels). ETUC. (E. Verborgh).

21-22; LEDA Programme Conference: "New Partnerships for Employment Creation at Local Level". (Dublin). Jointly organised by Local and Regional Development Planning and the Commission of the European Communities. (C. J. Purkiss, J. Pedersen, R. Anderson).

28; Business Policy Seminar on "Waste Management, Recycling and Eco-Packaging, Policy Issues", organized by the Centre for European Policy Studies, Brussels. J. Pedersen was Chairman of the Seminar, presented the introduction and drew up the conclusions.

28; "Equalling the Opportunity", (Dundee), organized by Fife Social Services. R. Anderson presented a paper on "Working and Caring" and chaired workshop.

30-31; "Healthy Cities in Valencian Region", (Valencia), organized by the School of Public Health. R. Anderson presented a paper on "Social change and local action".

APRIL

3-5; Meeting of Senior Labour Inspectors of EC Member States (Dublin): organized by the Commission. Presentations by C. Purkiss and P. Paoli.

23-28; "Encounters between European Education and Training Professionals" (Paris): organized by Studeo 90. Paper presented by C. Purkiss on "The Training of Civil Servants: Competence in the Age of Information".

24; Expert Meeting on "Biosphere and the Economy", organized by DG XII - FAST of the European Commission (Brussels). (J. Pedersen).

25-26; ERGO Conference: EC Action Programme in favour of long-term unemployed. (Dublin). (C. Purkiss, E. Verborgh, and W.O'Conghaile chaired the opening session.)

25-26; "Future strategies in the working environment", (Copenhagen) organized by the Danish Working Environment Fund. H. Litske presented a compendium on "Environment and Economics, Health and Safety in the EC".

ANNEX 8 *continued*

26-29; "New Technology and Rural Development" (Letterkenny), organised by the European Commission (DG XIII). R. Moran of the Work Research Centre, Dublin represented the Foundation.

MAY

2; "Worksite Health Promotion", (Heidelberg), organized by the German National Blood Pressure Programme. R. Anderson presented a paper on the work of the Foundation.

3-4; 16th Session of OECD's Group on Urban Affairs (Paris). (J. Pedersen).

7-9; 12th World Congress on Occupational Safety and Health (Hamburg) organized by ISSA/ILO. (P. Paoli).

9; "The European Information Market" (Dublin) organized by University College, Dublin. E. Köhler spoke on Foundation's work in this area particularly on "Telework".

9-11; "Computer, Man and Organisation II" (Nivelles), organized by Université Libre de Bruxelles. E. Köhler was a member of the Scientific Committee for the Conference.

10; IFAS Forum on the Improvement of Safety and Health at 12th World Congress on Occupational Safety and Health (Hamburg). Clive Purkiss presented a paper on "Building Safety and Health into Design: the Safety and Health Programme of the European Foundation for the Improvement of Living and Working Conditions".

15; Press conference/meeting on occupational safety and health (Palma de Majorca) organized by APA/Mutua Balear. (P. Paoli).

17-18; "Nouvelles Technologies et Psychologie du Travail". Université de Liège. (E. Verborgh).

22; ETUC Youth Seminar on Waste. (Strasbourg). J. Pedersen presented a paper on "Hazardous Wastes and the Public and review of the Foundation's work in the environment".

23; ETUC Environment Working Group (Luxembourg). J. Pedersen presented a paper on the Foundation's work in the environment since 1984 and possible future developments of its activities in this area.

JUNE

6-8; "Achieving shiftwork excellence" (Chicago) organized by Circadian Technologies. P. Paoli presented a paper on "Reduction in working time and shiftwork".

12-13; Annual Meeting of the Directors of the Sales Offices for EC Publications (Dublin) organized by EurOP, address by C. Purkiss.

18-19; "Bridges between Science and Working Sphere". (Dortmund). (E. Verborgh).

22-23; International Congress on "Europe and the Protection of our Environment", (Dublin), organized by the Irish Council of the European Movement. (J. Pedersen).

JULY

9-13; World Congress in Sociology (Madrid), International Sociological Association. R. Anderson was co-organiser of Workshop and presented a paper on "Policies to Support Families who Care".

AUGUST

6-7; International Colloquium on "Working Time: Shiftwork and Utilization Rate of Plants" (Paris), organized by French Ministry of Labour and SIIT. E. Köhler was a discussant in the final panel.

SEPTEMBER

7-8; "Investing in Skills" (Windsor), St. George's House Consultation. (C. Purkiss)

17-19; Conference on "Labour Market Flexibility" (Paris), organized by OECD. E. Köhler made a presentation, in conjunction with Dr. F.J. Kador, Vice-Chairman of the Administrative Board, of Foundation research results.

