

**ANNUAL REPORT**

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**EUROPEAN FOUNDATION**

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**FOR THE IMPROVEMENT OF**

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**LIVING AND WORKING CONDITIONS**

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# ANNUAL REPORT

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**Dr. F-J. Kador,  
Chairman of the  
Administrative Board  
(Employers' Group)**



**Mr. Hywel Jones,  
Vice-Chairman (from  
November 1993)  
(European Commission)**



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



**Mr. M. Boisnel,  
Vice-Chairman  
(Governments' Group)**

The European Foundation for the Improvement of Living and Working Conditions was established by Regulation (EEC) No. 1365/75 of the Council of Ministers. Article 2 of the Regulation states that *"1. The aim of the Foundation shall be to contribute to the planning and establishment of better living and working conditions through action designed to increase and disseminate knowledge likely to assist this development.*

*2. With this aim in view, the tasks of the Foundation shall be to develop and to 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. The Foundation shall take the relevant Community policies into account when carrying out its tasks. It shall advise the Community institutions on foreseeable objectives and guidelines by forwarding in particular scientific information and technical data."*

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 1993, was presented and adopted by the Administrative Board of the Foundation at its 49th meeting on 25th March, 1994.

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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## FOREWORD

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1993 was the first year of the current Four-Year Rolling Programme. The work of the Foundation concentrated on the areas of activity outlined in that programme. There was continuity with previous work and also the introduction of new topics.

From the political aspect, 1993 was distinguished by a number of significant events.

In March, the European Commissioner for Employment, Industrial Relations and Social Affairs, Pádraig Flynn, attended a meeting of the Administrative Board. In his address he gave generous praise to the achievements of the Foundation. At the same time, he urged the Foundation to fulfil its potential and become even more engaged in the future with the drafting and implementation of Community policies.

An example of the Foundation's response to this appeal has been its synthesis and report of reactions to the Green Paper on the future of European social policy – undertaken at the request of the European Commission. In retrospect, it is clear that the Foundation carried out this task most successfully.

Finally, the summit meeting of the Council of Ministers, in October 1993, through its decision to establish new agencies, in particular the European Agency for Health and Safety at Work, has had an impact on the activities undertaken by the Foundation. Against this background, the Administrative Board decided to carry out a thorough review of the Foundation's activities and programme, taking whatever measures are necessary to make them relevant to the changed circumstances.

I have no doubt that the Foundation will again demonstrate its professionalism and its ability to adapt to changing circumstances.

Dr. Fritz-Jürgen Kador

Chairman of the Administrative Board



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## INTRODUCTION

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1993 ranks as a memorable year in the calendar of European events. It was the year in which the European Union came into being. It was also the first year of the completed Single Market. Yet in spite of these notable advances, there was no complacency among policy-makers about the serious challenge posed to the stability of both Union and Market by the problems of unemployment and social exclusion.

1993, too, was the beginning of a fifth four-year work programme for the European Foundation for the Improvement of Living and Working Conditions. This programme addresses the central social challenges currently and prospectively facing the Union as was acknowledged by Mr Pádraig Flynn, the Commissioner with responsibility for Employment, Industrial Relations and Social Affairs, when he addressed the Foundation in April. "The Foundation has achieved much in the past," he said. "It has the potential to do even more in the future. We need to find new ways of asking questions, probing, trying out new ideas in the social field."

Referring to a loss of confidence of ordinary people in the European dream, Mr Flynn urged that everything should be done to regain the lost ground. "How better to do that than to work towards a Community which is more mindful of people's social environment – be it at work or in their daily lives? The Foundation has a big part to play in this," the Commissioner remarked.

Mr Flynn explained the importance of restoring public confidence in such policy innovations as the Growth Initiative of the Edinburgh European Council in December 1992; the reform of the Social Fund to strengthen its effectiveness against unemployment and social exclusion; and the Green Paper on the Future of European Social Policy. Specifically, the Commission has invited the Foundation to analyse the Union-wide responses to the Green Paper, to organise a conference to examine those responses, and to conduct its own debate on the direction of European Social Policy.

The Foundation has responded enthusiastically to this invitation as reinforcing the thrust of its 1993-96 programme. This programme highlights three distinct areas of investigation for the Foundation:

1. Improving the health and well-being of European workers and citizens
2. Increasing economic and social cohesion, while fighting against the exclusion of disadvantaged groups
3. Maintaining the trend towards a sustainable and integrated development of the social, economic and ecological dimensions of living and working conditions.

The Foundation pursues its research into the attainment of these goals under six themes, covering Social Cohesion; Access to Employment, Innovation and Work Organisation; Human Relations within the Company, Social Dialogue and Industrial Relations; Health and Safety; Socio-Economic Aspects of the Environment; and Equal Opportunities between Women and Men.

Drawing on its previous and well-established research into living and working conditions done diligently over 15 years in accordance with the changing circumstances prevalent throughout the Member States, the work priorities in 1993 were formulated with several key principles in mind :

- an integrated approach to living and working conditions and the environment
- the effective involvement and participation of those who are most concerned
- priority given to preventive measures
- the need for equality of opportunity and treatment
- consideration given to regional disparities, urban and rural;
- a concern with economic effectiveness.

In a seventh chapter it is explained how the Foundation coordinates its research work; facilitates information exchange among experts and disseminates the results to the media and the public. Foundation activities fall into three main categories: the production of knowledge, the discussion of the findings, and the dissemination of the results. In 1993 this triple arrangement encompassed 43 projects at various stages of development; the organisation of 99 meetings, conferences and seminars; attendance at 74 outside conferences; and the production and dissemination of new publications in 305 editions.

In the following pages, the 1993 report presents the main points of the work programme. For convenience, project references are given to enable readers to consult further details which are given in the 1993 Annual Report supplement which is published separately from this report.



## RESEARCH, DEVELOPMENT AND DISSEMINATION

### SOCIAL COHESION

*"Increasing economic and social cohesion and fighting against the exclusion of disadvantaged groups."*

#### Context

The primary objectives of the European Union include "raising the level and quality of life, economic and social cohesion and solidarity between Member States". Consequently, the Foundation's programmes aim to identify the factors which consolidate economic and social cohesion, especially between regions. In formulating its programmes, account is taken by the Foundation of changes in the setting of life such as urbanisation of society and the depopulation of rural areas. The fight against poverty and social exclusion, particularly arising from changes in the labour market, is of major concern. So too are problems of unemployment, non-permanent employment, and access to the jobs market. Such issues, including the problems associated with migration flows, are attracting the increased attention and involvement of the social partners, the public authorities and the voluntary sector. In addition, the ageing of the population and changes in family structure signal both economic and social consequences affecting work, social protection and health. There is growing recognition of the important role of teaching and training in strategies designed to produce and sustain social cohesion.

#### Background

Since the early 1980s the Foundation's programmes to promote living conditions have devoted considerable attention to inequalities, poverty and social exclusion. In particular, the Foundation has looked at :

- the evaluation of strategies, services, and procedures among the public, private and voluntary sectors, that can reduce inequalities resulting from economic and social change;
- specific categories of the population, especially those experiencing transition in life-style, or who are vulnerable or exposed to

disadvantage (such as the elderly, the young and the unemployed);

- social problems arising in the urban setting;
- responses made at local level, with particular emphasis on involving the relevant groups;
- participation by the social partners in developing strategies for the improvement of living conditions (the problems have close links to the labour market situation).

#### 1993 Report

The Foundation's approach to social cohesion concentrates on giving priority to preventive actions, equal opportunities and equal treatment, with account being taken of regional, urban and rural disparities. In view of the need to combine policies from different sources, particular attention is paid to co-ordinated and multidimensional activities. Great emphasis is placed by the Foundation programme managers on the dynamic participatory role of the main parties – workers, citizens and users. Activities in 1993 concentrated on the three areas of long-term unemployment, ageing and the public services.

EUROCOUNSEL (*Project No. 0105*) is an action research programme, which examines how counselling systems – providing information, advice and guidance – respond to the needs of the long-term unemployed and the requirements of the labour market in the 1990s. It also considers ways of improving such services.

At a European conference "Improving Counselling Services for the Unemployed and for Those at Risk of Unemployment" held in Dublin on 24-26 May 1993 as part of Phase II of the EUROCOUNSEL programme, it was agreed that early intervention counselling is a useful tool in preventing unemployment, that appropriate training for counsellors was needed and that services must be evaluated.

In 1993, which was designated as the European Year of Older People and Solidarity between the Generations, the Foundation studied the problems of ageing workers (*project no. 0138*) and family care of the older elderly (*project no. 0102*). A conference on ageing workers, which took place



in December in Dublin, brought together participants from the EU and EFTA countries as well as from North America. Four working groups discussed: how to maintain the health of older workers; the provision of support for workers caring for older relatives; ageing and work design; and ageing and career development. The conference proceedings are to be published in 1994.

Oporto and Copenhagen were the venues for conferences organised by the Foundation to consider the role of family carers of older people and how carers could be supported through public-policy strategies. The conferences drew on published work done in 11 Member States (not Luxembourg) on ways to assist carers. These included proposed strategies within companies to support family carers who are also in paid employment.

The importance of public services in combatting the social exclusion of disadvantaged groups was underlined in the Foundation's project on consumer-oriented action in the public services (*project no. 0100*). New research has focused on changes in social security arrangements and the social services, especially their impact on women as users and providers of services.

