

ANNUAL REPORT

1995



European Foundation

for the Improvement of Living and Working Conditions

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 coordinate 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.

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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 1995, was presented and adopted by the Administrative Board of the Foundation at its 53rd meeting on 22nd March, 1996.

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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European Foundation

for the Improvement of Living and Working Conditions

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1995 in Brief

In 1995 the European Foundation for the Improvement of Living and Working Conditions marked the twentieth anniversary of its founding regulation and took the opportunity to re-evaluate its place within the constellation of the institutions and other bodies of the European Union. Several significant developments which impacted directly on the Foundation had taken place: the creation of new agencies; the publication of a series of reports highly pertinent to the work of the Foundation; increased demand by the European Commission and others for the Foundation to contribute to current agenda; developments within the Institutions and so on. The resulting deliberations have given the Foundation a new clarity about its role and mission and have reoriented its thinking as it prepares its sixth rolling programme to take it up to the next millennium.

During 1995, the Foundation continued to progress the work of its fifth rolling programme 1993-1996. 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*

Contributing to these aims, six thematic chapters cover: 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.

Certain key principles, developed from experience, informed the Foundation's priorities;

- *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 1995, the Foundation had carried forward the annual work programme of research and information projects adopted by its Administrative Board.

In addition 50 visits (individuals and groups) were made to the Foundation, 244 publications were produced and exhibitions were serviced at conferences in over 30 cities. Intensive co-operation with the Spanish presidency of the European Union dominated external activities during the second half of the year as the Foundation participated (in varying degrees) in some 20 Spanish presidency events.

The Foundation's main objective is obviously to contribute to the debate on some of the critical issues on the agenda of the European Union in the socio-economic area. Thus, in 1995 it addressed transversally throughout its programme, issues in relation to social exclusion, employment, quality of work, sustainable development and the role of the relevant actors on these issues.

Social exclusion

The project “Combating Age Barriers in Job Recruitment and Training” (chapter 1) is about age discrimination in employment and examines age barriers in employment, with a focus on middle-aged and older workers.

The project on “The Role of Partnerships in Promoting Social Cohesion” (chapter 1) looked at structures bringing together the public, private and voluntary sectors to tackle issues of poverty and exclusion.

The Foundation jointly organized a conference with the Spanish Ministry for Social Affairs on “Social Exclusion: A Major Challenge for Public Welfare Services” in Santiago de Compostela, October 1995.

Employment

The White Papers on Growth, Competitiveness and Employment and on European Social Policy, as well as the Presidency conclusions at the Essen Summit, all emphasised jobs as a top priority. While the Foundation does not cover explicitly macroeconomic aspects of the labour market, several projects in different chapters of its programme deal with issues related to employment. By nature, the Foundation is primarily concerned with qualitative aspects.

The “Eurocounsel Programme: Counselling and Long-term Unemployment” (chapter 2) focused on the quality and effectiveness of counselling services, their delivery systems and their link with the creation of new employment opportunities. The project “Sharing Work: Who Wants to Work, How, When and Why?” (chapter 2) explored gaps in the knowledge about discrepancies between demand and supply in the labour market, including the subjective aspirations of (active and potential) workers.

The project “Employment and Sustainability” (chapter 5) aimed at identifying and exemplifying potential (positive) impacts of sustainable development policies on employment.

Quality of work

Employment is clearly an essential component for the improvement of *living* conditions. However, the quality of jobs is important to improvement of *working* conditions, and in the medium to long term might become even more important. It is therefore a top priority for the Foundation. In 1995, the Foundation aimed at developing understanding of the main trends of development in this respect.

The “European Survey on Working Conditions” (chapter 4), based on an extended questionnaire, provides data comparable to the prototype survey carried out in 1991.

The monitoring of “Developments in Working Time” (chapter 2) was pursued in order to update regularly the Foundation’s knowledge in this area.

Aspects of the Information Society and new forms of work were at the centre of projects on “Flexispace/Mobility of Work/Telework” (chapter 2) and on “Innovative Work Forms in Europe and North America” (chapter 2).

The Foundation further developed its project on “Direct Participation in Organizational Change” (chapter 3). The better integration of disabled and other potentially excluded groups at the workplace were the focus of the project “Design for Integration” (chapter 4).

Sustainable development

This term is used by the Foundation in a wide sense, as it is in the Fifth Environment Policy and Action Programme, covering environmental, social and economic sustainability. During 1995, specific aspects of "Employment Potential" and "Training in Environmental Management" were considered in the light of sustainable development policies.

The project analysing "Innovations for the Improvement of the Urban Environment" aimed at identifying factors leading to sustainable cities while the project on "Medium-Sized Cities and Socio-economic and Environmental Developments at the Regional Level" explored the potential of such cities for contributing to urban and regional sustainable development.

The "Workshops on Eco-Products" discussed requirements for the design, manufacture and consumption of products in relation to sustainable development.