17-20; "Moving up to Multimedia: New Frontiers in Information" (Rome), organized by SEAT (IT) and On-Line Information (UK). (N. Wood)

20-21; Meeting of experts on “New Forms of Employment” (Paris), organized by OECD. E. Köhler made a contribution, in conjunction with Dr. F.J. Kador, on the Foundation’s survey on New Forms of Work and Activity.

21; Workshop on Occupational Structures in the Field of Environmental Protection (Berlin), organised by CEDEFOP. (J. Pedersen).

24-27; 23rd Congress on Occupational Health, (Montreal), organized by the International Commission on Occupational Health. R. Anderson presented a paper on “Innovative Workplace Action for Health: an overview of developments in the European Community”.

OCTOBER

1; Meeting of experts on “Social Protection of Homeworkers” (Geneva), organized by ILO. E. Köhler made an intervention — “as official observer” based on Foundation work on “Atypical” work and on “Telework”.

2; International Conference on “The Future of Collective Bargaining in Europe” (Köln), organized by NRW Ministry of Labour, RKW and University of Cologne. E. Köhler assisted in programme planning for the conference.

3-5; Forum CE (Paris), organized by CFDT. (P. Paoli).

4-5; Learning Together: joint research between trades unions, universities and third level education and research institutes (Dublin), organized by the Irish Congress of Trades Unions. R. Anderson presented a paper on “Research Priorities at European Level”.

12; Electronic Expert Conference “Can Human Resource Management Survive Technology”, conducted via computer. E. Köhler was leader of the conference. He provided introductory statement and summary conclusions.

15-16; “Social Housing Against Exclusion” (Brussels), organized by CECODHAS (European Liaison Committee for Social Housing). (W. O’Conghaile).

18; “International Conference on the Green Buildings: Ecology in the working environment” (Milan), organised by “DEGW Italia”, consultants in Architecture, Planning and Design. The Foundation co-funded the conference. (H. Litske).

18-19; “International Conference on Industrial Districts and Local Economic Regeneration” (Geneva), organized by International Institute for Labour Studies. (W. O’Conghaile).

19; “New Developments in Working Time Practices in Europe” (London), organised by the European Business Institute. C. Purkiss presented a paper on “New developments on working time in Europe”.

25; “Women and Nightwork” (Rome), organized by the Ministry of Labour. P. Paoli presented the work of the European Foundation on this topic.

NOVEMBER

23-25; “Towards a Promotive Orientation of Health and Care Services” (Vienna), organized by the European Centre for Social Welfare Policy and Research. R. Anderson presented a paper on “Promoting Consumer Oriented Action in Health and Care Services - Examples of Good Practice”.

25-28; “Bioscience and Society” (Berlin), organised by Senat der Stadt Berlin. R. Anderson presented a paper on “Significance and Possible Impact of an EC Public Information Strategy for Biotechnology”.

29; University College Dublin. E. Köhler gave a lecture on “Telecommunications in the European Community”.

29-30; 17th Session of OECD’s Group on Urban Affairs, Paris. (V. Mega).

INFORMATION BOOKLETS

- Living Conditions In Urban Europe
(FR,DE,IT,DA,NL,ES,GR,PT)
- Growing Up and Leaving Home
(FR,DE,IT,DA,NL,GR,ES,PT)
- Working for a Better Environment: The Role of the
Social Partners (GR)
- Participation in Change — New Technology and
the Role of Employee Involvement (EN)
- Public Services: Working for the Consumer (EN)
- Re-print:
Providing Information About Urban Services (EN)

REPORTS

- Towards a General Policy on Time (IT,NL,ES)
- New Information Technology and Participation in
Europe: The potential for social dialogue (FR)
- The Public and Biotechnology: A discussion
document (FR,DE,IT,ES)
- Social Change and Local Action: Coping with
Disadvantage in Urban Areas (EN,FR,NL,ES,PT)
- Coping with Social and Economic Change at
Neighbourhood Level: Part I Research Plan
(FR,DE,NL,GR,ES,PT)
- Safety Aspects Relating to the Handling and
Monitoring of Hazardous Wastes
(FR,DE,IT,NL,ES,PT)
- Social Change and Local Action: Coping with
Disadvantage in Urban Areas
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- Building for People in Hospitals: Workers and
Consumers (EN)
- Scenarios for Biotechnology in Europe: A Research
Agenda (EN)
- Mobility and Social Cohesion in the European
Community - A Forward Look (EN)
- Accommodation and Social Cohesion in the Urban
Environment: The Implications for Young People
(FR,ES)