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## ACCESS TO EMPLOYMENT, INNOVATION AND WORK ORGANISATION

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*"Increasing economic and social cohesion and fighting against the exclusion of disadvantaged groups," "Maintaining the move towards balanced integration of social, economic and ecological aspects of living and working conditions."*

### Context

Alongside the major objective of creating jobs, the European Union strives to develop human resources to allow a high and lasting level of employment. The completion of the Internal Market on January 1, 1993, calls for parallel actions to improve the labour market at all levels. In particular, the Union has given prominence to achieving "equality between men and women as regards their opportunities on the labour market and their treatment at work," as well as giving greater emphasis to the areas of education,

occupational training and youth. Other important developments to be addressed here include persistent unemployment, the ageing of the population, increased female participation in the labour market, technological developments and potential migratory flows.

### Background

The approach of the Foundation is not concerned with macro-economic analysis of aspects of the labour market, but with those features which have consequences for the quality of life and working conditions. Supportive of the various Commission action programmes on employment, the Foundation draws on its past research into new forms of work, telework, the organisation of working time, work organisation and time use. These themes are of central importance to the Foundation's Administrative Board, especially the social partners. In this chapter the Foundation pursues an integrated approach to living and working conditions, embracing economic efficiency and preventive actions, equal opportunities for men and women, regional, urban and rural disparities, and the participation of the individual in decisions shaping the working environment.

### 1993 Report

The three main projects in this chapter deal with Changes in work forms (*project no. 0111*), Working Time (*project nos. 0106 and 0107*) and Location (*project nos. 0109 and 0110*).

An Advisory Committee considered the special analyses of the data from the Foundation's major survey of the attitudes of workers and managers to atypical forms of work. The committee also approved the release of the findings to the public. These findings show how national laws operate within the wider contractual framework, and they demonstrate how diffuse atypical work forms have become.

Further research was conducted by two networks of experts established by the Foundation to investigate the organization of working time, and legislation and agreements governing working time. The first expert network has updated the Foundation's extensive data on shiftwork and work organisation, and it has published its findings twice yearly in BEST (Bulletin of European Studies on Time). The two issues which appeared in 1993



were “No. 6 – Statistics and News” and “No. 7 – Instruments for Assessing, Designing and Implementing Working Time Arrangements.” The second network was primarily preoccupied with cataloguing and assessing the significant developments which have taken place since the publication in 1988 of “Legal and Contractual Limitations to Working Time in the European Community”. This publication’s status as an authoritative guide will be put on a more permanent basis with the appearance of a second edition in 1994.

As part of its investigation into how technological advances have been blurring the traditional distinction between “work-place” and “non-work-place”, the Foundation completed its survey of telehomeworkers. This survey suggests that initial high expectations of workers and managers involved in this phenomenon were increased during the early experience of telehomeworking. A newly commissioned framework study will examine different work-location permutations. It will explore how the physical-technological possibility of doing work practically anywhere is encroaching on the concept of “free time”. It will also enquire whether this increased autonomy of the worker provides greater opportunities for the individual to pursue a more diversified life-style.

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## HUMAN RELATIONS WITHIN THE COMPANY, SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS

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*“Maintaining the move towards balanced integration of social, economic and ecological aspects of living and working conditions”, “Increasing economic and social cohesion and fighting against the exclusion of disadvantaged groups”, “Improving the health and well-being of European workers and citizens”.*

### Context

Even with the completion of the Internal Market, competitiveness remains a major objective of companies. There is a growing realisation within companies of the benefits of using staff to the maximum advantage, in terms of workers’ benefits from occupational training and in-service training, from improved management and from better work organisation, motivation and job satisfaction.

Unlike former times when company competitiveness and quality of working conditions were regarded as being in conflict, the tendency nowadays is to view the two as reinforcing one another.

This perspective is embodied in the Social Protocol and the Agreement on Social Policy, attached to the Maastricht Treaty on European Union and agreed by all Member States except the United Kingdom of Great Britain and Northern Ireland. The Protocol and the Agreement give statutory recognition to the principles of social dialogue, to the development of human resources, and to the need to inform and consult workers.

The Social Agreement opens new and important prospects for collective bargaining at Union level. Analysts predict that these developments will have profound consequences at all economic and social levels for companies within Member States.

As this chapter addresses the three goals identified in the 1993-96 programme, its contents should be read in conjunction with the other chapters, especially those on “Employment, Innovation and Work Organisation,” “Health and Safety” and “Socio-economic aspects of the Environment”.

### Background

Reflecting the prominence of the Social Partners in the Foundation’s management, the theme of employment relations has occupied paramount attention in successive programmes. Subjects covered have dealt with involvement/participation of workers, participatory forms of work organisation, industrial relations, direct participation, and participation through representatives.

The work of the Foundation has demonstrated the importance of participation as an effective means of improving living and working conditions.

The Foundation’s activities in this area are complementary to those being undertaken by the Commission services. Both bodies aim to establish an inventory of documents and build a knowledge base which can advance the debate on social policy.

In this area, the Foundation takes account of the activities of the Commission’s European Observatoire of Industrial Relations (EURI).

While this chapter is primarily concerned with working conditions, and it is based on the



principle of effective involvement and participation of workers, it also takes account of the need for economic efficiency to be situated in diverse national, local, and sectoral contexts. It thus should also be read in the wider perspectives of prevention and equal treatment of men and women.

### 1993 Report

Activities in 1993 focused on: innovatory participation practices (*project no. 0112*), direct participation in organisational change (*project no. 0114*), information and consultation in transnational companies (*project no. 0116*), and participation in the improvement of the working environment (*project no. 0124*).

Two workshops involving researchers and practitioners were organised by the Foundation: in Dublin on Participation in Health and Safety, and in Paris on Economics of Participation. The workshop findings are to be published in two issues of P+ during 1994.

Following research done in the 1980s into new forms of work organisation and a 1990 project into direct participation in southern Europe, the Foundation initiated two studies in 1993, the first defining the literature done on this subject in the United States and Japan as well as Europe, and, the second a study on "The position of the Social Partners on Direct Participation." These two studies will pave the way for a more extensive study of direct participation in future Foundation work programmes.

The Foundation's second workshop on information and consultation in transnational companies, which was held in February in Bonn, was attended by the social partners and experts from the European Parliament, the Economic and Social Committee, the Council of Ministers and the Nordic Council of Ministers. Its discussions focused on centralised and decentralised information practices.

Meanwhile, in February in Dublin, the Foundation's European Conference on "Participation in Occupational Health and Safety" highlighted agreement between the social partners on the need to involve staff and staff representatives directly in the identification of risk factors in the workplace and in the implementation of health protection policies.

An important new development for the Foundation's range of work emerged from a conference on Migration in December in Dublin, which discussed strategies to improve the living and working conditions of migrants. The social partners, the public authorities and the migrant groups attending this conference proposed that the Foundation should develop research on economic migration, equal opportunities' policies, the informal economy, and health and safety of migrant workers with a view to exchanging models of recommended practice.

In a completely new venture, the Foundation worked jointly with a United States company, The Ecology of Work Conference Inc – to host a joint conference in November in Dublin. Over 130 delegates took part, coming from Europe, the United States, Canada, Korea and Japan to exchange and share experiences on work systems which emphasise participation, teamwork and cooperative problem-solving to achieve increased competitiveness and improved quality of working life.

Continuing work on the international 12-volume European Employment and Industrial Relations Glossary (*project no. 0118*) resulted in the publication of the English-language volume for France and the vernacular volume for Germany. In parallel with the publication of the glossary volumes, an electronic database, EMIRE, is also being developed on ECHO (European Commission Host Organisation). During 1993 English-language files for France, Belgium and Germany as well as the Italian-language file for Italy became accessible. A menu-driven, user-friendly version of the database was also prepared.

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## HEALTH AND SAFETY

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*"Improving the health and well-being of European workers and citizens."*

### Context

Better health and safety standards form part of an integrated approach to the improvement of living and working conditions, and this is recognised in their inclusion in the economic and social agenda of the Single Market. The European Year of Health and Safety at Work (1992-1993) provided an



opportunity for high profile publicity on key current themes and earlier initiatives.

Four important trends are altering the work context for those exposed to hazards: technological development (and the continuous appearance of new products and materials), the increasing part played by services, the ageing of the active population and the growing proportion of women in the labour market.

The distinction between “at work” and “outside work” is becoming less tenable as far as health and safety are concerned; the reality is that risk factors can derive simultaneously from working conditions, living conditions and environmental factors, while at the same time social protection systems have become less independent. All of this means that integrated solutions (notably preventive ones) are more feasible.

While this chapter is self-contained, its activities should be seen as complementary to the other chapters, in particular those devoted to social cohesion, human relations, social dialogue and industrial relations, employment, innovation and work organisation, and the socio-economic aspects of the environment.

### **Background**

The Foundation's interest in health matters is based on seeing people in their triple role as workers, citizens and consumers. The first questionnaire-based survey at European level carried out by the Foundation has shown that one person in three considers that his or her health and safety is threatened by the job which he or she does. As part of its overall aim of providing information and indications for practical resolution of problems, the Foundation has prepared a catalogue of existing systems for monitoring working conditions within the EU and elsewhere. Cases of innovative workplace actions have also been documented and analysed.

### **1993 Report**

Work which was begun in the 1989-92 rolling programme on Monitoring of Occupational Health and Safety Conditions (*project no. 0120*), was continued in 1993 with an extension of the database systems to Sweden, Norway, Finland, Austria and the Czech Republic. This database will cover all EU-EFTA countries. A prototype

electronic version of the database – HASTE – was prepared. Expert networks covering product registers and exposure registers were developed. These produced a number of recommendations for the harmonisation of coding and reference systems as well as sampling methods.

