

ANNUAL REPORT

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1994



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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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## General Information

The European Foundation for the Improvement of Living and Working Conditions was established by Council regulation (EEC) no. 1365/75 of 26 May 1975. Its aim is "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". With this aim in view the tasks of the Foundation are "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".

The Foundation's financing forms part of the general budget of the European Commission and the funds allocated to it are decided in the official budgetary process between the Commission, the Council of Ministers and the European Parliament.

The Foundation is managed by an Administrative Board which comprises representatives of the governments, employers and trade unions of each Member State and three representatives of the services of the Commission. The chairperson and three vice-chairpersons (elected annually) are the leaders of the four groups, and together they form the Bureau of the Board. The Board meets twice annually to decide policy, to adopt the work programme and to propose the draft budget. These meetings are also attended by observers from the Employers' Liaison Committee (CLE) and the European Trade Union Confederation. The three main groups each have an annual meeting also to co-ordinate strategy.

A Committee of Experts, which is composed of specialists drawn from a variety of disciplines and appointed by the Council of Ministers, is responsible for advising the Director and the Administrative Board on all fields within the Foundation's competence.

Every four years the Foundation reviews its strategy and the orientation to be given to its research projects and in this constructive climate of discussion prepares its rolling programme. Each year, within the context of this Four year Rolling Programme, an annual Programme of Work is prepared. The programmes are the outcome of detailed deliberations within and between the groups making up the Administrative Board of the Foundation as well as with the institutions of the Union. The projects and programmes contracted out to experts and specialists in the different areas are managed by Foundation staff, and are evaluated by the Administrative Board.

Thus the "scientific information and technical data" which the Foundation is required to forward to the Community institutions is the result of independent research across Europe on priority issues as defined jointly by the social partners, governments and the Commission, synthesized and developed by the Foundation.

The Foundation's work is in the public domain and available to all interested parties. Research results are made known via a number of publication and seminar programmes. Publications are published for the Foundation by the Office for Official Publications of the European Communities and disseminated through the Office's network of sales agents across the European Union.

Initial enquiries may be addressed to the Information Centre at the Foundation:

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**ANNUAL REPORT**

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Chairman of the  
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(Governments' Group)**



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



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Vice-Chairman  
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**Dr. F-J. Kador,  
Vice-Chairman  
(Employers' 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 1994, was presented and adopted by the Administrative Board of the Foundation at its 51st meeting on 24th March, 1995.

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

During 1994 the Foundation has seen the strengthening of existing associations with other bodies of the European Union and the establishment of new relationships as was foreseen and commented upon in last year's Annual Report.

The actions relating to the European Industrial Relations Observatory, the interaction with the ERGO programme, assistance in the formulation of the White Paper on social policy, the cooperation with the EURES project, and the numerous conferences and workshops organized in close collaboration with other European Union bodies only fractionally indicate the upsurge of new initiatives that have been undertaken by the Foundation during the year.

There has been a distinct move towards the establishment of a stronger focus for the Foundation in activities associated with the Presidencies of the Council of Ministers. Events were organized to coincide with the Greek and German Presidencies, drawing attention to the Foundation's work both in general and specifically in alliance with bodies in the Member States in question. Steps were also taken to build on working contacts in the new Member States of Austria, Finland and Sweden. The addition of two summer schools concerned with forging links in Central and Eastern European countries further illustrates the Foundation's desire to bring its messages to its audiences and clearly supports the moves that will be made towards embracing the enlargement of the Union itself.

The Foundation continues to seek new ways to communicate the messages emerging from its research programme to audiences at all levels and with varying emphasis through publications, conferences, databases, and by individual responses to enquiries. The Foundation continues to show professionalism in all it does, enthusiastically taking up new challenges as they arrive.

Marc Boisnel  
Chairman of the Administrative Board



## 1994 in Brief

*1994 was the second year of the Foundation's 1993-1996 rolling programme. Some 58 projects were managed, along with many other activities which had arisen during the year.*

### Social cohesion

A new project was launched to analyze public policies and workplace initiatives for **combatting age barriers** in recruitment and training.

The "**partnership model**" of bringing together public bodies, the social partners, and voluntary and community groups to tackle economic and social exclusion in local areas formed the focus of another new project launched in 1994.

Findings from national reports on **consumer-oriented action in the public services** and its implications for tackling social exclusion were brought together in a consolidated report, with implications drawn out for the Union.

The Foundation jointly organized a conference with the German Ministry for Family Affairs and Senior Citizens on **Working and Caring: Developments at the Workplace for Family Carers of Disabled and Elderly Persons** (Bonn, November 1994).

### Employment

**Jobs and sustainability** was a major theme in a Foundation conference on the Social Partners and the Environment (September 1994) which heard that greener industry could bring Europe new jobs.

The **sharing work** project explores discrepancies between demand and supply in the labour market.

**Eurocounsel** - the third phase of an action research programme on how to improve counselling and guidance services to tackle long term unemployment - drew to a close in 1994: the results will be consolidated in 1995 and final recommendations will be published in 1995.

### Quality of work

An updated edition of the Foundation's major publication "*Legal and contractual limitations to working time in the Member States of the European Community*" was prepared for publication in 1995.

The Foundation contributed to the Commission's action plan on the **Information Society** (the Bangemann Report) through its work on telework, new forms of work and working time. Preparations were put in hand for a second conference jointly organized by the Ecology of Work Conference, Inc. (United States) and the Foundation to be held in May 1995 on **innovative work forms**.

National studies on initiatives to prevent workplace **absenteeism** due to ill health were begun for six Member States.

A catalogue of models, from different countries, of **economic incentives to improve the working environment** was published.

A new framework for training in **workplace health promotion** was launched in December.

Guidelines were developed for reports on the **benefits of stress prevention** at company and national level.

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## **Sustainable development**

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Conferences on the **role of medium-sized cities** in regional environmental development were held in Volos and Oviedo.

Other **environmental concerns** studied by the Foundation covered regional and local co-operation initiatives by companies, training in environmental management, and issues in the design of products.

Plans were drawn up for workshops on **eco products** which will discuss requirements for the design, manufacture and consumption of products in relation to sustainable development. The workshops will take place in 1995.

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## **Role of the actors**

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Direct **participation**, participation in organizational change, social partners cooperation on the environment, collective agreements on equal opportunities were all on the Foundation's agenda.

The seventh (Greece) of the **12-volume European Employment and Industrial Relations Glossary** was released. The Foundation received the *International Jason Farradane Award for Information Science* for this work in 1992. The associated electronic database is being accessed at an increasing rate.

A new project aimed at producing an overview of public and company policies to prevent **racism** was launched in 1994.

**Equal opportunities** between women and men were examined specifically in projects on collective agreements, on collective bargaining and in a workshop on families, labour market and gender roles.

# INTRODUCTION

In 1994 the European Foundation continued to advance the work of its 1993-1996 rolling programme. This four year programme highlights three distinct areas of investigation for the Foundation:

- *increasing economic and social cohesion and fighting against the exclusion of disadvantaged groups*
- *improving the health and well-being of European workers and citizens*
- *maintaining the move towards a sustainable and integrated development of social, economic and ecological aspects of living and working conditions*

Six thematic chapters are identified in the programme, covering: Social Cohesion; Access to Employment, Innovation and Work Organization; 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. A seventh chapter concerns information dissemination.

Drawing on its experience over 20 years the Foundation identified its priorities with certain 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*

At the end of 1994, the midpoint of the rolling programme, the Foundation was working on the annual work programme of research and information projects which had been adopted by its Administrative Board and a number of extra curricular projects which had arisen during the year. In addition 1200 visitors (individuals and groups) were briefed on Foundation activities, some 12,000 enquiries were answered by the staff of the Information Centre, 232 publications were produced and exhibitions were serviced at conferences in some 20 cities reaching over 30,000 people.





## WORKING WITH THE INSTITUTIONS AND AGENCIES OF THE UNION

In November 1993 the **Commission** had published its Green Paper on The Future of European Social Policy. In early 1994, at the Commission's invitation the Foundation undertook three tasks in relation to the Paper. These involved an analysis of the written responses to the paper, a discussion within the Administrative Board of the issues raised, and collaboration in the organization of a major European conference where the analysis of responses would be presented. Over 500 responses were received and a team from the Foundation was assigned to analyze them and present the results at a conference held in May in Brussels. The subsequent White Paper referred to the work to date by the Foundation. Noting that it has "an important role to play in analysing key developments and factors of change concerning living and working conditions in the Union" the paper suggested that the Foundation could, "taking account of its tripartite structure, play an essential role in the dissemination of information and experience". The Commission undertook to "seek to improve its links with the Foundation and to reinforce co-operation for the future in order to exploit fully the specific contribution that the Foundation can make".

In June the Commission presented a report on "Europe and the global Information Society" to the Corfu summit. The (Bangemann) report sets out an action plan to make the telecommunications industry in Europe more competitive on a global scale and thereby create new employment opportunities. In keeping with its medium and long term perspective, the Foundation had been studying the social implications of telework since 1980 and was well positioned, when the theme was put on the political agenda, to support the discussion with substantial research findings. The Commission has asked the Foundation to include in its 1995 work programme advice on three main areas: the extent to which labour law and collective agreements cover teleworkers in the Member States; the extent to which social security legislation provides for teleworkers, and whether safety and health standards at the workplace are applicable to telework places.

Information dissemination has become an area of particular co-operation. The Commission (DG V) and the Foundation jointly funded and edited a supplement on social policy to EUR-OP News, produced by the Office for Official Publications. The supplement was published in nine languages and will be distributed in 300,000 copies.

In co-operation with the services of the Commission (DG V) in the context of the EURES (European Employment Services) programme, the Foundation is compiling a directory of information sources which will assist in providing answers to complex enquiries on comparisons of living conditions throughout the Member States.

The Commission's draft Targeted Socio-Economic Research Programme (1994-1998) notes the intention of the services of the Commission (DG XII) to develop close links with the Foundation regarding the work programme.

The Foundation is represented on the 25-country "Social Sciences" committee of COST (European Co-operation in the Field of Science and Technology). The committee, which is financed by the Commission, met at the Foundation in June 1994. Participants were given a briefing on relevant Foundation work.