GENERAL PUBLICATIONS

- Programme of Work for 1990 (All Community
Languages)
- Annual Report for 1989 (All Community
Languages)
- Catalogue of Publications (EN,FR,IT)
- Publicity Flyers for "Growing Up and Leaving
Home" (All Community Languages)
- Publicity Flyers for "Participation in Change" (EN)
- "Growing Up and Leaving Home -
Recommendations of a European Seminar"
(Summary Brochure, All Community languages)
- Executive Summary: "Roads to Participation in the
European Community" (EN)
- Brochure: "Working for Health at Work" (EN)

NEWSLETTERS/BULLETINS

- EF News (4 issues in all Community Languages)
- BEST Bulletin No.2: "Women and Nightwork"
(EN,FR,DE)
- P+ (Bulletin on Monitoring European
Participation) (EN)

WORKING PAPERS

- New Information Technology and Participation in
Ireland and the European Community: The
Potential for Social Dialogue (EN)
- Safety Aspects Relating to Handling and Monitoring
of Hazardous Wastes
- National Reports:
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WORKING PAPERS *continued*

Experiences of Participation and Involvement in Technological Change in Danish firms (EN)

Participation and New Technology - Some Trends in Europe (EN)

Workers' Involvement in Technological Change in Britain by the Workplace Industrial Relations Survey (EN)

Participation in Technological Change and Programme of European Employers (EN)

New Technologies and Participation (EN)

Participation in the Management of Occupational Health and Safety Improvement: Workers' Investigation as active risk analysis (EN)

Participation in Technological Change in Denmark (EN)

Current Trends and Prospects for Workers' Participation in the Introduction of New Technology. A Comparison between Germany and the Rest of Europe (EN)

The Scandinavian Experience and its Importance for the European Community (EN)

Information and Consultation Rights in Transnational Companies: The Nordic Experience (EN)

Participation and New Technology Theoretical Framework and Research Hypotheses in Attitudinal Survey: A Discussion Document (EN)

Technological Innovation and Participation Part I (EN)

Technological Innovation and Participation Part II (EN)

Consultation on Technology in Flanders (EN)

Participation in Technological Change: The Irish Experience (EN)

Innovative Workplace Action for Health — An Overview of the Situation in Seven EC Countries (EN)

Contributions to BEST No.1

Negotiating Shorter Working Hours in the European Community (EN)

Monitoring Systems on Working Conditions Related to Health and Safety in the USA (EN)

The Foundation Library is available to all organizations and individuals concerned with living and working conditions. Requests for assistance by letter or telephone are welcomed and personal visits can be arranged.

HOLDINGS

Material contained in the Library comprises some 10,000 volumes, and 150 journal/periodical titles from all Member States. This collection mirrors the themes of the Foundation's work programmes and closely related areas. A wide range of subjects is covered ranging from **biotechnology**, **care of the elderly** and **commuting** to **voluntary services** and **women at work**.

The reference collection contains *Yearbooks from Member States*, *Statistical Digests*, *Directories of Research Organizations and Educational Institutes* and *Bibliographies on specialised areas*.

DEVELOPMENTS IN 1990

Staff

1990 has been a transition year for the Library in relation to staff structure. The Librarian responsible for setting up and developing the collections — Ms. Josephine McKenna — retired and an acting Librarian replaced her pending the recruitment of an Information Systems Officer and a Database Systems Officer. A French Bibliothecaire/Documentalist joined the Library on a six-month work experience programme completing a French index to the Foundation's French reports, and assisting in the development of a mailing database for the External Relations section.

SERVICES

Ongoing work in this area has consisted of;

- Compilation of specialised subject dossiers on areas of interest to the Foundation's staff;
- Provision of new book lists;
- Preparation of Library Information Pack containing subject listings of new stock and bibliographies on participation, retirement and working time;
- Expansion of access to online information.

ON-LINE INFORMATION

The Library has access to various online databases including ILO, CEDEFOP and CELEX (European Community Law) and to those mounted by DIMDI, DATASTAR, ESA, TELESYSTEMES, QUESTEL and ECHO. Passwords have now been obtained to additional databases on ECHO, for example —

the European Parliament online system - EPOQUE and the Spokesman's Group system - RAPIDE.

They provide up-to-date information on current research and developments in the field of living and working conditions.

Enquiries

To the Librarian

by telephone at Dublin 826888

by telex using 30726 EURF EI

by FAX using 826456

by post to The European Foundation for the Improvement of Living and Working Conditions, Loughlinstown House, Shankill, Co. Dublin, Ireland.

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