A working group, including Nordic countries, was set up to inquire into approaches at national level to achieve healthy working conditions. Its aim is to ascertain the reasons why northern Europe appears to enjoy a better work environment than southern Europe, a finding disclosed in the Foundation's European survey on working conditions related to health and safety (*project no. 0120*).

The Belgian Presidency took up one finding from the same Foundation survey, which revealed a higher proportion of workers claiming that they suffered more from stress-related problems than from physical problems. At the invitation of the Belgian Minister for Labour, Ms Miet Smet, the Foundation organised with the Commission a conference on November 9 and 10 in Brussels on “Stress at work – a call for action” (*project no. 0125*). Subsequently, the Commission established within the Advisory Committee on Safety, Hygiene and Health Protection at Work an ad hoc group on work-related stress.

A project on “healthy design” (*project no. 0122*) was extended in 1993 to define designers' information needs further and to identify the relevant sources of information in implementing healthy design. This was based on work carried out in 1992 on “new materials affecting both the working environment and the external environment (cleaner technologies) which showed how material scientists, industrial designers; health and safety experts and environmental specialists could work together to secure the design of environmentally friendly materials, products and work processes.

In the second half of 1993 the Foundation launched a project to document the extent and causes of absenteeism in Member States, to analyse differences by age and sex in patterns of absenteeism and to identify organisational and other initiatives designed to improve attendances at work (*project no. 0123*).

A paper titled “Action for Health at Work: the Next Steps” was widely disseminated in 1993 (*project*



no. 0119). This set out the results of a conference on innovative workplace action for health held in December 1992. The research highlighted the need for more systematic and specific training to enable workers and their representatives, employers, occupational health and resource managers to promote health in the workplace. A small working group has been set up to review training needs and to identify an appropriate contribution from the Foundation.

During 1993 the Foundation was engaged in various activities following from the European Year of Safety, Hygiene and Health Protection at Work. Editions of the Foundation's safety and health newsletter, Hygeia, which was published jointly with the Commission (DG V), promoted the special activities. Foundation staff attended conferences related to the Year in Copenhagen (February), Nice (September) and Dusseldorf (October).

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## SOCIO-ECONOMIC ASPECTS OF THE ENVIRONMENT

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*"Maintaining the move towards a balanced and integrated development of social, economic and ecological aspects of living and working conditions."*

### Context

The Treaty on European Union charges the Union with the task of promoting "sustainable and non-inflationary growth respecting the environment." This emphasis on a high level of environmental protection reflects the emergence of the environment as a major preoccupation, as highlighted in June 1992 at the Earth Summit. There is a definite consensus of opinion in favour of preventive measures to counteract the deterioration of the environment.

The greater general awareness of the potential permanent material damage and economic cost of ecological disasters is a factor favouring more preventive policies. In the European Union, policy is based on the precautionary principles that preventive action should be taken, that environmental damage should as a priority be rectified at source and that the polluter should pay. The Member States are required to incorporate

environmental protection requirements in other policies.

This new approach is contained in the Fifth Action Programme of the Environment, which the Commission adopted in March 1992 for implementation in the period 1993-2000.

The environmental actions described in this chapter should be read in connection with those on: social cohesion; employment innovation and work organization; human relations, social dialogue and industrial relations; and health and safety.

### Background

The Foundation's approach takes account simultaneously of the physical environment, the built environment, the living environment and the work environment.

The Foundation's contribution to the environment fits into an integrated approach to living and working conditions. It gives priority to preventive measures; it seeks economically efficient solutions, while taking account of regional, urban and rural disparities. Particular emphasis is placed on individual responsibility.

### 1993 Report

Analysis of specific cooperative initiatives among small and medium-sized enterprises (SMEs) to improve their environmental performance was carried out in 1993 on the basis of an enquiry conducted the previous year in France, Germany, Greece, Ireland, Italy, Netherlands, Spain and the United Kingdom (*project no. 0128*). The project was presented at a round table in Rome on "Industry, Social Dialogue and Sustainability: the Post-Rio Concerns and Instruments." A study into the transferability of innovative support systems in southern countries was launched for Greece and preparatory work for undertaking demonstration projects was begun in Italy and Portugal.

In late 1993 a study was begun into the potential range of employment effects from implementing the sustainable development policies contained in the Fifth Environmental Policy and Action Programme, and the findings were to be discussed at a workshop in April 1994 (*project no. 0129*). In 1993, too, a second enquiry was launched to identify training requirements in environmental



management in industry in the light of Union policies and to indicate how these requirements could be met within existing management education and training at business schools (*project no. 0130*)

As part of an ambitious contribution to the medium and long-term forecasting needs of the EU, a first draft of a consolidated report on environmental perspectives and the quality of life in the years 1995 to 2010 was prepared in 1993 (*project no. 0131*). This aims to identify some of the key measures required to prevent a decline in living conditions being brought about by a deterioration of the environment. The final report is due to be completed in 1994.

A European Network of Young Planners, established by the Foundation to look at innovations for the improvement of the urban environment, identified 75 projects which were presented to a European conference organised in collaboration with local authorities in October in Seville (*project no. 0132*). An overview was prepared which included projects on the environmental performance of cities, urban land use, transport systems, social infrastructure and services. A study on "Innovations and Generation of Employment in Cities" will complement the overview.

The role of medium-sized cities in the socio-economic and environmental development of their regions was analysed in various case studies initiated by the Foundation (*project no. 0133*). The case studies will be used by the Commission in the preparation of its report "Europe 2000+".

A joint OECD/Foundation conference, titled "Partnerships for People in Cities", was held in October in Dublin (*project no. 0140*). The proceedings will be published in 1994.

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## EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN

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*"Improving the health and well-being of European workers and citizens", "Increasing economic and social cohesion and fighting against the exclusion of disadvantaged groups," "Maintaining the move towards a sustainable and integrated development of social, economic and ecological aspects of living and working conditions."*

### Context

The ageing of the European population, changes in family and household structures, together with the growing participation of women in the labour market are all elements which, having regard to the differences between female and male roles, will have repercussions on the issue of equal opportunities. In particular, in certain vulnerable groups, women run risks even greater than those faced by men.

The European Union calls for equal treatment in the matter of pay between female and male workers. But equality is not an objective which stops at the cash-till. EU programmes in this field have a broader perspective aimed at improving the status of women in society.

This chapter fits globally as a transversal perspective of the 1993/1996 four-year programme. In this sense, it cannot be seen independently of the other chapters in the programme, within which the issue of equality of women is approached from a different angle in each case. Thus, this chapter contributes to all three of the main goals identified in the 1993-1996 programme.

### Background

Although the situation and needs of women have not always been systematically specified in the research projects of the Foundation, there have been two occasions on which the Foundation has reviewed its work with a view to defining the implications for women – in 1977-84 and 1985-1992. This latter review emphasised the need to incorporate systematically a man-woman perspective into the design and implementation of future research programmes and themes. It also proposed the creation of a new area of research on women.

The activities described in this chapter are complementary to the Third Action Programme for Equal Opportunities (1991-1995), and it takes account of specialist developments in international organisations such as the ILO and the OECD.

### 1993 Report

Groundwork for a project on equal opportunities for women in enterprises and organisations has been carried out (*project no. 0137*). However, progress has been restricted by a lack of staff, a problem currently being addressed by the Foundation's Directorate.



Gender-based issues are also considered within the scope of projects being carried out under other headings in the overall work programme. Analyses of data from a survey of attitudes to atypical forms of work (*project no. 0111*) confirm that combining (part-time) work with other social roles – parent, carer etc – remains an option which is mostly taken up by women. Family care of older people (*project no. 0102*) is another Foundation project of particular relevance to women.

The European survey on working conditions related to health and safety (*project no. 0120*) revealed significant differences between the working conditions of men and women, inter alia, that men are more exposed to physical constraints, while women have less autonomy and find themselves doing short repetitive tasks more frequently. It also revealed that 37% of women think their health and safety are at risk because of their work.

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## PROGRAMME OF COORDINATION, EXCHANGE AND INFORMATION/ DISSEMINATION

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### Context

Since the Treaty on European Union, there has been an intensive effort by the institutions to bring decision-making closer to the citizens. In this attempt to improve communications between policy-makers and the people, information relating to the improvement of working and living conditions has a high profile. Expert communicators are increasingly being contracted by the institutions to present accurate and up-to-date information to the public on all stages of policy developments. The Foundation has a pivotal role to play in this more intensive approach to open communications.

The Foundation has been given the specific mandate by the European Union “to contribute to the planning and establishment of better living and working conditions through action designed to increase and disseminate knowledge likely to assist this development” (Article 2 of the Regulation establishing the Foundation.)

The statutory terms of reference also specify that “in order to achieve its aim, the Foundation shall foster the exchange of information and experience

in these fields and shall, where appropriate, set up a system of information and documentation...the Foundation shall co-operate as closely as possible with specialised institutes, foundations and bodies in the Member States or at international level” (Article 3).

During fifteen years of its operation, the Foundation has amassed a considerable amount of knowledge, numerous contacts have been made and various networks have been formed within the Member States and outside. It plays a prominent part in the “ACTEUR” group (*project no. 0099*), an informal network of national institutes for the improvement of working conditions.