The Greek presidency of the **Council** in the first half of 1994 organized two conferences in which the Foundation participated. The first concerned public health and took place around an informal meeting of the Council of Ministers for health in Rhodes in May. The Foundation presented its work, through an exhibition of its publications and an information desk, to an audience of policy makers and journalists which had not previously been targeted. The second conference, "Europe for Women, Women for Europe", took place in Thessaloniki.

During the second half of the year the Foundation co-operated with the German Presidency in a conference on Working and Caring. The conference, organized jointly with the German Ministry for Family Affairs and Seniors, took place in Bonn in November where participants reviewed ways to

reconcile caring duties for adult dependants with paid work where the development of supportive initiatives in both workplace and community requires more co-operation between carers, employers and trade unions, and public policy makers.

The Foundation presented itself to the newly-elected **European Parliament** during the plenary session of October 1994. In an intensive visit, special briefings were given to MEPs and staff of relevant committees and groups while general information about the Foundation was dispensed from an exhibition/enquiry desk. Important contacts were established and a number of activities were agreed with a view to maintaining good communications between the Foundation and the Parliament's various committees and groups.

The Foundation has re-orientated its health and safety programme and looks forward to co-operating with the new **European Agency for Safety and Health in the Workplace**, when it is created and becomes operational. Contacts were also established, and will continue, with the European Environment Agency.

# THE WORK PROGRAMME

The main activities in 1994 concerned the delivery of the work programme. The programme is the second of the current four-year rolling programme and is set out in the same seven, separate but linked, chapters. Each is directed at one or more of the three objectives which the Foundation set itself in its current Four-Year Programme 1993-1996.

# Chapter 1

## SOCIAL COHESION

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

### **Context**

Foundation work since 1985 under the general heading of social cohesion has focused on disadvantaged groups such as young people, the elderly, women and the long-term unemployed, and/or issues such as mobility, citizen action, local initiatives and the changing nature of, and access to, public services. Reports from this body of work have been analyzed and synthesised to provide a concise information booklet "Bridging the Gulf" which sets out the results and recommendations emanating from this research.

### **Summary of 1994 activity**

- **Consumer-oriented action in the public services** (project No. 0100)  
In 1992 studies in Germany, Greece, Portugal and the United Kingdom documented how the public services were being reoriented to meet consumer needs. In 1993 the research was extended to Denmark, France, Ireland, and Italy, and looked particularly at initiatives in the welfare services and the implications for users - especially for disadvantaged consumers. The findings of these national reports were brought together in a consolidated report during 1994, with implications being drawn out for the Union. Findings indicate that: user empowerment and user access are the main focus of consumer-oriented action; breaking down centralized organizations into smaller, geographically accessible units which offer more integrated services is important; promoting change requires an understanding of the concerns of different key actors and of how to secure their support.
- **The role of partnerships in promoting social cohesion** (project No. 0150)  
The project aims at assessing the extent and success of the role of the partnership model in social cohesion programmes and at developing guidelines for its future development. Contracts were signed with research organizations in the United Kingdom and Greece in late 1994, and in Ireland and Portugal in early 1995. It is planned to extend coverage to Belgium, France, Germany, Spain, Austria and Finland in the course of 1995. The project will review national developments and analyse selected case studies.
- **Combatting age barriers in job recruitment and training** (project No. 0151)  
Launched in April in seven Member States (Belgium, France, Germany, Greece, Italy, Netherlands and the United Kingdom), the project focuses on an analysis of initiatives in public policy and company practices in combatting age barriers in employment, paying particular attention to gender and ethnicity. A review of relevant European policies is also being undertaken.

## Chapter 2

### ACCESS TO EMPLOYMENT, INNOVATION AND WORK ORGANISATION

*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**

The rising level of unemployment in the European Union is one of the most pressing social and economic problems at present. The Foundation looks to support the programmes and actions of the Commission, the European Parliament, the Council of Ministers and all others active in this field by selected studies and other actions. These include: helping to develop effective counselling services in the context of long-term unemployment; examining the potential of non-standard flexible work arrangements for employees and companies, and for employment creation; collecting and synthesizing information on the actual real life experiences of managers and workers with atypical work forms and developing policy recommendations from these data.

#### **Summary of 1994 activity**

- **Eurocounsel: counselling and long-term unemployment** (project No. 0105)  
The aims of this project are to provide a better understanding of the role of labour market counselling services in tackling long term unemployment and to identify ways of improving them. Originally centred on 10 local labour market areas in six Member States (Denmark, Germany, Ireland, Italy, Spain and the United Kingdom), the programme was extended in 1994 to France and the Netherlands. Two areas in Austria had been included in 1992/93 with funding from the Austrian government. Initial findings indicate the need for: a decentralized approach to counselling provision; early intervention and prevention counselling; training for the counsellors. A guide to good practice was produced in 1994.
- **Sharing work: who wants to work, how, when and why?** (project No. 0152)  
Following research on non-standard work forms and in the light of the continuing discrepancy between demand and supply in the traditional labour market, the Foundation has launched a project to ascertain the aspirations of active and passive labour market participants. This project is still in its infancy and no results are yet available.
- **Flexispace / Mobility of Work** (project No. 0110)  
Advances in technology are allowing the introduction of flexibility not only in working time but also in the workplace. Old distinctions between workplace and non-work place are becoming blurred, raising work organizational and other social questions as well as potential conflicts. Following a general report in 1993, the Foundation set out to develop a vademecum of flexispace applications known as "virtual firms". The findings showed that: co-operation between partners through information technologies is possible; in certain areas "virtual firms" have been set up in electronic form only (i.e. in "cyberspace"); this co-operation can help SMEs to counter competition from larger companies.
- **Telehomeworking: working at home or living at the workplace?** (project No. 0109)  
Financial constraints prevented new activities on this project being undertaken in 1994. It is planned to take this work forward in 1995.
- **Developments in working time legislation and agreements** (project No. 0106)  
An EC-wide survey of legal and contractual limitations to working time was published by the Foundation in 1988. A network, established in 1990, has continued to monitor developments with a view to keeping the information up to date. In 1994 preparations began for updated

chapters on the Member States, a European Union level report and a comparative consolidated report. Some more general observations are that: working time regulation/deregulation is a major political issue; agreements between the social partners are replacing legal regulations; new regulations tend to be developed within framework legislation but the main content of the new report is the considerable detail concerning the legislative situation in each Member State.

- **Monitoring developments in working time organization** (project No. 0107)

The BEST (Bulletin of European Studies on Time) network was established to monitor trends in working time issues and to keep the Foundation's knowledge in this area up to date. The information gathered by the network is published in BEST twice a year. Issue No. nine, on new developments in working time, and No. ten on how companies implement compressed working weeks were published in 1994.



## Chapter 3

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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*

The Foundation has, in the past ten years, developed a considerable body of work on participation at the workplace: involvement/participation of workers, participatory forms of work organisation, direct participation and participation through representatives, industrial relations, etc. This work has shown, in particular, the importance of participation as an appropriate means of action for the improvement of living and working conditions.

The main objective of the Foundation in this area is to establish a base of documentation and knowledge which can contribute to the dialogue between social partners at different levels.

#### *Summary of 1994 activity*

- **Direct participation: literature study** (project No. 0185)  
Complementing the project below (0153) a literature study on direct participation in Europe, Japan and the United States was commissioned in 1993. The study is divided into two parts: a description of empirical studies in each country, and a report drawing the material together under subject headings. It will be published in 1995.
- **Workplace Europe** (project No. 0153)  
To create an overview of the position of the European social partners on direct participation in organizational change, the Foundation established in 1992 a working group and an Advisory Committee to develop a proposal for a European-wide study. In 1993 a 15 country study was contracted which examined the position of the social partners on direct participation.
- **Innovative work forms in Europe and North America : the ecology of work** (project No. 0115)  
In co-operation with the Ecology of Work Conference, Inc. (a non profit making educational corporation in the United States), the Foundation organized a conference on innovative workforms in Europe and North America in November 1993 to provide a comparative perspective and a framework for sharing experiences. In 1994 the deliberations of the conference were evaluated and preparations for the second conference in May 1995 were put in hand. The 1993 conference showed that there are cultural differences in the European and American approaches to work organization and useful lessons to be learned from an exchange of information.
- **Alternatives to migration: the role of the social partners** (project No. 0139)  
Launched late in 1994 this project aims at examining how the social partners can help promote alternatives to migration and assist development in those countries from which people are migrating. A working group with the participation of the social partners and the Commission was established and a contract for an exploratory report was awarded.
- **Preventing racism at the workplace** (project No. 0154)  
Following its conference on Migration and the Social Partners in December 1993, the Foundation launched (at the end of 1994) a new project aimed at producing an overview of public and company policies to prevent racism at the workplace including an assessment of their impact. National reports and an European consolidated report are expected in 1995.

- **European employment and industrial relations glossaries and database (EMIRE)**  
(project No. 0118)  
Work on the international 12-volume glossary continued in 1994 with the publication of the English-language volume for Greece. Development of the electronic version of the glossary contained in the EMIRE database on the ECHO host, also continued with English-language files for Belgium, France, Germany, Ireland, Italy, Spain and the United Kingdom now available as well as original-language files for Germany and Italy. A new menu-driven, user-friendly version of the database was developed and launched.
- **Employee involvement in changes affecting the workplace** (project no. 0155)  
This workshop did not take place.

# Chapter 4

## HEALTH AND SAFETY

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

### **Context**

The European Council confirmed on 29 October 1993 the creation of a European Agency for Health and Safety at Work. During 1994 the Foundation took its programme in this area forward in such a way as to facilitate co-operation with the new Agency, when it comes into operation.

### **Summary of 1994 activity**

- **The European Health and Safety Database (HASTE)** (project No. 0120)  
The database comprises extensive information on systems for monitoring health and safety in the European Union, the Czech Republic and Norway and in international organizations. Continued activity centres on updating and promoting the database. An updated catalogue with disk was produced and published in 1994.
- **European survey on the working environment** (project No. 0156)  
A first survey was carried out in 1991 and the results disseminated. In 1994 improvements to the questionnaires and methodology were made in preparation for a second survey in 1995.
- **The European working environment in figures** (project No. 0160)  
In 1991-92 the Foundation and the Commission carried out a small questionnaire-based survey on working conditions. The Foundation now proposes to support the data from the surveys with hard data from monitoring systems in the Member States in order to: describe working conditions; identify common risks across Europe; assess the lack of comparable data, and identify where the need for information is most urgent. Contracts for the data gathering were negotiated in 1994.
- **Workplace assessment** (project No. 0157)  
Workplace assessment has been recognized as a major issue for improved prevention of risk factors and improved workplace design. A report on workplace assessment was prepared in 1994. Initial findings indicate that assessments: can only be carried out if a policy has been defined; need participation and negotiation; should lead to action.
- **European networks of product registers and registers of exposure** (project No. 0158)  
In the context of the Foundation's work on monitoring occupational health and safety conditions two networks have been established, for registers of products and chemicals and for registers of exposure. In both networks work has been done on developing a common reference system for classification, coding etc. In 1994 the reference systems were tested and extended. The Commission is exploring the possibility of using the network of registers of exposure for assessing the technical feasibility of proposed new limit values.
- **Identification and assessment of occupational health strategies in Europe** (project No. 0121)  
National reports and leaflets were prepared for 12 Member States in 1994. They identify strategies at national level to achieve healthy working conditions, assess the impact of those strategies and highlight the role of the social partners. A European consolidated report was also contracted.
- **Assessing the benefits of stress prevention** (project No. 0125)  
Within the framework of the Belgian presidency of the European Council, the Foundation co-organized with the Commission and the Belgian Ministry of Labour in November 1993 a conference on stress at work. The conference committee called for emphasis on the benefits of stress prevention rather than on the cost of stress. A working group, established early in 1994, decided to produce reports on the benefits of stress prevention at company and national level.

Guidelines for the reports were developed. The reports will be written jointly by economists and stress researchers and are expected in 1995.

- **Ill-health and workplace absenteeism: initiatives for prevention** (project No. 0123)  
In the first phase of this project existing data on sickness absence were reviewed for patterns in different Member States, sectors and demographic groups. The review highlighted the difficulty of working with inconsistent data. It indicated the greater significance of long-term absenteeism and found that attitudes to absenteeism are changing. The review is available as a working paper. The second phase of the project focuses on strategies to address the causes of absenteeism and contracts were established for national studies in Belgium, Germany, Italy, Netherlands, Portugal, and the United Kingdom.
- **Economic incentive models to improve the working environment in Europe** (project No. 0159)  
A working group was established as a European forum to exchange views and experiences on this issue. The group includes representatives of the social partners, the Commission, public authorities and insurance companies. Poland is also represented as the topic is relevant to Eastern Europe. A catalogue of incentive models from different countries was published in 1994 along with the conclusions from an international study.
- **Design for health** (project No. 0122)  
Under the principle of designing products in such a way as to secure the health and well-being of consumers and workers, this project aims at defining the information needs of designers and identifying the relevant sources. The research was implemented in 1994 and an evaluation carried out. The results will be published in 1995.
- **Design for integration** (project No. 0161)  
This project is providing practical support for aimed at facilitating integration and fighting exclusion by designing the workplace to fit all people (i.e. not just the young, healthy, male). Work begun on collecting information on company policies to match worker capacities to job requirements (especially regarding disabled workers and ageing workers) and on methods used to ensure that the design of industrial buildings meets the requirements of the users.

# Chapter 5

## SOCIO-ECONOMIC ASPECTS OF THE ENVIRONMENT

*Maintaining the move towards balanced integration of social, economic and ecological aspects of living and working conditions.*

### *Context*

The guiding principle of this chapter is sustainability in the wider sense reflected in goal three of the Foundation's Four-Year Programme 1993-1996 and in the Community's Fifth Environmental Policy and Action Programme (1993-2000), i.e. environmental, social and economic sustainability. It is now widely recognised that initiatives in one of these areas can be used as an instrument to further positive developments and sustainability in the others. The Commission took up this challenge in its programme of work for 1993-1994 and has since then been looking into how environmental sustainability can be developed into a potential for economic growth and employment. The Foundation's projects are intended as a contribution to these efforts.

### *Summary of 1994 activity*

- **The firm and the environment** (project No. 0128)  
This project aims at assessing the potential of regional co-operation in improving corporate environment performance and economic development in the southern Member States. The Greek study concerns a cleaner production centre for SMEs. The Spanish study focuses on initiatives to improve the environmental performance of slaughter houses in Castilla-León and olive processing plants in Andalusia. Launched in 1994, the studies will be available in 1995. An Italian study, begun in 1993 and concerning waste waters, was completed in 1994. It highlighted the potential for co-operation between individual firms, co-operatives, industrial federation and public authorities at all levels but found that SMEs are still not complying with basic standards.
- **Employment potential of sustainable development policies** (project No. 0129)  
Based on the principles of sustainable development in the Fifth Environmental Action Programme, the Foundation initiated work in co-operation with DG XI of the Commission. The first studies, begun in 1993, explored the employment potential in pursuing sustainable development aims. A workshop to discuss the direction and value of studies was held in April 1994; a Research Group on Employment and Sustainability was established in August 1994; and the results of research in this field were presented to the European Commission seminar on a New Development Approach in November 1994. The Foundation study showed that direct job creation effects vary considerably by sector: further work by the Research Group has highlighted the importance of assessing the consequences for employment of not protecting the environment, and illustrated the potential benefits to both the environment and employment of introducing environmental economic instruments accompanied by a reduction in labour costs.
- **Training in environmental management** (project No. 0130)  
This project comprises three studies on the training requirements of personnel involved in environmental management issues: top level managers concerned with corporate strategies; technical/operational middle managers; lower management and skilled and semi-skilled workers. The first study began in 1993 and covered 61 companies and 40 educational establishments. It confirmed the findings of earlier research, that improvements in corporate environmental performance are driven by legislation, customer demand and corporate image. Employee commitment to environmental issues is encouraged through training. There is growing provision of appropriate training courses but they appear to depend on the personal

interest of a small number of teachers and are poorly integrated into business management programmes. The study on lower management and skilled workers is starting in early 1995 and that on middle management will be launched in 1996.

- **Innovations for the improvement of the urban environment** (project No. 0132)  
The Commission's Green Paper on the Urban Environment (1990) gave a new impetus to the development of urban actions. Following its presentation of a European overview of urban innovations to a conference in Seville in October 1993, the Foundation initiated in 1994 the analytical phase of the project on the tetralogy "Perceive-Conceive-Achieve the Sustainable City". The themes studied were: transport and public spaces; environmental auditing in cities; functionality, aesthetics and desirability; the role of small and medium-sized enterprises in revitalizing cities. A study on urban innovation and employment generation complementing the first phase was also completed in early 1994.
- **Rural areas and sustainability** (project No. 0162)  
Due to financial constraints no progress was made on this project in 1994.
- **Medium sized cities and socio-economic and environmental developments in the regions of the EU** (project No. 0133)  
Analysis of case-studies on selected cities has continued, mostly from the periphery of Europe. Findings indicate that: medium-sized cities should be defined by functional size and position in the urban network rather than by population size; advantages arise from being small enough to offer a good quality of life but big enough to offer a wide range of services. Universities play a key role in the urban developments. Most of the cities are committed to preserving their cultural heritage and initiating urban renaissance projects. Indicators to evaluate whether a city actually becomes more or less sustainable and in what areas were developed in late 1994. They follow the directions of the "European charter of sustainable cities and towns" and started being developed for each city of the research network. Two workshops in Volos and Oviedo brought together the researchers, the cities and the social partners.
- **European workshops on eco-products** (project No. 0135)  
Ecological design of sustainable products is the focus of this project which has as its aim the demonstration of practical examples of environmentally-friendly design of products and workplace. Initial preparations were made in 1994 for workshops which will show and evaluate the relevant methodologies and discuss the need for policy-making initiatives.
- **The social partners and the environment** (projects No. 0163, 0164, 0165)  
In order to support the social dialogue and the environment, the Foundation took a first step by starting in 1991 a network on "Industrial Relations and the Environment". The research activities of this network have been developed extensively and in 1994 an important publication programme was launched following three years' research on the subject. During the same year, two major events were organized in relation to this area:
  - the "Greening of Industry" conference which took place in Copenhagen in 1994, co-financed by the Foundation, and where results of the Foundation's research results were presented and compared with research findings from other European and North American sources.
  - following the success of the three round tables on cooperation and the role of the social partners in the environment, a fourth Round Table took place in Dublin where the results of the Foundation's research were discussed along with good examples of a co-operative approach to environmental issues and environmental management in industry.



## Chapter 6

### EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN

*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 balanced integration of social, economic and ecological aspects of living and working conditions.*

#### **Context**

In 1991 the Foundation published a review which assessed the implications for women of its work since 1985 and made recommendations on ways by which the Foundation might take better account of the gender dimension in the development of its programmes. The review recommended two approaches, subsequently endorsed by the Administrative Board in the 1993-1996 programme of the Foundation. The first was to systematically incorporate a gender perspective into the design and implementation of all relevant research programmes (mainstreaming), the second to develop a new research area focusing more specifically on women and equal opportunities.

The Foundation's programme for 1994 therefore contains both elements of mainstreaming and proposals for more highly focused work within this chapter. The process of mainstreaming equal opportunities issues, as highlighted also in the EU's Third Action Programme on Equal Opportunities, is important in ensuring that the question of equal opportunities between men and women is seen to be wider than traditional "women's concerns". Areas where discrimination is hidden within culturally based behaviour and attitudes can be more clearly identified and tackled.

Within other chapters of the Foundation's programme there are a number of projects which include the study of the different experience of men and women and how current changes are affecting them. The projects outlined below distinctly centre on the equal opportunities issue.