The Foundation is in communication with different interests on a wide range of complex questions. Its publications are highly varied, ranging from technical documents to works of popularisation. It has developed a close liaison with the Office for Official Publications of the European Communities as its chief sales outlet.

### 1993 Report

ACCEPT is a new approach to the training of the “European” manager of the future (*project no. 0143*). It aims to introduce the Foundation’s fund of knowledge to internationally-oriented business schools, university departments and training centres for engineers in the Member States project. As a first step, a pilot group of educational institutions (public and private), covering different countries and different student populations, was established in 1993. ACCEPT is the acronym for Assistance in the Creation of Course Material for Enlightened Personnel and Technology Managers of the Future.

A successful, seasonal form of communication is the Summer School. A third school was held in July in Vienna for high-level delegates from governments, trade unions, employers and academic institutions from the Czech Republic, Hungary, Poland and the Slovak Republic. Twenty-eight delegates from these countries along with sixteen experts from the Member States discussed “The Changing World of Work” (*project no. 0145*).

Some 35,000 copies of each of the four editions (in nine languages) of the publication, “News from the Foundation” (*project no. 0006*) were disseminated in the course of 1993. This newsletter, which is

available free of charge to readers, provides reports on current Foundation activities as well as news coverage relevant to the improvement of working and living conditions.

New video products included French and English versions of a slide-tape "Into the Light" on how to cope with economic and social change at neighbourhood level, and a "rainbow" version of a video giving an overview of the role and functions of the Foundation (*project no. 0176*).

Marketing information directories (*project no. 0179*) featuring industrial relations and equal opportunities were produced for five countries. These provide data on which to base marketing strategies by identifying the different categories of audience for the selected theme, listing the organisations within those categories and providing details of their publications.

The Foundation's mailing list – the biggest single vehicle for disseminating information – comprises some 35,000 abonnées. With advances in information technology the list was restructured in 1993 to allow for better targetting of recipients (*project no. 0177*). A questionnaire/survey form was designed in conjunction with the Office for Official Publications in Luxembourg for sending in 1994 to everyone on the list. This is to clarify subject interests.

Over 300 individual items were published, making 1993 one of the most productive years for the

Foundation's programme of multilingual reports (*project no. 0173*). The variety of publications also expanded, with continuous emphasis on high quality and audience suitability. Consideration was also given to electronic publication as another channel for Foundation communications.

The major co-publication agreement (*project no. 0174*) continued to be the European Employment and Industrial Relations Glossary series. The international volume for France and the national volume for Germany were published in 1993 (*see also project no. 0118*). The positive reception to this series was undoubtedly the major factor in winning for the Foundation the prestigious international Jason Farradane Award of the Institute of Information Scientists in 1992.

Preparation of catalogues in all languages of the Foundation's publications was begun in 1993. These catalogues are being produced electronically by data capture on diskettes at the Foundation's Dublin headquarters, and the data are being transferred to an "out-house" contractor (*project no. 0175*). Electronic preparation should enable the Foundation to publish updated catalogues at regular intervals with minimal fuss.

Further progress was made in 1993 on developing the computerised control of stocks of Foundation publications in the Office for Official Publications – the Foundation's publishing agency – with the aim of greater efficiency (*project no. 0178*).



## CONSULTATION AND COMMUNICATION

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### ORGANS OF THE FOUNDATION

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The Administrative Board of the Foundation is a permanent forum for social dialogue at the European level, consisting of representatives of the governments, employers and trade unions in each Member State and representatives of the services of the Commission. Meetings of the Board are attended by observers from the Employers' Liaison Committee and the European Trade Union Confederation.

A chairperson and three vice-chairpersons are elected annually to head the four groups. In 1993 the chair was held for the Employers' Group by Dr Fritz-Jurgen Kador of the Bundesvereinigung des Deutschen Arbeitgeberverbände. The three vice-chairs were Mr Jean-Claude Vandermeeren of the Federation General du Travail de Belgique for the Trade Unions' Group, Mr Marc Boisnel of the French Ministère du Travail, de l'Emploi and de la Formation Professionnelle for the Government's Group, and Ms Fay Devonik of DG V who acted as the Commission's Vice-chair until the appointment of Mr Hywel Jones as acting Director General of DG V. The Board met twice in 1993 to discharge its four mandatory functions: to adopt the draft annual budget for the Foundation, to determine priorities and discuss proposals for the Foundation's work-programme, and to approve the work programme and monitor its implementation.

The Bureau of the Board, which consists of the Chairperson, Vice-Chairpersons and observers, met six times in 1993 to oversee the administrative business of the Foundation.

Special meetings were held by each of the Government, Employer and Trade Union Groups.

There were two meetings in 1993 of the Committee of Experts, appointed by the Council of Ministers to advise the Director and the Administrative Board on all aspects of the Foundation's remit.

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### COMMUNITY INSTITUTIONS

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Although the Foundation is independent from other EU organisations in carrying out its functions,

the Director must take the relevant Union policies into account when drawing up the programme for Administrative Board approval. He is required to advise the institutions on foreseeable objectives and guidelines by forwarding in particular scientific information and technical data (Art. 2.2.) Conversely, the institutions and the Economic and Social Committee must inform the Foundation of their requirements and, where possible, of relevant work and studies being carried out by them (Art. 12.1).

The Commission's representation on the Administrative Board is the anchor for regular contact between Commission and Foundation. Delegates from the services of the Commission attend Foundation conferences, seminars and workshops; they are intimately involved in the Foundation work programme and they play an active part at research coordination meetings and on advisory committees dealing with select projects. In turn, the Foundation is represented frequently at meetings and conferences organised by the Commission Services.

Contacts with the European Parliament were secured through the attendance of Foundation staff at Committee meetings, while MEPs took part in several Foundation conferences. MEPs sought information and consulted the Foundation on a wide range of topics. Regular contact too was maintained with the secretariat of the Council of Ministers. The Directorate of the Foundation addressed sectoral meetings of the Economic and Social Committee and enquiries from members of the Committee were dealt with by Foundation staff. The results of the Foundation's research programmes are published by The Office for Official Publications of the European Communities and are sold through the Office's sales agents.

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### INTERNATIONAL ORGANISATIONS AND MEMBER STATES

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Numerous links have been forged with research organisations in the Member States and with international organisations in the implementation of the Foundation's work programmes. References to some of these links have appeared in connection with the relevant projects and further

evidence is to be found in annexes attached to this report.

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## RESOURCES

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The Foundation's budget for 1993 amounted to 11.5 million ECUs (Details in Annex 1). This

provided for four new posts bringing the staff total to 67. It also allowed for the completion of the building expansion at the Foundation's Dublin headquarters. Both the staff increase and the improved facilities form part of a longer term strategy to meet the increasing demands placed on the Foundation.

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## LOOKING FORWARD

Major developments in the European Union will continue to present the Foundation with fresh challenges. At the European Council in October in Brussels the Heads of Government and State requested the Foundation "to perform a number of

new tasks". The establishment of new Union agencies – such as those proposed for health and safety and for the environment – will forge their own associations with the Foundation and have implications for its work. These new tasks will be discussed by the Administrative Board in 1994.

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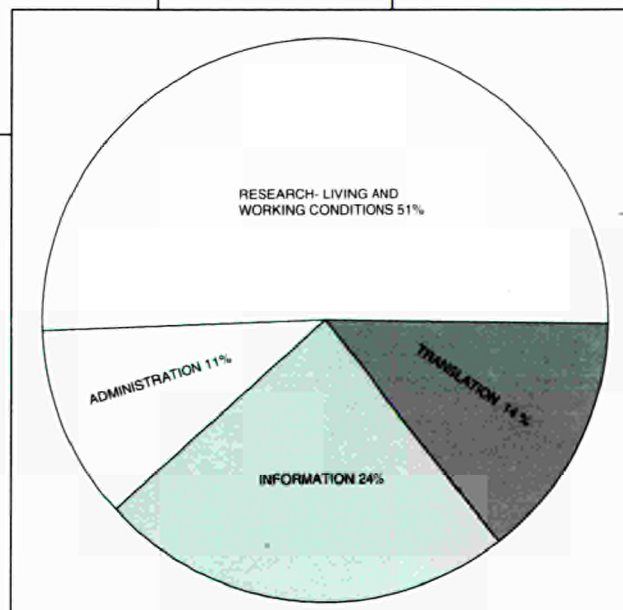
## ANNEXES

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## SUMMARY TABLE OF EXPENDITURE FOR FINANCIAL YEAR 1993 IN ECU

	TOTAL	CHAPTER 1 Staff Expenditure	CHAPTER 2 Administration Expenditure	CHAPTER 3 Operating Expenditure Living and Working Conditions
<b>Appropriations Available</b> Final appropriations for the financial year 1993 Increase compared with 1992	11.500.000 + 6.6%	4.600.000 + 10.8%	1.400.000 - 44.5%	5.500.000 + 33.8%
<b>Utilisation of Appropriations</b> Commitments amount to Leaving to be cancelled an amount of Percentage utilised Percentage cancelled	11.202.412 297.588 97.3% 2.7%	4.459.233 140.767 96.8% 3.2%	1.378.622 21.378 98.4% 1.6%	5.364.557 135.443 97.5% 2.5%
<b>Utilisation of Appropriations carried over from 1992</b> Appropriations carried over (Art. 6.1(c) of the Financial Regulations) amounted to Payments from carry-overs amount to Leaving to be cancelled an amount of Percentage utilised Percentage cancelled	1.900.858 1.697.642 203.216 89.3% 10.7%			