#### **Summary of 1994 activity**

- **Practice of collective agreements on equal opportunities in Europe** (project No. 0166)  
At the request of the Commission, the Foundation undertook to analyze the diffusion and content of collective agreements on equal opportunities in Europe. An international and interdisciplinary group of researchers was established in 1994 which has begun the development of a concept for an international study as well as guidelines for national reports from the Member States and the EFTA countries.
- **Equal Opportunities: Internal influences on collective bargaining for equality, with particular reference to women's representation in decision making** (project No. 0168)  
Associated with the above (No. 0166) this project examines the most important factors which contribute to good collective agreements on equal opportunities, such as whether women were included in the bargaining process. Two case studies to develop the methodology for the project have been identified and work will begin in 1995.
- **Families, labour markets and gender roles** (project No. 0167)  
A research workshop held in Dublin in September brought together some 30 experts from the European Union and Scandinavia to consider changes in family structures and in the labour market and the implications for reconciling men and women's roles in the context of sharing economic and social responsibilities. The workshop report will be published in 1995 and the discussions indicated that: the sexual division of labour was crucial to understanding women's position in society; there were still considerable difficulties in reconciling work and family life for men and women and there was a need for economic and social support for child and eldercare. The workshop made a series of proposals for further action and research required in this area which will be examined by the Foundation, together with the results of the conference on Working and Caring (project no. 0183) in developing its future work programme.

# Chapter 7

## **PROGRAMME OF COORDINATION, EXCHANGE AND INFORMATION / DISSEMINATION**

### *Context*

The Foundation's creating regulation requires that "the Foundation shall foster the exchange of information and experience in its 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" (Regulation No. 1365/75 of the Council of 26 May 1975 Art.3).

During its twenty years, the Foundation has amassed a considerable amount of knowledge, numerous contacts have been made and various networks formed. The Foundation is in communication with different interests on a wide range of complex questions. Its publications are varied, ranging from technical documents to introductory works. It has close liaison with the Office for Official Publications of the European Communities.

### *Summary of 1994 activity*

#### *Documentation and Information Programme*

- **Information centre/Library services** (project No. 0169)  
The information centre is well established and serves the needs of staff and external users. The services have continued to develop in 1994, making increased use of electronic and optical technologies (e.g. online and offline databases, CD-ROM, e-mail) for quicker access to information. Further automation of library procedures, and involvement in the EUROLIB network are ongoing.
- **Library automation** (project No. 0170)  
To improve the effectiveness and efficiency of library resources at the Foundation, the UNICORN Library Management System was installed in 1993. The card catalogue was converted to machine readable form and transferred into the new system. In 1994 three new modules were added to automate acquisition of library materials, serials control and enlarge current awareness activities.
- **Development of a thesaurus on living and working conditions** (project No. 0171)  
In order to offer better access to the Foundation's range of reports and other documentation a machine-readable multilingual thesaurus is being developed. An advisory group for this purpose (the FACET advisory group) was inaugurated during 1994 to decide appropriate actions based upon a consultant's report evaluating existing thesauri which could be modified and used by the Foundation. (e.g. EUROVOC, ILO, etc)
- **Directory of information sources on living conditions** (project No. 0172)  
This project is to enable the Foundation to refer people with complex and detailed enquiries on comparative aspects of living conditions in the various Member States to specialised information services, organisations and institutions. This information will be available to staff in other EU institutions, eg. Euroadvisers in the EURES (European Employment Services) project. In 1994 a list of published information sources for each of the 12 Member States was compiled.

#### *Publications programme*

- **Programme of multilingual publications of Foundation reports** (project No. 0173)  
The publications programme includes a wide variety of publication types, including research reports, information booklets, conference proceedings, bibliographies, newsletters, data bases

and videos in the languages of the EU. The programme of publications in 1994 amounted to 232 individual items of which over 425,000 copies were produced.

- **Copublication and licensing agreements** (project No. 0174)  
In the context of its publications programme, the Foundation negotiates and issues licences to various national bodies for publication of reports or enters into co-publication agreements with commercial publishers for products with a broader market appeal. Both these actions aim at gaining a wider dissemination of the Foundation products, offering an effective access to commercial markets at an advantageous price since the publishing and marketing costs are shared or subsidised.  
During 1994, in conjunction with the Office for Official Publications in Luxembourg, four copublications and sixteen licences were agreed.
- **Production of catalogues of publications** (project No. 0175)  
The preparation and publication of catalogues in all languages continued throughout 1994. More specifically, full catalogues of all publications were produced in English and French languages with supplements; national language editions for German, Danish, Italian, Dutch, Portuguese and Greek showing what language products were available to those markets, were also produced along with supplements.

### *Dissemination and Promotion Programme*

- **News from the Foundation** (project No. 006)  
Five issues in nine languages each were published in 1994, amounting to about 145,000 copies, of which 105,000 were distributed through the Office for Official Publications. The newsletter, which is available free of charge to readers, reports on current Foundation activities as well as news relevant to the improvement of living and working conditions.
- **Production of promotional videos** (project No. 0176)  
In 1993 a video "Introducing the Foundation" was produced in a multilingual edition. In 1994 a contract was agreed for the translation of the voice text and the production of nine single-language editions. The videos are near completion and will be available for dissemination in 1995.
- **Restructuring the mailing lists** (project No. 0177)  
In order to improve the efficiency and effectiveness of the Foundation's dissemination programme the mailing lists are being restructured. Questionnaires were sent to those registered and the information is now being coded into the computer of the Office for Official Publications which manages the dissemination.
- **Dissemination and Stock Control** (project No. 0178)  
All 1994 publications were dispatched to the Office for Official Publications in Luxembourg. They were disseminated to the recipients on the mailing lists and appropriate numbers stored for future needs or dispatched for sale to the Office's national Sales Agents throughout the world. During 1994, 115 air-freight consignments were sent to destinations all over the world, with some 400.000 publications disseminated.
- **Marketing information tools** (project No. 0179)  
A series of marketing information directories featuring industrial relations and equal opportunities was produced for five countries in 1993. A sixth directory (Ireland) was in process of compilation in 1994. The directories provide data on which to base marketing strategies by identifying the different categories of audience for the selected theme, listing the organizations within those categories and providing details of their publications.
- **Marketing and promotional programme** (project No. 0180)  
The work of this programme covered a wide range of activities, many of them mentioned elsewhere in this report. Visits to the Foundation included trade unionists, academics, government members, civil servants and private sector employees and employers. They comprised not only nationals from EU Member States but also from other European countries

and other countries outside Europe, e.g. Japan, United States, Thailand, Commonwealth of Independent States and Uganda. Exhibitions were organized within the EU from Glasgow to Thessaloniki and outside the EU from Helsinki to Seoul. Promotional material - slides, overheads, leaflets, posters, etc - were produced to assist in the presentation of the Foundation's work.

### *Stimulation and Training Programme / Debate and Discussion Programme*

- **Innovative workplace action for health** (project No. 0119)  
Recommendations from the Foundation's research in this area have emphasised the importance of training. The first phase of the current training project has involved a review of existing training programmes that include elements of health promotion and the establishment of a network of experts. The training needs of key professional groups have been identified and proposals made for appropriate responses.
- **ACCEPT (Assistance in the creation of course material for enlightened personnel and technology managers of the future)** (project No. 0143)  
This project is aimed at introducing the Foundation's knowledge to internationally oriented business schools, university departments of business administrations and training centres for engineers and at assisting in the training of the "European Manager" of the future. A pilot group of teachers and students, set up in 1993, is examining how to achieve optimum benefit from the project. Several case studies have been prepared, including one specifically for distant learning in electronic format.
- **Information transfer to Central / Eastern Europe** (project No. 0145)  
Three summer schools with participants from central and eastern Europe had already been organized between 1991 and 1993, with the aims of sharing the Foundation's knowledge; assisting those countries in the transformation of their socio-economic system; learning from their experiences, and establishing a lasting exchange of information. In 1994 two further summer schools were held. The participants have published numerous articles and briefing notes in appropriate publications of their countries, fulfilling an important multiplier role.
- **Working and caring: developments at the workplace for family carers of disabled and elderly persons** (project No. 0183)  
In the context of the German Presidency of the Council, and in collaboration with the German Federal Ministry of Family Affairs and Senior Citizens as well as with Eurolink Age, the Foundation organized a conference on this theme in Bonn in November 1994. The conference found that there are more questions than answers surrounding this issue, and, in respect of policies providing help for the carers, there are more unsatisfied needs than solutions. It further found that, to improve the relationship between paid employment and caring, co-operation is essential between the carers themselves, employers and trade unions, non-governmental organizations and social policy makers.

## OTHER ACTIVITIES

The year opened with a conference organized in collaboration with the Irish Council of the European Movement. The conference, Maximising the Social Impact of the National Plan, took place in January in Dublin Castle where some 150 delegates discussed the issues involved in "Removing the social barriers to employment" and "Achieving social integration: the role of local communities" in relation to Foundation work in these areas.

During the course of the year the Foundation held meetings in Aarhus, Aix-en-Provence, Amsterdam, Barcelona, Brussels, Copenhagen, Dortmund, Florence, Gelsenkirche, Geneva, Henley, Karlsruhe, Leuven, Lisbon, London, Luxembourg, Lyons, Madrid, Milan, Newcastle, Oslo, Oviedo, Paris, Riøs, Rome and Warsaw.

Directors of national institutes for improving working conditions, officials of the services of the Commission and the Directorate of the Foundation meet annually as the ACTEUR Group to discuss areas of co-operation and mutual interest (project No. 0099). The 1994 meeting in Lyons welcomed delegates from Austria, Finland and Norway for the first time - guest delegates from Sweden had been attending already for some time.

Under the provisions of the EEA Agreement, notably Protocol 31, Article 5(5), the Foundation concluded a framework agreement with the EFTA/EEA countries in 1994 which fosters exchange of information and provides for joint projects.

Within the framework of EU/Japan co-operation on social affairs and the tripartite experts' exchange organized within this framework by the services of the Commission (Directorate-General Employment, Industrial Relations and Social Affairs: DGV) a delegation from Japan visited the Foundation in November to discuss employment and some labour issues. The delegation comprised three senior officials, one each from the Japanese Ministry of Labour, the Trade Union Confederation (RENGO) and the Employers' Association (Nikkeiren). Other visitors from outside the European Union included the Maltese Minister for Human Resources, the International Federation of Social Workers, and a delegation of 75 senior political and public service officials from the CIS states.