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



(as at 31 December 1993)

### MEMBERS OF THE BUREAU OF THE ADMINISTRATIVE BOARD

#### **Chairperson of the Board**

Fritz-Jürgen Kador  
(Employers' Group)

#### **Vice-Chairpersons of the Board**

Jean-Claude Vandermeeren  
(Unions' Group)

Marc Boisnel  
(Governments' Group)

Hywell Jones  
(Commission)

#### **Coordinators**

Renate Hornung-Draus  
Directeur  
Délégué aux Affaires Sociales  
Union des Confédérations de  
l'Industrie et des Employers  
d'Europe (UNICE)

Bernard Le Marchand  
Conseiller de la Fédération  
Européenne des Moyennes  
et Grandes Entreprises

Willy Buschak  
Secrétaire  
Confédération Européenne des Syndicats (CES)

### REPRESENTATIVES OF THE COMMISSION OF THE EUROPEAN COMMUNITIES

#### **Members**

H. C. Jones  
Director-General a.i.  
Directorate-General for  
Employment, Industrial Relations  
and Social Affairs

R. Hull  
Adviser to the Director-General  
for Environment, Nuclear Safety  
and Civil Protection

R. Petrella  
Head of Division  
Forecasting and Assessment in  
the field of Science and Technology  
and Social Research  
Directorate-General for Science,  
Research and Development

#### **Alternates**

F. Devonic  
Head of Division  
External Relations/  
International Organizations  
Directorate-General for  
Employment, Industrial Relations  
and Social Affairs

R. Lambert  
Head of Unit  
Relations with other institutions/  
European Environment Agency  
Directorate-General for  
Environment, Nuclear Safety  
and Civil Protection

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

COUNTRY	Representatives of National Governments		Representatives of Employers' Organizations		Representatives of Trade Unions	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
Belgium	M. de Gols Ministère de l'Emploi et du Travail		R. Waeyaert Nationaal Christelijk Middenstandsverbond	J. Van Holm Direkteur Verbond van Belgische Ondernemingen	J.-C. Vandermeeren Secrétaire National de la Fédération Générale du Travail de Belgique	P.-P. Maeter Responsable du Service Entreprise Fédération Generale du Travail de Belgique
Denmark	H. Grove Kontorchef Arbejdsministeriet	E. Edelberg Kontorchef Arbejdsministeriet	K. Holm Kontorchef Dansk Arbejds- giverforening	L.E. Nielsen Afdelingschef Landbrugsraadet	N.-J. Hilstrom L.O. Sekretar Landsorganisationen i Danmark	O.D. Heegaard Landsorganisationen i Danmark
Germany	H.-J. Bieneck Ministerialrat Bundesministerium für Arbeit und Sozialordnung	A. Wittrock Ministerialrat Bundesministerium für Arbeit und Sozialordnung	F.-J. Kador Geschäftsführer Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Thüsing Direktor Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Schneider Deutscher Gewerkschaftsbund Bundesvorstand, Abt. Technologie	R. Dombre Deutscher Gewerkschaftsbund Bundesvorstand, Abt. Tarifpolitik
France	M. Boisnel Ministère du Travail, de l'Emploi et de la Formation Professionnelle	C. Cossa Chargée de Mission au Ministère de l'Environnement Délégation à la Qualité de la Vie	J. Combe Contrôleur Général Adjoint EDF/GDF	C. Amis Président de la Section Sociale de la FNSEA	F. Grandazzi Secrétaire Général Fédération des Industries Chimiques, Confédération Générale 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 du CEEP	P. Michalakakos Confédération Générale du Travail de Grèce	G. Dassis Représentant de la Confédération Générale du Travail de Grèce en Europe
Ireland	M. Monaghan Principal Officer Department of Labour	M. Moylan Principal Officer Department of the Environment	A. Gibbons Irish Farmers' Association		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 Generale Rapporti di Lavoro Ministero del Lavoro	R. Delvecchio Direzione Relazione Industriali Olivetti S.p.A.		C. Brighi Confederazione Italiana Sindacati Lavoratori (CISL)	G. Malaspina Confederazione Generale Italiana del Lavoro Lavoro (CGIL)
Luxembourg	J. Zählen Conseiller du Gouvernement Ministère du Travail	N. Rume Médecin-Chef de Service de la Médecine du Travail Direction de la Santé	N. Welsch Chef des Relations Internationales Société Nationale des Chemins de Fer Luxembourgeois	L. Jung Directeur de la Fédération des Industriels Luxembourgeois	N. Hoffmann Lëtzeburger Chrëschtliche Gewerkschafts-Bond (LCGB)	R. Piffaferri Secrétaire social Onofhängege Gewerkschafts-bond Lëtzebug (OGBL)
Netherlands	C.J. Vos Ministerie van Sociale Zaken Directoraat-generaal van de Arbeid	W.J. Kakebeeke Ministerie van Volkshuisvesting Ruimtelijke Ordening en Milieubeheer	J.W. Van Den Braak Secretaris Sociale Zaken Verbond Van Nederlandse Ondernemingen VNO	J. Boersma Hoofd Sociaal Economische Voorlichting Christelijke Boeren - en Tuindersbond (CBTB)	H.P.W. Schmitz Federatie Nederlandse Vakbeweging (FNV)	G. Cremers Christelijk Nationaal Vakverbond (CNV)
Portugal	J.A. dos Santos Leitão Presidente do Instituto de Desenvolvimento e Inspeção das Condições de Trabalho do MESS	A. Ascenso Pires Director-Geral do Ambiente Ministério do Ambiente e Recursos Naturais	A.T. de Sousa Machado Assistente da Universidade Católica Portuguesa/Advogado	L. Garcia Ferrero Morales Vice Presidente da Associação Industrial Portuguesa	E. Ramos Damiao Vice Presidente Uniao Geral dos Trabalhadores (UGT)	J. Pires Amoroso Commissao Executiva Uniao Geral Dos Trabalhadores (UGT)
Spain	I. Matia Prim Sub-director General para la negociación colectiva y condiciones de trabajo	A. Rubio Ruiz Sub-director de coordinación y planificación	P. Teixidó Campàs Director del Servicio de Higiene y Seguridad en Trabajo Mutua General	D. Carlos Sanz Herranz Director de Asistencia Sanitaria MUPRESA	I. Laka Martin Euzko Langilleen Alkartasuna/Solidaridad de Trabajadores Vascos (ELA/STV)	J. Pinilla Garcia Union General de Trabajadores (UGT)
United Kingdom	S. King International Relations Branch Department of Employment			D. France Head of International Social Affairs Department Confederation of British Industry	P. Jacques Social Insurance and Industrial Welfare Department Trades Union Congress	S. Brooks Organization and Industrial Relations Department Trades Union Congress

(as at December 1993)

**BELGIUM**

Prof. Marc HESELMANS  
Hoofdingenieur-directeur  
Ministerie Tewerkstelling en Arbeid

**DENMARK****FRANCE**

M. Jean-Marc BOULANGER  
Inspecteur Général des Affaires Sociales

**GERMANY**

Herrn Prof. Dr. Norbert ALTMANN  
Direktor  
Institut für Sozialwissenschaftliche Forschung

**GREECE**

M. Georgios VITALIS  
Consultant to the Minister for Labour

**IRELAND**

Mr. Eamon MARKEY  
Assistant Chief Engineering Advisor  
Environment Inspectorate

**ITALY**

Prof. Arturo MARESCA  
Professore straordinario di  
Diritto del Lavoro

**LUXEMBOURG**

M. Jean-Paul DEMUTH  
Premier Conseiller de Direction  
Association d'Assurance Contre Les Accidents

**NETHERLANDS**

Prof. Dr. Wout BUITELAAR  
Hoogleraar Bedrijfsorganisatie en  
Arbeidsverhoudingen

**PORTUGAL**

Dra. Josefina DA ENCARNAÇÃO PINTO MARVAO  
Assessora do Ministro do emprego e da  
Segurança Social  
Ministro do Emprego e da Segurança Social

**SPAIN**

D. Emilio CASTEJÓN-VILELLA  
Director del Instituto Nacional de  
Seguridad e Higiene en el Trabajo

**UNITED KINGDOM**

Mr. Bill DANIEL



*This list is as at 31 December 1993. At that time there were 7 vacant posts (2 translators, 1 Programme Manager, 4 secretarial)*

### **DIRECTORATE:**

*Director:* Clive Purkiss

*Secretary:* Annick Menzies

*Deputy Director:* Eric Verborgh

*Secretary:* Catherine Cerf

### **OPERATIONAL SUPPORT UNIT**

Hanne Hansen

Patricia Kingston

Ann McDonald

### **THEMATIC PROGRAMME MANAGEMENT**

#### ***Environment***

Voula Mega

Jørn Pedersen

Charles Robson (detached national expert)

#### ***Social Cohesion***

Robert Anderson

Camilla Galli da Bino

Wendy O'Conghaile

#### ***Health and Safety/Working Environment***

Jaume Costa

Henrik Litske

Leontine Mastenbroek

Pascal Paoli

#### ***Work Organization/Labour Relations***

Christine Gollin

Eberhard Köhler

Hubert Krieger

#### ***Information, Documentation and Dissemination***

Norman Wood (Head of Section)

Roseanna Creamer

Maria Cuesta Perez

Martin Flynn

Sean Griffin

Ewan Hogan

Philip Ireland

Fiona Murray

Bríd Nolan

Marie O'Meara

Dimitrios Politis

Teresa Renehan

Susan Ryan-Sheridan

Barbara Schmidt

### **TRANSLATION**

Peter Long (Head of Section)

Merete Andersen

Eva Carlson

Maria Correia-Barbosa

Cristina Frawley

Teresa Gonzalez Tanago

Doris Hirschfeld

Charlotte Krijl

Mouring Lindenburg

Georgia Papamarkaki

Jacques Prieu

Evangelos Psaroudakis

### **ADMINISTRATION AND TECHNICAL SERVICES:**

John McColgan (Head of Section)

Heather Brown

Linda Byrne

Michael Cosgrave

Gerald Galvin

Elisabeth Gouilleux-Cahill

Jim Halpenny

Kevin Ledwidge

Dolores McCarthy

Mary McNeice

Brian Moore

Louise Shanley

Terry Sheehan

Sally Anne Sloan

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**JANUARY**


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**15 (am);** *Dublin; P. Paoli*

BEST meeting

**19 (am-pm);** *Dublin; R. Anderson*

Consumer-oriented action in the public services

**19-20 (am-pm);** *Delgany; E. Köhler*

Programme committee for ecology at work

**22 (am-pm);** *EF Brussels; R. Anderson*

Family care of dependent elderly: book of experiences

**26 (am-pm);** *Dublin; J. Costa*

First meeting of scientific committee of the European conference on stress at work

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**FEBRUARY**


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**2-4;** *Bonn; H. Krieger*

Advisory committee on direct participation in organisational change

**8-9 (am-pm);** *Seville; W. O'Conghaile*

Advisory committee and local consultants on counselling and long-term unemployment: Eurocounsel programme

**5 (pm);** *Brussels; Director*

Bureau

**10-11 (am-pm);** *Dublin; H. Litske, P. Paoli, H. Krieger*

European conference on employee participation in health and safety

**11 (am);** *Dublin; N. Wood*

THAG meeting on industrial relations glossaries

**11-12 (am-pm);** *Dublin; H. Krieger*

Scientific committee on European employment and industrial relations glossaries

**24-25 (am-pm);** *Vienna; E. Köhler*

Preparatory meeting for summer school for Eastern Europe

**25 (am-pm);** *Dublin; V. Mega*

Coordination meeting on innovations for the improvement of the urban environment

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**MARCH**


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**4 (am-pm);** *Leuven; E. Köhler*

Network of working time experts

**11 (am-pm);** *Helsinki; W. O'Conghaile, R. Anderson*

Researchers' meeting on consumer oriented action in public services

**12 (am-pm);** Workshop on same subject

**17-19 (am-pm);** *Porto; R. Anderson*

Meeting on training to support families who care for older relatives

**18 (am-pm);** *Dublin; J. Costa, H. Litske, P. Paoli*

First meeting of working group on occupational health strategies in Europe

**22 (am-pm);** *Dublin; E. Köhler*

Meeting on new forms of work and activity – Ireland

**22 (am-pm);** *Brussels; J. Costa*

First meeting of organizing committee of conference on migration

**23 (am-pm);** *Brussels; J. Costa*

Second meeting of scientific and organizing committee of European conference on stress at work

**25-26 (am-pm);** *Dublin; Director, J. McColgan*

Bureau and Group Meetings  
47th Board Meeting

**29-30 (am-pm);** *Dublin; P. Paoli, H. Litske*

Meeting on development of European health and safety database

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**APRIL**


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**6-7 (am-pm);** *Dublin; H. Litske, P. Paoli*

Monitoring of occupational health and safety conditions in Europe

**20 (am-pm);** *Brussels; V. Mega, J. Pedersen*

Coordination meeting on the firm and its local environment

**20 (am-pm);** *Henley-on-Thames; E. Köhler*

Coordination meeting of ACCEPT project

**20-21 (am-pm);** *Brussels; H. Krieger*

Research group on direct participation in organizational change

**21 (am-pm);** *Brussels; J. Pedersen*

Working group on environmental perspectives and the quality of life 1995-2010

**22 (am-pm); Brussels; V. Mega**

First coordination meeting on medium size cities and socio-economic and environmental developments in regions of EC

**23 (am-pm); Stuttgart; E. Köbler**

Coordination meeting on electronic home: working at home or living at the workplace?

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**MAY**

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**3 (am-pm); Boston; E. Köbler**

International programme committee of EC-US conference on ecology at work

**5-6 (am-pm); Dublin; H. Litske, P. Paoli**

Working group on economic incentives to improve health and safety

**10-11 (am-pm); Dublin; H. Litske, P. Paoli**

Monitoring of occupational health and safety conditions in Europe: network meeting – questionnaire based survey

**17-18 (am-pm); Bonn; E. Köbler**

Conference on information and consultation in transnational companies: exchange of experience between Nordic countries and EC

**24-26 (am-pm); Dublin; W. O'Conghaile, EF/EC**

Conference on improving counselling services for those who are unemployed or at risk of becoming so: Eurocounsel programme

**27 (am-pm); Malta; E. Köbler, J. Costa**

Seminar on electronic home in cooperation with AZAD

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**JUNE**

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**3-4; Copenhagen; R. Anderson**

Conference on public policies to support family care for dependent older people

**4 (pm); Brussels; Director**

Bureau

**7-9; Aix-en-Provence; H. Krieger**

Research group on direct participation in organizational change

**8; Dublin; R. Anderson, W. O'Conghaile;**

Coordination meeting on consumer oriented action in the public services

**9; Dublin; R. Anderson, W. O'Conghaile;**

Researchers meeting on consumer-oriented action in the public services

**9 (am); Dublin; P. Paoli**

Foundation's work on safety and health – Mutualité Agricole France

**10; Aix-en-Provence; H. Krieger**

Second meeting of advisory committee on direct participation in organizational change: workplace Europe

**11-12 (am-pm); Jelling, Denmark;**

W. O'Conghaile

Meeting of local consultants on counselling and long-term unemployment: Eurocounsel programme

**17-18 (am-pm); Dublin; H. Litske**

Design for health Information sources and design guides

**23-24 (am-pm); Dublin; J. Pedersen**

Working group on environmental perspectives and the quality of life 1995-2010

**24-25 (am-pm); Brussels; H. Krieger**

Network meeting on industrial relations and the environment

**25 (am-pm); London; N. Wood**

THAG meeting industrial relations glossaries

**30 (am-pm); Dublin; Deputy Director**

Employers' Group

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**JULY**

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**1 (am); Dublin; Deputy Director**

Employers' Group

**1-2 (pm-pm); Dublin; Deputy Director**

Trade Unions' Group

**4-10 (am-am); Vienna; E. Köbler**

Summer school on information transfer to central and Eastern Europe

**6 (am-pm); Dublin; Deputy Director**

Governments' Group

**7 (am-pm); Dublin; Deputy Director**

30th meeting of Committee of Experts

**9 (am-pm); Brussels; P. Paoli**

First meeting of steering group on the additional health and safety programme



**9 (pm);** *Brussels; Director Bureau*

**14 (am);** *Brussels; H. Krieger*  
Evaluation committee on the consolidated report on industrial relations and the environment

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## AUGUST

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## SEPTEMBER

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**2-3 (am-pm);** *Kavala, Greece; V. Mega*  
Second co-ordination meeting on the medium-size cities and socio-economic and environmental developments in regions of EC

**7-8 (am-pm);** *Dublin; H. Litske, P. Paoli*  
European health and safety data-base

**8-9 (am-am);** *Dublin; E. Köbler, K. O'Kelly*  
Seminar for worker directors

**9-10 (pm-pm);** *Henley-on-Thames, E. Köbler*  
First meeting of the pilot group ACCEPT (Assistance in the creation of course material for enlightened personnel and technology managers of the future)

**13-14 (pm-pm);** *Cologne; E. Köbler*  
Meeting of advisory committee on new forms of work and activity

**14 (am);** *Dublin; P. Paoli*  
Foundation's work on safety and health – Mutualité Agricole France

**20 (am-pm);** *Dublin; V. Mega*  
Fifth co-ordination meeting on the firm and the local environment

**21 (pm);** *Brussels; B. Nolan*  
Meeting of ACTEUR Group

**22-23 (pm-am);** *Dublin; J. Costa, H. Litske, P. Paoli*  
First co-ordination meeting on monitoring the work environment at sectorial level

**24-25;** *Milan; H. Krieger*  
Presentation of the glossary on employment and industrial relations

**28 (pm);** *Brussels; W. O'Conghaile*  
Advisory/evaluation committee for Phase II

Eurocounsel programme on counselling and long-term unemployment

**29-30 (pm-am);** *Dublin; P. Paoli*  
First co-ordination meeting on information on health and safety research

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## OCTOBER

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**5-6;** *Stockholm; H. Krieger*  
Seventh meeting of research group on direct participation in Europe

**6-8 (am-pm);** *Seville; V. Mega*  
European conference on innovations for the improvement of the urban environment

**11 (am-pm);** *Brussels; J. Costa*  
Meeting on identification and assessment of occupational health strategies in Europe

**11-12 (am-pm);** *Edinburgh; W. O'Conghaile*  
Meeting of research team on Euro counsel programme on counselling and long term unemployment

**14 (am-pm);** *Brussels; R. Anderson*  
Working group on innovative workplace action for health: training initiative

**15 (am-pm);** *Brussels; R. Anderson*  
Co-ordination meeting on ill-health and workplace absenteeism: initiatives for prevention