Foundation staff participated in a number of international conferences throughout the year, for example: OECD symposium on Public Service Quality Initiatives (Paris, November); the European Behavioural Medicine Federation's third international conference (Amsterdam, July); the Fourth European Regional Congress of the International Industrial Relations Association (Helsinki, August); the Council of Europe's conference on Exclusion, Equality Before the Law and Non-Discrimination (Taormina-Mare, Malaysia, September); European Forum for Organizations with a Role in Public Utilities organized by Réseaux Européens des Services Publics (Brussels, November); European Regional Meeting of the International Social Security Association (Helsinki, December). (For a complete list see Annex 6)

To measure the level of Foundation activities in the Member States a new project was contracted in December to carry out a country by country analysis. The project aims to examine the number of research contracts, conferences, disseminations of Foundation publications in the vernacular and other languages, and so on, in order to draw up a picture of the situation in each Member State. From this, appropriate policies and strategies will be developed to ensure that the Foundation is equally and readily recognized in all Member States.





## Annexes

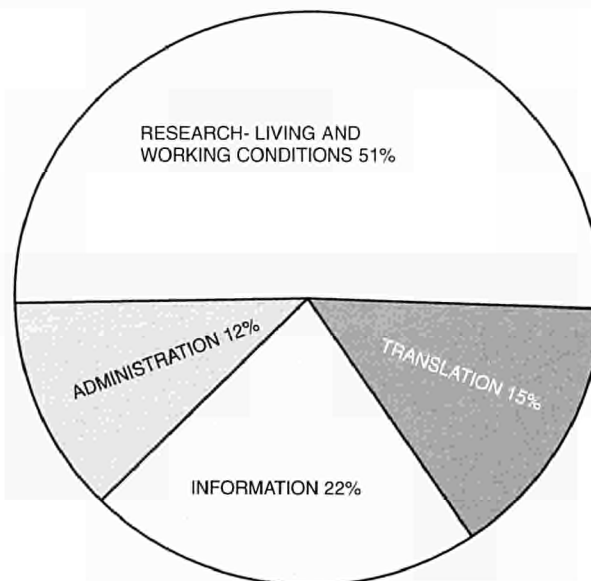
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## Annex 1

Summary Table of Expenditure for Financial Year 1994 in ECU

	TOTAL	CHAPTER 1	CHAPTER 2	CHAPTER 3
		Staff Expenditure	Administration Expenditure	Operating Expenditure Living and Working Conditions
<b>Appropriations Available</b>				
Final appropriations for the financial year 1994	11.610.000	5.200.000	1.106.000	5.304.000
Increase compared with 1993	+ 1%	+ 13%	- 21%	- 3.6%
<b>Utilization of Appropriations</b>				
Commitments amount to	10.362.419	4.977.588	1.057.164	4.327.667
Leaving to be cancelled an amount of	1.247.581	222.412	48.836	976.333
Percentage utilised	89.3%	95.7%	95.6%	81.6%
Percentage cancelled	10.7%	4.3%	4.4%	18.4%
<b>Utilization of Appropriations carried over from 1993</b>				
Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to	2.855.441			
Payments from carryovers amount to	2.550.137			
Leaving to be cancelled an amount of	305.304			
Percentage utilised	89.3%			
Percentage cancelled	10.7%			

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



## Annex 2 The Administrative Board 1994

(per 31 December 1994)

### *Chairperson of the Board*

Marc Boisnel  
(Governments' Group)

### *Vice-Chairpersons of the Board*

Fritz-Jürgen Kador  
(Employers' Group)

Jean-Claude Vandermeeren  
(Unions' Group)

Hywel Ceri Jones  
(Commission)

### **Coordinators**

Renate Hornung-Draus  
Union of Industrial and Employers'  
Confederations of Europe (UNICE)

Bernard Le Marchand  
European Federation of Medium-size  
and Major Retail Distributors

Willy Buschak  
European Trade Union Confederation

### **Representatives of the Commission of the European Communities**

#### *Members*

H. C. Jones  
Acting Director-General  
Directorate-General for Employment, Industrial  
Relations and Social Affairs (DGV)

R. Hull  
Advisor to the Director-General for Environment,  
Nuclear Safety and Civil Protection (DGXI)

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 (DGXII) Alternates

#### **Alternates**

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

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

H. Ott  
Head of Division  
Environment Technologies  
Directorate-General for Science, Research and  
Development (DGXII)

## Annex 2 (continued) The Administrative Board 1994

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 Directeur 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 Générale du Travail de Belgique
Denmark	H. Grove Kontorchef Arbejdsministeriet	E. Edelberg Kontorchef Arbejdsministeriet	K. Holm Kontorchef Dansk Arbejds-giverforening	L.E. Nielsen Afdelingschef Landbrugsrådet	N.-J. Hilstrom LO-Sekretær 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. Hornung-Draus Mitglied der Hauptgeschäftsführung der 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	J.-C. Pichenot Secrétaire Confédéral Chargé des aspects conditions de vie et de travail
Greece	M. Sarivalassis Ministère du Travail	D. Tangas Ministère du Travail	E. Tsamousopoulos Federation of Greek Industries	A. Skiadas Federation of Greek Industries	S. Lemos General Confederation of Greek Workers	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		T. Wall Irish Congress of Trade Unions	N. O'Neill Regional Secretary Union of Construction Allied Trades and Technicians Trade Union
Italy	G. Cacopardi Direzione Generale Rapporti di Lavoro Ministero del Lavoro	D. Carla Direzione Generale Rapporti di Lavoro Ministero del Lavoro	R. Delvecchio Direzione Relazioni Industriali Olivetti S.p.A.		C. Brighi Confederazione Italiana Sindacati Lavoratori (CISL)	A. Teutsch International Department UIL
Luxembourg	J. Zahlen Conseiller du Gouvernement Ministère du Travail	P. Weber Inspection du Travail et des Mines	N. Welsch Chef des Relations Internationales Société Nationale des Chemins de Fer Luxembourgeois	L. Jung Directeur de la Fédération des Industriels Luxembourgeois	N. Hoffmann Lëtzebuurger Chrëschtliche Gewerkschaftsbond (LCGB)	R. Pizzaferrri Secrétaire social Onofhängege Gewerkschaftsbond Lëtzebuerg (OGBL)
Netherlands	C.J. Vos Ministerie van Sociale Zaken Directoraat-generaal van de Arbeid	R. Feringa Directeur Internationale Zaken Afdeling Europese Integratie	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	F. Barracha Sub-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 Damião Vice Presidente União Geral dos Trabalhadores (UGT)	J. Pires Amoroso Comissão Executiva União Geral dos Trabalhadores (UGT)
Spain	I. Matía Prim Subdirector general para la Negociación Colectiva y Condiciones de Trabajo	J.C. Pedrero Subdirector general de Inspección y Seguridad Social Ministerio de Trabajo y Seguridad Social	P. Teixidó Campàs Director del Servicio de Higiene y Seguridad en el Trabajo Mutua General	D. Carlos Sanz Herranz Director de Asistencia Sanitaria MUPRESA	J. Blanco Confederación Sindical de Comisiones Obreras CC.OO.	I. Laka Martin Euzko Langilleen Alkartasuna Solidaridad de Trabajadores Vascos ELA/STV
United Kingdom	A. Scott Social Science Research Branch SSCR3	P. Saunders Chief Scientists' Group Department of the Environment	M. Bamforth Confederation of British Industry	D. France Head of International Social Affairs Department Confederation of British Industry	S. Brooks Organization and Industrial Relations Department Trades Union Congress	T. Mellish Equality and Social Policy Department Trades Union Congress

## Annex 3 Committee of Experts

(as at December 1994)

### **BELGIUM**

Prof. Marc HESELMANS  
Hoofdingenieur-directeur  
Ministerie van Tewerkstelling en Arbeid

### **DENMARK**

Inge MÆRKEDAHL  
Vicedirektør  
Socialforskningsinstituttet

### **FRANCE**

Jean-Marc BOULANGER  
Inspecteur Général des Affaires Sociales  
Direction Régionale du Travail et de l'Emploi

### **GERMANY**

Prof. Dr. Norbert ALTMANN  
Direktor  
Institut für sozialwissenschaftliche Forschung  
e.V.

### **GREECE**

Dr. Christina THEOCHARI  
Environmental Engineer  
Athens Labour Centre

### **IRELAND**

Geraldine TALLON  
Principal Officer  
Environment Policy Section  
Department of the Environment

### **ITALY**

Prof. Pasquale SANDULLI  
Direttore Istituto di Diritto del Lavoro  
Università "La Sapienza" di Roma

### **LUXEMBOURG**

Jean-Paul DEMUTH  
Premier Conseiller de Direction  
Association d'Assurance contre les Accidents

### **NETHERLANDS**

Prof. dr. Wout BUITELAAR  
Hoogleraar Bedrijfsorganisatie en  
Arbeidsverhoudingen

### **PORTUGAL**

Dr. Josefina DA ENCARNAÇÃO PINTO  
MARVÃO  
Assessora do Ministro do Emprego e da  
Segurança Social  
Ministério do Emprego e da Segurança Social

### **SPAIN**

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

### **UNITED KINGDOM**

Prof. Howard NEWBY  
Vice-Chancellor  
University of Southampton

## Annex 4 Foundation Staff

*This list is as at 31 December 1994. At that time there were 8 vacant posts (2 translators, 2 Programme Managers, 1 Administrative assistant, and 3 secretaries)*

### **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*

Sarah Farrell  
Voula Mega  
Jørn Pedersen (co-ordinator)  
Charles Robson (detached national expert)

#### *Social Cohesion*

Robert Anderson  
Camilla Galli da Bino  
Wendy O'Conghaile (co-ordinator)

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

Jaume Costa  
Henrik Litske  
Leontine Mastenbroek  
Pascal Paoli (co-ordinator)  
Isy Vromans (detached national expert)

#### *Work Organization/Labour Relations*

Christine Gollin  
Eberhard Köhler (co-ordinator)  
Hubert Krieger  
Joaquin Martínez Soler (detached national expert)  
Jean-Louis Poujol (detached national expert)

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

Norman Wood (Head of Section)  
Roseanna Creamer  
María Cuesta Pérez  
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  
Charlotte Kjær Andersen  
Maria Correia-Barbosa  
Paolo Cerioni  
Cécile Deneys  
Cristina Frawley  
Doris Hirschfeld  
Charlotte Krijl  
Mouring Lindenburg  
Georgia Papamarkaki  
Jacques Prieu  
Evangelos Psaroudakis  
Miria Smyth