**18 (pm);** *Brussels; Director Bureau*

**19-21 (am-pm);** *Dublin; L. McFarlane, W. O'Conghaile*  
OECD/EF seminar on partnerships for people in cities

**22 (am);** *Dublin; L. McFarlane*  
Project group meeting OECD

**21-22 (am-pm);** *Dublin; H. Litske*  
Coordination meeting on monitoring of occupational health and safety conditions in Europe – working group on economic incentives models to improve health and safety at the workplace

**25 (pm);** *Brussels; J. Costa*  
Evaluation committee on the electronic home – interactive telecommunication of the future: telehealth and telemedicine

**26 (am-pm); Brussels; P. Paoli**

First meeting of steering group on monitoring the work environment at sectorial level

**28-29 (am-pm); London; H. Litske**

Co-ordination meeting on design for health – information sources and design guides

**NOVEMBER****2-5 (am-pm); Dublin; E. Köhler, H. Krieger**

European conference on ecology of work

**9-10 (am-pm); Brussels; J. Costa, H. Litske, P. Paoli**

European conference on stress at the workplace

**10 (am-pm); London; N. Wood, B. Schmidt, F. Murray**

Industrial relations glossaries/EMIRE meeting of technical committee and THAG members

**11 (am); London; N. Wood, P. Long, H. Krieger**

Industrial relations glossaries' meeting of production committee

**11 (pm); London; N. Wood, B. Nolan**

Industrial relations glossaries/EMIRE meeting of marketing committee

**15 (pm); Brussels; P. Paoli**

Second meeting of steering group on monitoring the work environment at sectorial level

**19 (am-pm); Brussels; J. Costa**

Meeting on identification and assessment of occupational health strategies in Europe

**24-25 (am-am); Dublin; Deputy Director**

31st meeting Committee of Experts

**25-26 (am-am); Dublin; Director, J. McColgan**

Bureau and Group Meetings

48th Board Meeting

**29 (am-pm); Dublin; R. Anderson, W. O'Congaile**

Co-ordination meeting on consumer-oriented action in the public services

**DECEMBER****1-2 (am-pm); Paris; H. Krieger**

Eighth international workshop on the economics of participation and European enterprise performance

**6-9; Warwick; H. Krieger**

Eighth meeting of research group on direct participation

**7 (am) Warwick; H. Krieger**

Third meeting of advisory committee on workplace Europe: Direct participation in organisational change

**7 (pm) Warwick; H. Krieger**

Evaluation committee on concept of direct participation

**9-10 (am-pm); Dublin; J. Costa**

European conference on migration and the role of the social partners

**10 (am) Dublin; E. Köhler**

ACCEPT – Assistance in the creation of course material for enlightened personnel and technology managers of the future

**13-14 (am-pm); Dublin; R. Anderson, P. Paoli**

European conference on ageing of the population: implications for the workplace

**16 (am-pm); Dublin; J. Costa, H. Litske, P. Paoli**

Second co-ordination meeting on monitoring the work environment at sectorial level

**16-17 (am-pm); Alicante; V. Mega**

Co-ordination meeting on medium-size cities and socio-economic and environmental developments in the regions of the EC



## JANUARY

**20/22;** The European Worker Council: Practice and experiences in Italy and in the EU (Florence) organized by Sindnova. (*H. Krieger*).

**22;** Support Programme for Employment (SPEC), organized by the Commission of the European Communities. (*E. Verborgh*)

**22;** "The Foyer System – helping young people in their transition to independence" (Dublin) organized by Focus Point and OEIL (European Organization of Associations for the Social Integration and Housing for Young People). (*W.O'Conghaile*)

## FEBRUARY

**17/19;** "European Forum: Health and Safety at the Workplace", (London), organized by the ETUC. *J. Costa* made a presentation on Wellbeing and Stress at the Workplace and *H. Litske* was an expert on the topic of "dangerous substances" and presented the survey results. (*E. Verborgh*). Exhibition Stand (*B. Nolan; R.Creamer*)

**22/25;** "Work and Health", (Copenhagen), organized by the Directorate of Health and Safety, the Commission of the European Communities and the Danish Labour Inspectorate. *J. Costa* and *H. Litske* presented a paper on Occupational Stress Factors among European Workers. *B. Schmidt* presented HASTE prototype. (*C.Purkiss; P. Paoli*)

**23/25;** Computers in Libraries International Conference 1993 (London), organized by Meckler and UK Office for Library Networking. (*B. Schmidt*)

**26;** Closing session of the European Year of Safety, Hygiene and Health Protection at Work, (Copenhagen), organized by the Directorate of Health and Safety, the Commission of the European Communities and the Danish Labour Inspectorate. (*C. Purkiss; P. Paoli; H. Litske*). Exhibition Stand (*B. Nolan, B. Schmidt*).

## MARCH

**3;** Absenteeism and Stress (Amsterdam), meeting organized by the European Association of

National Productivity Centres and N.I.A. *J. Costa* presented a paper on results of European Survey On Work Environment.

**3/6;** "Third International Conference on Regional and Municipal Cooperation" (Florence), organized by the Municipality of Florence.

*V. Mega* presented a paper on "Citizens' Participation in Planning the Sustainable City".

**4;** "Travail à Distance" (Paris), organized by the Regional Council of Ile-de-France. *V. Mega* presented the Foundation's project "The Impact of the Electronic Home on Urban Functions".

**15/16;** "Health and Safety in Small- and Medium-Sized Enterprises" (Wien), organized by the Austrian Ministry of Labour. *P. Paoli* made a presentation of the European Survey on Working Conditions. *B. Schmidt* presented the catalogue of systems for the monitoring of working conditions.

**15/16;** "Role of the Social Partners in the Social Dimension" (Copenhagen), organized by the Danish Presidency and the Commission of the European Communities. (*C. Purkiss*)

**15/16;** Irish closing conference for the Year of Health and Safety (Kilmainham) organized by the Irish Committee for the Year of Health and Safety. (*K. O'Kelly*). Exhibition stand (*D. Politis*).

**15/17;** Second EC-Japan conference (Essen), organized by DG XII and by Landesregierung NRW. *H. Krieger* gave a speech on participation and industrial relations in the European Community.

**17/20;** European Year for Health, Safety and Hygiene, closure events (Ghent). Exhibition stand (*C. Krijl*)

**21/23;** International Book Fair (London). (*S. Ryan-Sheridan*)

**24/26;** Forum des Comités d'Entreprises (Paris), organized by the CFDT. *P. Paoli* made a presentation on working conditions in Europe. Exhibition stand (*P. Ireland, R. Creamer*)

**24/27;** European Year for Health, Safety and Hygiene, closure events (Liège). Exhibition stand (*C. Krijl*).

**25/26;** "Work and Ageing" (New York), organized by the Society for the Advancement of Socio-Economics. *R. Anderson* presented a paper.

**31/1;** EUROSTAT Annual Meeting of Social Indicators experts (Luxembourg). *E. Köbler* and *P. Paoli* presented relevant Foundation material.

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#### APRIL

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**1/4;** "HELECO 93", (Athens). First International Exhibition and Conference on Environmental Technology for the Mediterranean Region. (*V. Mega*). Exhibition stand (*B. Nolan, D. Politis*)

**20;** "The Role of the Social Sciences" (Strasbourg), workshop organized by European Parliament's Scientific and Technological Assessment Committee. (*C. Purkiss*).

**29/30;** Preparatory Seminar of EC Programme on long-term unemployment, Ergo II (Montvillargene), organized by Groupe Ten, Paris, and DG V of the Commission. (*W. O'Conghaile*).

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#### MAY

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**6/8;** Tripartite International conference on the Labour market in Central and Eastern Europe (Elsinore, Denmark), organized by the Danish Ministry of Labour, the Danish Employers' Confederation and the Confederation of Danish Trade Unions. (*E. Verborgh*).

**11/14;** "Equality in the Future – an integrated aspect" (Aarhus), organized by the Danish Government. (*W. O'Conghaile*).

**13/14;** "Prevention of Occupational Risks (Seville), organized by UGT. *J. Costa* gave a paper on "Promoting Participation, a task of the European Foundation".

**19/22;** "Sixth Regional Congress of CISL" (Rome). *V. Mega* presented a key-note paper on "Urban and Regional Environments: The European Challenges".

**21;** "Living and Working Conditions in Europe" (Edinburgh), seminar organized by the Lothian European Action Group. *E. Verborgh* presented the Foundation's programme.

**24/25;** "Labour Market and Ethnic Minorities" (Brussels), organized within COST A2. *J. Costa* made a presentation about the Foundation.

**27;** "The Electronic Home: An assessment of its implications for work and family life" (Malta),

organized by AZAD (Academy for the development of a democratic environment). *E. Köbler* organized the programme of the seminar. *J. Costa* presented the Foundation project on telemedicine and telehealth. Several Foundation contractors presented Foundation research results.

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#### JUNE

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**2;** François Staedelin Colloquium on Fundamental Social Rights of Workers (Brussels), organized by ETUC and the Commission (*F.-J. Kador, Chairman of the Administrative Board, E. Verborgh and E. Köbler*).

**8/10;** "International Industrial Ergonomics and Safety Conference '93" (Copenhagen), organized by the International Foundation for Industrial Ergonomics and Safety Research. *H. Litske* made an opening speech, "Monitoring of Health and Safety in Europe", and submitted a paper.