### **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

## Annex 5 Foundation Meetings 1994

### January

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- 10;** *Brussels; Director Bureau* (0001)
- 14;** *Karlsruhe; P. Paoli*  
Meeting of BEST correspondents (0107)
- 17-18;** *Dublin; W. O'Conghaile*  
Eurocounsel local consultants - research team meeting (0105)
- 17-18;** *Brussels; P. Paoli*  
European network of questionnaire-based surveys on working conditions (0120)
- 19-20;** *Gelsenkirchen; H. Krieger*  
Workplace Europe: working group on the literature study (0114)
- 24;** *Dublin; N. Wood*  
FACET group (0171)
- 27;** *Brussels; J. Costa*  
Preparation meetings for Migration and the Role of the Social Partners (0139-0153)
- 28;** *Paris; E. Köhler*  
Editorial committee working time book (0106)
- 31;** *Dublin Castle; B. Nolan*  
In cooperation with the Irish Council of the European Movement, The National Plan and EU Policy on Social Cohesion (0180)
- 31/1-2/2;** *Brussels; J. Pedersen*  
Presentation of Environment Perspectives to Economic and Social Committee (0131)

### February

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- 4;** *Dublin; E. Köhler*  
Meeting of pilot and research group ACCEPT Assistance in the creation of course material for enlightened personnel and technology managers of the future (0143)
- 4;** *London; R. Anderson*  
Future prospects for family care of the elderly (0102)
- 9;** *Brussels; P. Paoli*  
Third meeting of steering group on monitoring the work environment at sectorial level (0149)
- 10;** *Dublin; H. Litske*  
Euro research on safety and health (0120)
- 11;** *Dublin; V. Mega*  
Expert meeting on urban innovations (0132)

- 15-16;** *Milan; H. Krieger*  
Second meeting on the study of the position of the social partners (0153)
- 16;** *Madrid; J. Pedersen*  
The firm and the environment (0128)
- 17;** *Aarhus; J. Pedersen*  
Training in environmental management (industry and sustainability) (0130)
- 17-18;** *Copenhagen; H. Krieger*  
NordFram conference (0116)
- 18;** *Risø; J. Pedersen*  
Sustainability and Rural Areas (0162)
- 21;** *Brussels; Director, J. McColgan Bureau* (0001)
- 22;** *Dublin; B. Schmidt*  
Community databases on CD ROMs
- 23;** *Dublin; H. Litske*  
European health and safety database (0120)

### March

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- 2-3;** *Dublin; H. Litske*  
Occupational health and safety research in Europe (0148)
- 9;** *Dublin; H. Krieger*  
Role of the social partners in the environment (0165)
- 11;** *Dublin; V. Mega*  
Expert meeting on medium-sized cities and socio-economic and environmental developments in the regions of the EU (0133)
- 11;** *Dublin; H. Litske*  
European working environment in figures (0160)
- 15;** *Dublin; H. Litske*  
Design for health: steering group meeting (0122)
- 15;** *Dublin; H. Litske*  
European workshop on ecoproducts - preparatory working meeting (0135)
- 15-16;** *Brussels; P. Paoli*  
Coordination meeting on workplace assessment (0157)
- 21-23** *Dublin; H. Krieger*  
Workplace Europe: ninth research group meeting (0114)

**22; Dublin; H. Litske, J. Costa**  
First meeting of the working group on assessing the benefits of stress prevention (0125)

**24-25; Dublin; Director**  
Bureau, Group Meetings Plenary Sessions 49th Board Meeting (0001)

**28; Brussels; J. Pedersen**  
Employment potential of sustainable development (0129)

**29; Brussels; J. Pedersen**  
Coordination meeting on the firm and the environment (0128)

## April

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**6; Luxembourg; H. Litske**  
Economic incentives to improve the working environment - evaluation meeting (0159)

**6; Luxembourg; H. Litske**  
Economic incentives to improve the working environment - steering group meeting (0159)

**15; Barcelona; E. Köhler**  
Researchers' coordination meeting  
ACCEPT - Assistance in the creation of course material for enlightened personnel and technology managers of the future (0143)

**20-21; Florence; H. Krieger**  
Practice of collective bargaining and equal opportunities (0166)

**20-21; Dublin; C. Robson**  
Employment potential of sustainable development policies (workshop) (0129)

**21-22; ILO Geneva; P. Long**  
Scientific committee for industrial relations glossary (0118)

**22; Dublin; R. Anderson, W. O'Conghaile**  
Combatting age discrimination - coordination meeting (0151)

**26; Brussels; J. Pedersen**  
Working Group meeting on training in environmental management (0130)

**26; Louvain; E. Köhler**  
Meeting of the working group on European Community network of working time experts (0106)

**27; Brussels; H. Krieger, J. Pedersen**  
First meeting of advisory committee on co-operation of the social partners on the environment (0164)

## May

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**4; Brussels; J. Costa**  
First meeting of the working group on preventing racism in European companies (0154)

**5; Brussels; J. Costa**  
First meeting of the working group on alternatives to migration: the role of the social partners (0139)

**19; Brussels; R. Anderson**  
Coordination meeting on absenteeism (0123)

**20; Brussels; R. Anderson**  
Coordination meeting on training for health at work (0119)

**24; Brussels; Director**  
Bureau (0001)

**31; Dublin; H. Litske**  
Coordination meeting on the European working environment in figures (0160)

## June

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**2-3; Dublin; W. O'Conghaile**  
Eurocounsel programme, local consultants - research team meeting (0105)

**3; Paris; J. Pedersen**  
Editorial group on environmental perspectives (0131)

**7; Dublin; P. Paoli**  
European network of questionnaire-based surveys on working conditions - preparation of second European survey on working conditions (0156)

**8; Brussels; H. Krieger**  
First research group meeting on equal opportunities in collective bargaining (0166)

**9; Brussels; H. Krieger**  
Evaluation committee on the report on direct communications in European multinationals (0116)

**17; Oslo; H. Litske**  
European networks of product registers and exposure registers (0158)

**16-17; Volos; V. Mega**  
Visions and actions for medium-sized cities (0133)

**21-24; Dublin; E. Köhler**  
Summer school on industrial relations and economic change (0145)



## Annex 5 (continued)

- 27; *Brussels; J. Costa*  
Second meeting of the working group on alternatives to migration: the role of the social partners (0139)
- 27-29; *Aix-en-Provence; H. Krieger*  
Workplace Europe: tenth research group meeting (0114)
- 28; *Madrid; J. Pedersen*  
Meeting on the firm and the environment (0128)
- 28; *Aix-en-Provence; H. Krieger*  
Workplace Europe: fourth advisory committee meeting (0114)
- 29-30; *Dublin; Deputy Director*  
32nd meeting of the Committee of Experts (0002)
- 30/6-1/7; *Dublin; Deputy Director*  
Governments group meeting (0001)

## July

- 4-5; *Dublin; Deputy Director*  
Employers group meeting (0001)
- 7; *Brussels; Deputy Director*  
Trade Unions group meeting (0001)
- 7; *Henley; E. Köhler*  
Meeting of pilot and research group ACCEPT - Assistance in the creation of course material for enlightened personnel and technology managers of the future (0143)
- 8; *Brussels; Director*  
Bureau (0001)
- 15; *Brussels; P. Paoli, J. Costa*  
Fourth meeting of steering group on monitoring the work environment at sectorial level (0149)
- 25-26; *Dublin; R. Anderson, W. O'Conghaile*  
Researchers' meeting on combatting age barriers in job recruitment and training (0151)

## August

- 25; *Dublin; H. Litske*  
Economic incentives to improve the working environment (0159)
- 30; *Amsterdam; H. Litske*  
Evaluation committee on design for health - information sources and design guides (0122)
- 30; *Amsterdam; H. Litske*  
Eco-workshops - preparatory meeting (0135)

## September

- 7-9; *Dublin; W. O'Conghaile*  
European Research workshop on Family, Labour Market and Gender Roles (0167)
- 12-13; *Brussels; W. O'Conghaile*  
Eurocounsel Programme, meetings of local consultants and Advisory Committee (0105)
- 14; *Dublin; R. Anderson, W. O'Conghaile*  
Co-ordination meeting on the role of partnerships in promoting social cohesion (0150)
- 15; *Dublin; R. Anderson, W. O'Conghaile*  
Partnership project - researchers' meeting (0150)
- 14-15; *Dublin; P. Paoli*  
Co-ordination meeting on design for integration (0161)
- 15-16; *London; H. Krieger*  
Second research group meeting on equal opportunities in collective bargaining (0166)
- 16; *Barcelona; J. Costa*  
Working group meeting on occupational health strategies (0121)
- 19; *Barcelona; J. Costa*  
Working group meeting on assessing benefits of stress prevention (0125)
- 19-20; *Dublin; R. Anderson*  
Absenteeism - researchers' meeting (0123)
- 19-20; *Oviedo; V. Mega*  
Coordination meeting on urban innovations and medium-sized cities (0132) (0133)  
Exhibition stand. (D. Politis)
- 21-22; *Dublin; H. Krieger, J. Pedersen*  
European round table on the co-operation and role of the social partners in the environment (0165)
- 27-30; *Dublin; E. Köhler*  
Summer school for Central and Eastern European delegations on new forms of work organisation (0145)
- 29-30; *Brussels; P. Paoli*  
Co-ordination meeting on second survey on the work environment (0156)

## October

- 3; *Lyon; B. Nolan*  
ACTEUR group (Network of national institutes for working conditions) (0099)

**Annex 5 (continued)**

B. Nolan/G. Papamarkaki provided secretariat.

**6; Brussels; J. Pedersen**

Working group on training in environmental management (0130)

**7; Brussels; J. Pedersen**

Co-ordination meeting on the firm and the environment (0128)

**7; Florence; J. Costa**

Meeting with contractors on report on alternatives to migration (0139)

**11; Brussels; H. Krieger**

Tenth meeting of research group on EPOC (Employee participation in organisational change) (0114)

**12-14; Warsaw; H. Litske**

Seminar with Eastern Europe on economic incentives to improve the working environment (0159)

**18; Brussels; Director**

Bureau (0001)

**26; Dublin; H. Litske**

European working environment in figures: steering group (0160)

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

Coordination meeting on workplace assessment (0157)

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

Coordination meeting on consumer-oriented action in the public services (0100)

## **November**

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**4; Brussels; P. Paoli**

Co-ordination meeting on second European survey on the work environment (0156)

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

Combatting age discrimination in job recruitment and training - researchers' meeting (0151)

**9; London; N. Wood**

FACET group meeting (Foundation's thesaurus committee) (0171)

**10; London; N. Wood**

Technical and production meetings of the European Employment and Industrial Relations Glossaries (0118)

**10-11; Dublin; Deputy Director**

33rd meeting of Committee of Experts (0002)

**11; London; N. Wood**

Marketing meeting of the European Employment and Industrial Relations Glossaries (0118)

**11; Newcastle; J. Pedersen**

Researchers' meeting on Rural Areas and Sustainability (0162)

**13-15; Copenhagen; J. Pedersen, C. Robson**

Greening of industry (0163)

**14; Amsterdam; P. Paoli**

Meeting of BEST correspondents (Bulletin of European studies on time) (0107)

**16; Rome; J. Pedersen**

Meeting on the firm and the environment (0128)

**17; Dortmund; H. Litske, B. Schmidt**

Seminar on the European health and safety database (0120)

**17-18; Dublin; H. Krieger**

Third research group meeting on equal opportunities in collective bargaining (0166)

**18; Berlin; H. Litske, B. Schmidt**

Seminar on the European health and safety database (0120)

**21-23; Milan; H. Krieger**

Eleventh meeting of research group on EPOC (employee participation in organisational change) (0114)

**22; Milan; H. Krieger**

Fourth advisory committee meeting on EPOC (0114)

**23; Brussels; Deputy Director; J. Pedersen; C. Robson**

Meeting with DG XI officials

**24-25; Bonn; R. Anderson, W. O'Conghaile, T. Renehan**

European Conference on Working and Caring (with German Presidency and EurolinkAge) (0183)

**28; Dublin; Director**

Bureau (0001)

**28; Dublin; Deputy Director**

Group meetings (0001)

**29; Dublin; Director, J. McColgan**

50th meeting of the Administrative Board (0001)

**December**

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*5-6; Copenhagen; R. Anderson*

Seminar on a training specification for workplace health promotion (0119)

*6; Lisbon; J. Costa*

Pre-conference workshop on the social impact of telemedicine and telehealth at the Commission's Health Telematics 1994 Conference (0184)

*7; Copenhagen; R. Anderson*

Ill-health and workplace absenteeism:

initiatives for prevention - coordination meeting (0123)

*7-8; Oslo; H. Litske*

European Network of Exposure Registers (0158)

*15; Brussels; W. O'Conghaile, R. Anderson*

The role of partnerships in promoting social cohesion - researchers' meeting (0150)

*16; Brussels; P. Paoli*

Third coordination meeting on monitoring the work environment (0149)

*16/17; Copenhagen; V. Mega*

Pre-conference meeting for the First International Congress on Healthy and Ecological Cities

## Annex 6 International conferences and meetings attended by Foundation staff during 1994

### January

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19 European Seminar on Work and Statistics (Paris), French Ministry of Labour. *P. Paoli* made a presentation on the Foundation survey on the working environment.

### February

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2/4 Trade Unions and Democratic Participation (Paris), CFDT. (*E. Verborgh*)

9 European Social Policy (Bath), University of Bath School of Social Sciences. *E. Köhler* gave a lecture on Development of Atypical Work in Europe.

22 "Positioning organizations for success in 2000 AD" (London), Manpower Society. (*C. Purkiss*)

### March

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3/4 RSA Eco-design Workshop on Telecommunications (London), Royal Society for the Encouragement of Arts, Manufacture and Commerce. (*C. Robson*)

7 IVESP Research Meeting (Valencia), Institut Valencià d'Estudis en Salut Pública IVESP. *J. Costa* presented a paper on Foundation research.

9/12 The Office Sector after 1993: Challenges and Opportunities (Dublin), SIPTU. *E. Köhler* presented a paper on Work Reorganization and New Forms of Work.

11 Health and Safety at Work (Dublin), Health and Safety Authority (Ireland). Exhibition stand. (*D. Politis*)

16/18 Colloque International on Cities, Enterprises and Society on the Eve of the 21st Century (Lille), CNRS. *V. Mega* presented a paper on "Enterprise and Urban Innovations".

16/18 International Symposium on Models of Sustainable Development (Paris), University of Panthéon-Sorbonne. (*C. Robson*)

19 Living Tomorrow in European Cities (Paris), Cité des Sciences et de l'Industrie/European Commission. (*V. Mega*)

21/22 International Book Fair (London). (*S. Ryan-Sheridan*)

22/24 Centre for Housing and Urban Studies - Seminar (Glasgow). (*C. Robson*)

23/24 Car Free Cities Conference (Amsterdam), City of Amsterdam. *V. Mega* gave a paper on "Transport Space is Public Space".

### April

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6/8 "4th National Conference on Environmental Quality" (Lisbon) organized by the Portuguese Ministry of the Environment. *V. Mega* gave a paper on "City and Innovation: The European Challenges".

14-15; Brussels; *J. Pedersen*  
Commission's Expert Group on the Urban Environment

18 Workshop on White Paper: Growth, Competitiveness and Employment (Brussels), organised by the ETUI. (*E. Verborgh*)

19/21 International Hannover Fair. Press conference and TV interview (*E. Köhler*). *B. Nolan* serviced shared exhibition stand with Eurostat/DG XIII.

27 "The ecological city" (Paris) organized by OECD. (*V. Mega*)

28-29; Paris; *J. Pedersen*  
OECD's Group on Urban Affairs

28-30 "The medium-sized cities in the new European context" (Sabadell) organized by the Municipality of Sabadell. (*V. Mega*)

### May

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1/4 Wellness in the Workplace Conference (Baltimore, U.S.A.), Organization Development Network. *R. Anderson* gave short papers on "Health promotion in small businesses" and on "Wellness: its role in occupational health".

2/7 Eurotech '94 (Industrial Fair) organized by Eurotech, Brussels. Shared exhibition stand with Eurostat/DG XIII. (*T. Renehan*)

12/14 IPM Annual Conference on People - The Ultimate Competitive Advantage (Killarney), organized by the Irish Institute of Personnel Management. (*C. Purkiss*)

13/14 "1994 - Public Health and Europe", organized as Greek Presidency event by

Annex 6 (continued)

Ministry of Health, Welfare and Social Security. Exhibition stand. (*B. Nolan and G. Papamarkaki*)

15 ETUC meeting on Social Exclusion (Liverpool), organized by the ETUC. (*W. O'Conghaile*)

16/18 "Europe for Women and Women for Europe", organized as Greek Presidency event by the General Secretariat for Equality and DG V, Thessaloniki, Greece. Exhibition stand. (*B. Nolan and G. Papamarkaki*)

20 Employment Relations 2000 (Warwick), organized by Warwick Business School. (*C. Purkiss*)

21/27 "American Industrial Hygiene Conference and Exposition", organized by American Industrial Hygiene Association and American Conference of Government Industrial Hygienists, Los Angeles. *H. Litske* presented a paper on "Health and Safety Conditions in the European Union".

24 Employers and Older Workers (London), organized by the Carnegie Third Age Programme. *R. Anderson* gave a paper on "The role of legislation in combatting age discrimination".

24/27 "European Conference on Sustainable Cities and Towns" (Aalborg) organized by the European Commission, City of Aalborg, ICLEI (*V. Mega*)

26/27 The Future of the European Social Policy - Options for the Union (Brussels), organized by the European Commission and the Catholic University of Louvain. *E. Köhler* and *P. Paoli* presented a preliminary synthesis of the submissions received on the Green Paper. (*C. Purkiss; E. Verborgh; W. O'Conghaile*)

## June

1/2 ETUC Conference on East-West Relations (Bratislava). *P. Paoli* made a presentation to union representatives from Eastern and Western Europe on Working Conditions in the EU.

2/4 COST A5 Workshop on Social Integration of Elderly People (Berlin). *R. Anderson* presented a paper on "The future of family care for older people".

2/4 Symposium on "The European Community and the Social Sphere: How much do we know and how do we use our knowledge?" (Paris) organized by DG V with support of French Ministry for Social Affairs, Health and the Urban Environment. (*T. Renehan*)

9/11 European Seminar on Trade Unions, Unemployment and Social Exclusion (Louvain), organized by the Hoger Instituut voor de Arbeid and the European Commission. *W. O'Conghaile* presented a paper on "Counselling and Guidance Services for the Unemployed". Exhibition stand. (*T. Renehan*)

11 European Social Policy (Marburg), organized by the Faculty of Social Sciences of Marburg University. *E. Köhler* presented the Foundation's work and discussed development of European Social Policy.

13/14 Future of White Collar Workers and Professionals (Stockholm), organized by TCO. (*E. Verborgh*)

13/15 Compétitivité et flexibilité du temps de travail en Europe (Paris), organized by Entreprise et Personnel. *E. Köhler* presented a paper on recent working time developments, in particular on flexible working time arrangements in EU countries.

14/17 Working Conditions Congress on Work and Health - New Trends and Challenges in Europe (Haarlem), organized by TNO Centrum voor Arbeid. (*I. Vromans*)

16/17 "Information Disclosure and Consultation in Transnational Enterprises" (Dublin) organized by Employment International in association with the Centre for Enterprise and Labour. Exhibition stand. (*R. Creamer*)

22/24 "EUROCITIES/EUROFIRMS" (Barcelona) organized by the Municipality of Barcelona. (*V. Mega*)

23; Dublin; *P. Paoli, J. Costa*  
ICTU meeting

27/28 Closing Conference of Poverty 3 Programme (Brussels), organized by the European Commission. (*W. O'Conghaile*)

29/2 European Summer School for Advanced Management (Aarhus), organized by the Aarhus School of Business. *J. Pedersen* presented a paper "Towards the Greening of European Business - A macro level perspective".

## July

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5/9 Third International Conference of Behavioural Medicine (Amsterdam), organized by the European Behavioural Medicine Federation. (*I. Vromans*)

13 Session of Social Policy Committee, National Economic and Social Forum (Dublin), organized by the NESF. *W. O'Conghaile* presented a paper on "Consumer-oriented action in the public services".