**16;** "Transnational Information and Consultation Meetings" (Brussels), assessment conference organized by DG V of the Commission (*E. Verborgh*).

**19;** "Work and Mental Health" (Rome) organized by International Sociological Association. *J. Costa* presented a paper on "Occupational Stress Factors among European Workers".

**23;** "Stress au travail" (Brussels), symposium organized by the Belgian Ministry of Labour (*J. Costa and E. Verborgh*).

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#### JULY

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**5/8;** "Social support mechanisms for the elderly", (Budapest), XV World Congress of Gerontology. *R. Anderson* presented a paper on "International comparative research on family care".

**6/7;** "Research Priorities for Public Health in Europe" (Brussels) organized by European Public Health Alliance (*J. Costa*)

**19/21;** "A European overview" (Manchester), a joint seminar organized by GMB, IG Chemie and SIPTU. *H. Krieger* presented a paper on "New Management Strategies".



## AUGUST

**21/25;** “Summer School on the Sustainable City” (Viterbo), organized by the Prince of Wales Institute of Architecture. *V. Mega* presented the Foundation’s work on urban environment.

## SEPTEMBER

**7;** “Age Discrimination” (Brussels) organized by the European Citizen Action Service. *R. Anderson* gave a paper on “Approaches to combatting age discrimination” and acted as rapporteur for this meeting.

**7/8;** European Conference on Promotion of Mental Health (Birmingham) organized by Mental Health Foundation and Keele University. *J. Costa* presented a paper on “Occupational Stress Factors among European workers”.

**15/18;** “Environment, Science and Decision” (Ile de Berder, France), 4th Summer School of the European University of Environment. *V. Mega* organized and chaired the day on Urban Ecology.

**17/19;** Grassroots Movements for Global Change: Nice Idea or Political Reality (Durham), organized by COMMACT Europe. *W. O’Conghaile* chaired a working group and gave a paper “Development Initiatives of Local Community Groups in Disadvantaged Urban Areas”.

**18;** “Joint responsibility for the environment: Labour relations and the environment in Europe” (Manchester), organized by the International Confederation of Free Trade Unions. *H. Krieger* gave a speech entitled “From Rio to the workplace”.

**18;** From Rio to the Workplace (Manchester), organized by the International Confederation of Free Trade Unions. *H. Krieger* gave a speech entitled “Joint responsibility for the environment: Labour relations and the environment in Europe”.

**20;** “Organizational Renewal – Creating Employment and Growth” (Brussels), conference organized by DG V of the Commission (*E. Verborgh*).

**24/25;** “Social Dialogue in Europe: strategies, actors, instruments” (Milan), organized by Fondazione Regional Pietro Seveso (Coordinator)

and the Foundation. *B. Schmidt* presented a paper on “Employment and Industrial Relations in Europe database EMIRE” and also made a presentation of the EMIRE database. *H. Krieger* gave a speech.

**24/26;** “Racism, Ethnicity and Politics in Contemporary Europe” (Loughborough), organized by Loughborough University (*J. Costa*)

**26/28;** International Occupational Safety and Health Congress (Nice), organized as part of the programme of the European Year of Safety, Hygiene and Health Protection at the Workplace. Exhibition stand (*B. Nolan*)

**27;** “Workplace Finland – Workplace Europe” (Helsinki), seminar organized by the Finnish Ministry of Labour and the Finnish Labour Relations Association. *E. Verborgh* presented the Foundation’s programme.

**30/1;** “New Ways of Working: The Challenge for Companies and Families” (Brussels), organized by DG V of the Commission. *E. Köbler* presented major results from the Foundation’s research programme “New Forms of Work and Activity”.

## OCTOBER

**1;** “Healthy Ageing” (Dublin) organized by the National Council for the Elderly. *R. Anderson* spoke on “Health promotion for older people : international developments”.

**5/7;** Frankfurt Book Fair, organized by Ausstellungs-und Messe-GmbH des Börsenvereins des Deutschen Buchhandels e.V. Exhibition stand (*B. Nolan, C. Krijl, B. Schmidt*).

**8;** “EC Policy for the Third Age” (London), organized by the Carnegie Trust. *R. Anderson* presented a paper on age discrimination.

**11/13;** “Investing in Older People at Work” (Birmingham), a European Conference organized by the Health Education Authority. *R. Anderson* presented a paper on “Training Developments and Needs of Older Workers”.

**16/20;** Annual Conference of the Association of European Journalists (Athens). *John McColgan* was acting as one of the three international auditors for the Association.

**19;** First European Conference and Exhibition “Employment in Europe” (Brussels), organized by



the Commission (*E. Verborgh*). Exhibition stand (*B. Nolan, B. Schmidt, D. Hirschfeld*).

**25/30;** "Antwerp 1993 Global and European City Forum and Conference" (Antwerp). *V. Mega* gave a key-note speech.

**26/29;** International Trade Fair and Congress on Industrial Safety and Occupational Health, Düsseldorf, organized by Messe Düsseldorf. Exhibition stand (*D. Politis*).

**28/29;** "Growth Competitiveness Employment. What are the Trades Unions' answers?" (Dublin), organized by the ETUC/ETUI (*E. Verborgh*).

**31/3;** "Conference on Occupational Exposure Databases" (Washington D.C), organized by American Conference of Governmental Industrial Hygienists and American Industrial Hygiene Association (*H. Litske*)

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## NOVEMBER

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**6;** Tenant Participation in Housing Management, (Dublin), organized by the Housing Institute of Ireland. *W. O'Conghaile* gave a paper on "Role of Local Community in Provision of Public Services".

**9/10;** "Environment and Development: Towards a European Model of Sustainable Development" (Brussels) organized by the Belgian Presidency and the Commission of the E.C. (*J. Pedersen, C. Robson*).

**17/19;** International Symposium on Work and the Environment, (Ithaca, New York), organized by the Work and Environment Initiative, Cornell University. *J. Pedersen* was a member of the Panel on Cooperative Labour-Management Conservation Efforts and of the Panel on International Sustainable Development. He made contributions on the Social Partners and the Environment and on the Foundation's environment programme in general, and more specifically, those relating to industry and the environment, waste management and environmental perspectives.

**17/19;** "Telematics and Innovation: New Ways of Living and Working in Europe" (Palma de Mallorca), organized by European Community Telenetwork Forum and Balearic Government. *E. Köbler* was a member of a discussion panel on "Telematics and the Global Economy".

**18/19;** "Who's Afraid of European Documentation?" (Maastricht), organized by the European Institute of Public Administration. *F. Murray* gave a talk on the Foundation's publications.

**19/20;** "The Future of Ageing" (Salzburg), organized by the European Centre for Social Welfare Policy and Research. *R. Anderson* presented a paper on "Work, Care and Voluntary Action – Social Policy Perspectives for Older People in the European Community".

**22/23;** "Employment and Ageing" (Paris), a European conference organized by the Commission of the EC and the French Ministry of Labour. *R. Anderson* was chairman of the session on age discrimination.

**23;** "Development of Democracy in Europe" (Bonn), organized by the President of Germany, Dr. Richard von Weizsäcker. *E. Köbler* was speaking on "The Social Policy Dimension of Democracy".

**23/24;** "Ecopolis: Cadre de Vie, Cadre de Ville" (Nantes). *V. Mega* was a panel member on "City: space of expression, space of innovation".

**25/26;** "OECD's Project Group on the Ecological City" (Paris). *V. Mega* presented the European overview on Urban Innovations.

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## DECEMBER

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**3/4;** "Trade Union Strategies to Combat Racism and Xenophobia" (Brussels), organized by ETUC (*J. Costa*).

**7/8;** "European Year of Older People and Solidarity between the Generations" (Brussels), closing event organized by the Commission. *R. Anderson* ran the workshop on "Work and Retirement".

**10;** Conference on Labour Market Policies and Counselling organized by Regione Piemonte, Turin. *W. O'Conghaile* presented a paper on "Developments in the Eurocounsel Programme".

**INFORMATION BOOKLETS**

Part-Time Work in the EC: The Economic and Social Dimension (*All Community Languages*)

**REPORTS**

The Built Environment and Social Integration in Cities – Workshop Report (Berlin) (*EN, FR*)

Under Construction – Building for Health in the EC Workplace (*EN, FR, DE*)

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L'Impact de la Domotique sur les Fonctions Urbaines (*FR*)

Carers Talking: Interviews with Family Carers of Older, Dependent People in the EC (*EN, FR*)

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Workplace Involvement in Technological Innovations in the EC – Vol. I: Roads to Participation (*EN, FR*)

Workplace Involvement in Technological Innovations in the EC – Vol. II: Issues of Participation (*EN, FR*)

Under Construction – Building for Health in the EC (Consolidated Report) (*EN, FR, DE*)

Family Care of Older Elderly: Casebook of Initiatives (*EN, FR, NL*)

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Strengthening Citizen Action in Local Communities – Report of a Conference (*EN, FR*)

**GENERAL PUBLICATIONS**

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### NEWSLETTERS/BULLETINS

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(*All Community Languages*)

HYGEIA Nos. 10 to 14  
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BEST No. 5 “Social and Family Factors in  
Shift Design” (*EN, FR, DE*)

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P+ No. 5 “Innovative Teamworking in Europe”  
(*EN, FR, DE*)

P+ No. 6 “Participation in European  
Multinationals” (*EN, FR, DE*)

### WORKING PAPERS

Workplace Action for Health – National Reports

United Kingdom *EN*

Germany *DE, EN*

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