13/14 8th Conference of the European Health Psychology Society on Quality of Life and Health Psychology (Alicante), organized by the European Health Psychology Society. (*J. Costa; I. Vromans*)

15/17 "Multi-national Companies and the Future of Collective Bargaining", organized by Industrial Relations Research Unit, Dublin. Foundation publications sent and exhibited.

25 The Social Policy Dialogue (Brussels), organized by Belmont. *C. Purkiss* presented the Foundation's compilation of reactions to the Green Paper.

## August

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23/28 Fourth European Regional Congress organized by the International Industrial Relations Association (Helsinki). (*H. Krieger*) Exhibition stand. (*B. Nolan*)

24; Dublin; *H. Litske*  
Executive board of the Danish National Bank for Employees (ALB)

## September

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1/2 EUROPMI conference, organized by European Affairs, Federation of Small Businesses, (London). Foundation publications sent and exhibited.

1/3 Payments for care: international trends and Scandinavian countries (Kellokoski, Finland). (*R. Anderson*)

5/6 La Conception de l'Espace Bâti (Paris), organized by L'Ecole d'Architecture de la Vilette. *P. Paoli* made a presentation on "Joint Design in Buildings".

7/9 "Expanding Demands on Planning" (Prague) organized by Congress of ISOCARP. (*V. Mega*)

14/16 "Urban Regeneration in Europe" (Glasgow) organized by the Scottish Community Development Foundation, Glasgow. Exhibition stand. (*R. Creamer*)

14/17 Summer School on "Environment and Local Actors" organized by the European University of Environment (Monreale, Italy). *V. Mega* presented the Foundation's projects on the urban environment. Foundation publications sent and exhibited.

16/17 International Conference on What do we owe the elderly - allocating social and health care resources (Maastricht), organized by the Hastings Center, European Centre for Social Welfare, and the Institute of Bioethics in the Netherlands. *R. Anderson* presented a paper on "Future prospects for family care of older people in the European Union".

16/25 Ecology of Work (Toronto), organized by the Ecology of Work Conference, Inc., U.S.A. *E. Köhler* chaired a session on European experiences with new forms of work organization.

19; Brussels; *J. Pedersen* Commission's Expert Group on the Urban Environment

20/23 International Conference on Tripartitism (Bratislava), organized by the ILO and the Government of Slovak Republic. The Foundation was represented by *K. O'Kelly*.

25/30 XIVth World Congress of Labour Law and Social Security Law (Seoul, Korea). Foundation publications sent and exhibited.

28/1 Exclusion, equality before the law and non-discrimination (Taormina-Mare), organized by the Council of Europe. (*W. O'Conghaile*)

29/30 A Healthy Company (Berlin), organized by European Cancer Societies. *R. Anderson* was rapporteur for the workshop on Implementation of Workplace Health Promotion.

## October

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4 Carnegie in Wales. Conference to discuss the report of the Carnegie Enquiry into the Third Age (Treorchy, Wales). (*R. Anderson*)

4-5 OECD - Conference on Women in the City: Housing, Services and the Urban Environment (Paris). (*J. Pedersen*)

## Annex 6 (continued)

**6/7** Second European Congress on Home Care and Help at Home (Maastricht). *R. Anderson* presented a paper on "Future prospects for family care of older people".

**7/9** Fifth European Work Hazard Conference (Rimini), organized by the European Work Hazard Network. (*J. Costa*)

**11/15** "Challenges of Unemployment in a Regional Europe", organized by the Fryske Akademy and the Frisian Employment Service, Netherlands. Foundation publications sent and exhibited.

**17** Lateral Thinking, Creativity and Jobs (Dublin), organized by the Department of Foreign Affairs. (*C. Purkiss*)

**19/20** "The Accessible City" organized by MORTA and the City of Toledo (*V. Mega*)

**20** Irish Congress of Trades Unions Seminar on Quality of Public Services (Dublin).

*R. Anderson* presented a paper on "User-oriented action in public services".

**25/26** Fifth International Conference of the Geneva Association on Strategic Issues in Insurance (London). (*R. Anderson*)

**31** UK Local Authorities Research Consortium (Warwick). *R. Anderson* presented a paper on "The Europeanisation of Social Policy".

## **November**

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**3/4** Telework '94 - European Assembly on New Ways to Work (Berlin), organized by the European Commission on behalf of Commissioner Bangemann. *E. Köhler* presented a paper on "Social Consequences of Teleworking".

**4** Transnational Conference on Gypsy and Traveller Women in Europe (Dublin), organized by the Dublin Travellers Education and Development Group. (*J. Martínez Soler*)

**7/8** PUMA Symposium on Service Quality Initiatives (Paris), organized by OECD. *W. O'Conghaile* presented a paper on "Service Quality Initiatives - some key issues".

**8/10** Comprehensive Change in European Organisations (London), organized by the Tavistock Institute and the Ecology of Work Conference, Inc. in association with the European Foundation. (*J.-L. Poujol; K. O'Kelly*)

**13/15** The Greening of Industry (Copenhagen), organized by the Greening of Industry Network. (*J. Pedersen; C. Robson*)

**15** Les Fronts de l'Innovation Urbaine en Europe (Paris). Public lecture by *V. Mega* at the French Institute of Architecture.

**15/17** Employment in Europe conference (Brussels) organized by DG V and Touchstone Exhibitions and Conferences Ltd. Exhibition stand. (*D. Politis*)

**16** ICTU Conference on Work and Health (Dublin). *P. Paoli* made a presentation on the "Impact of the European Workplace on Workers' Health".

**24** Workshop on Health and the Impact of Health and Safety Management on Organizational Competitiveness, (Barcelona), organized by the Generalitat de Catalunya and Escuela Superior de Administracion y Direccion de Empresas (ESADE). *J. Costa* gave the opening lecture on "Health and Safety in Europe".

**24/25** Towards a European Model for Sustainable Development (Brussels), organized by the European Commission. (*C. Robson*)

**25/26** European conference on Strategies for Medium-sized Cities (Tarragona), organized by the city of Tarragona. (*V. Mega*)

**25/26** European Forum for Organizations with a Role in Public Utilities (Brussels), organized by Réseaux Européens des Services Publics. (*J.-L. Poujol*)

**30/2** European Regional Meeting of the International Social Security Association (Helsinki). *R. Anderson* presented a background report on "Prevention strategies for different branches of social security".

## **December**

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**2** Journée d'étude "Gestion du stress dans le cadre de la santé au travail" (Brussels), organized by CRESEPT. *E. Verborgh* chaired one of the sessions.

**6** Health Telematics Conference - Pre-conference Workshop, (Lisbon), organized by DG XIII and the Portuguese Government. *E. Verborgh* chaired the Round Table on "Policy options on telehealth and telemedicine".

Annex 6 (continued)

**8;** European Commission's Urban Environment Expert Group (Brussels).  
(*V. Mega*)

**8** Strategies to Combat Absenteeism: International Perspectives - International Symposium on Health at Work, (Düsseldorf), organized by Hans-Böckler-Stiftung.  
(*R. Anderson*)

**9/10** For a Comprehensive Approach to Development in view of the UN Social

Summit, 1995, (Brussels), organized by Faire l'Europe de la Grande Solidarité. *W. O'Conghaile* was Rapporteur for Workshop on Linking the Economic and Social Dimensions.

**13/14** Ecologically-oriented planning for Naples, University of Naples Federico II.  
(*V. Mega*)

**14** The employment consequences of caring for older people, (Strasbourg), organized by Interparliamentary Group on Ageing.  
(*R. Anderson*).



## ANNEX 7 Foundation Publications 1994

### INFORMATION BOOKLETS

Eurocounsel - Case Study Portfolio - Examples of Innovative Practice in Labour Market Counselling (All Community Languages)

Economic Incentives to Improve the Working Environment. Summary and Conclusions of an International Study (All Community Languages)

Stress at Work: Causes, Effects and Prevention - Guide for Small and Medium-Sized Enterprises (All Community Languages)

### REPORTS

Eurocounsel Conference: Improving Counselling Services for the Unemployed and for those at Risk of Unemployment. Dublin 24-26 May 1993 (EN,FR)

New Forms of Work and Activity - Survey of Experience at Establishment Level in eight European Countries (EN)

The Electronic Home - Social and Spatial Aspects (EN)

Monitoring the Work Environment - Report of Second European Conference. Dublin, 11-12 Nov. 1992 (EN)

Bridging the Gulf, Improving Social Cohesion in Europe: the Work of the EFILWC (All Community Languages)

Telehealth and Telemedicine - Executive Summary of an E.F. Research Project (EN)

Stress at Work: Does it Concern You? (brochure) (All Community Languages)

Environmental Protection in Europe: The Effects of Cooperation Between the Social Partners (brochure) (All Community Languages)

Exposure Registers in Europe - European Databases for Occupational Air Pollutant Measurements (EN)

Conceptualising Direct Participation in Organisational Change - The EPOC Project (EN)

New Materials for Environmental Design (EN,FR)

Direct Communications in European Multinationals: A Case Study Approach (EN,FR,DE)

Eurocounsel Synthesis Final Report - Phase II - Counselling: a Tool for the Prevention and Solution of Unemployment (EN,FR,DA,DE,ES,IT)

Eurocounsel - A Guide to Good Practice in Labour Market Counselling (All Community Languages)

The Enterprise and the Environment (EN)

European Conference on Urban Innovations. Seville, 6-8 October 1993 (EN)

Catalogue of Economic Incentive Systems for the Improvement of the Working Environment (EN)

Industrial Relations and Environmental Protection in Europe (EN)

Industrial Relations and the Environment. Case Studies (EN)

European Conference on Migration and the Social Partners (EN)

European Conference on Stress at Work. A Call for Action. Proceedings, Brussels 9-10 November, 1993 (EN)

### GENERAL PUBLICATIONS

Programme of Work 1994 (short version) (All Community Languages)

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Supplement no. 1 to Catalogues of Publications 1993. June 1994 (EN,FR)

### CO-PUBLICATIONS

European Employment and Industrial Relations Glossary: International Volume for Greece (EN version)

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