Role of the actors

Given the tripartite structure of the Foundation, and the importance of participation as an appropriate means of action for the improvement of living and working conditions, the role of the social partners and other social actors is obviously central to the Foundation's concerns. This was reflected in most of the chapters of the programme of work for 1995.

Substantial projects focused on the role of social partners in industrial relations (chapter 3) such as the "European Employment and Industrial Relations Glossaries and Database" and the "European Observatory on Industrial Relations".

A conference was organized within the framework of the Spanish presidency in collaboration with the Commission and the Spanish Government on "Preventing Racism at the Workplace".

The project "The Firm and the Environment" (chapter 5) examined the development of regional and local cooperation initiatives, more particularly in the southern Member States.

The projects on "Equal Opportunities between Men and Women" (chapter 6) primarily focused on the role and action of social partners.

WORKING WITH THE INSTITUTIONS AND OTHER BODIES OF THE UNION

Following publication of the Bangemann report on "Europe and the Global Information Society", the Administrative Board of the Foundation included in its 1995 work programme three studies focused on telework: the extent to which labour law and collective agreements cover telework 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. Fifteen national reports were produced in 1995. A consolidated European volume, *Health and Safety Aspects of Telework*, will be published in 1996. The results of these studies will provide an input for the **Commission** in its preparation of a communication on telework as foreseen in its Work Programme 1996.

A presentation of the Foundation's work on the role of the public services in combating social exclusion was made to the Commission's High Level Group on Social Exclusion in December.

During the year discussions took place with the Commission to consolidate arrangements for the effective functioning of the European Observatory on Industrial Relations.

Other studies also involved continued exchanges with officials in the Commission and several events were organised during the year in cooperation with the Commission's services.

Continuing its policy of cooperation with the presidencies of the **Council**, the Foundation participated in two French presidency events in the early part of the year: "Forum des Comité des Entreprises" in March and an international seminar "Quality and Working Conditions" co-organized by ANACT and the Foundation in June, both in Paris.

Two conferences were jointly organized with the Spanish presidency "Social Exclusion: A Major Challenge for Public Welfare Services" in Santiago de Compostela in October, and "Preventing Racism at the Workplace" in Madrid in November. The Foundation's work on the development of consumer-oriented action in the public services was presented to the conference "After Copenhagen: Actions to Combat Exclusion" in Madrid in November.

In addition, the Foundation was represented at some 18 other events. The Spanish presidency evinced an increase of Foundation activity in such events and it is planned to continue this level of co-operation with the Italian and Irish presidencies during 1996.

Contacts with the **European Parliament** continued, particularly, although not exclusively, with the Committee on Employment and Social Affairs. A member of that Committee acts as liaison with the Foundation and a delegation to the Foundation discussed continued and improved co-operation.

THE WORK PROGRAMME

The main activities in 1995 concerned the delivery of the work programme. The programme is the third of the current four-year rolling programme and is set out in the same seven, separate but related 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

The work carried out in this chapter has formed part of a longer term programme (from the mid 1980s) on issues of social exclusion and quality of life. The aim of the programme has been to identify practical ways to reduce the widening gulf between those benefitting from social/economic change and those excluded from the benefits. Projects have been focused on filling key gaps in knowledge, and on seeking ways to increase the participation of the key actors, especially the social partners and groups at risk, in policy and practice developments. Improving the co-ordination of action across different policy areas and between different levels of decision-making has also been a significant theme in the research. The results of the programme from 1984 to 1993, including 12 key recommendations, have been summarised in *Bridging the Gulf* published in 1994.

The main thrust of the current programme has been to find solutions to the problems of exclusion, by identifying existing practical knowledge and innovative experience and determining how such experience can be made better known and transferred into mainstream policy areas. Projects researched in the current programme have included the development of consumer-oriented initiatives in public welfare services, age barriers to job recruitment and training, the reconciliation of family and working life, and the role of partnerships in promoting social cohesion. The issues dealt with in this research have become increasingly significant in EU policy and developments, with the strengthening of social as well as economic cohesion now a major goal in the development of an extended and integrated Europe.

Summary of 1995 activity

- **Consumer-oriented action in the public services** (project 0100)
The consolidated report, *Public Welfare Services and Social Exclusion: The Development of Consumer-Oriented Initiatives in the European Union* was published together with an executive summary. The Foundation organised, jointly with the European Commission, the Spanish Ministry of Social Affairs and the Galician regional government, the European conference "Social Exclusion: A Major Challenge for Public Welfare Services". The conference, an official event of the Spanish presidency of the Union, took place in Santiago de Compostela on 18-20 October 1995.
- **The role of partnerships in promoting social cohesion** (project 0150)
In 1994 work began in two Member States: Greece and the United Kingdom. In 1995 the project was extended to a further eight Member States: Ireland, Portugal, Belgium, France, Germany, Spain and new members Austria and Finland. The increased scope will provide a wider European picture of developments in the partnership approach and in the structures, working methods and outcomes of partnerships. The research is composed of two main parts. The first comprises of national overviews of developments in partnerships to combat social exclusion and incorporates the views of the key social actors. These studies are being completed. The second aspect, case-studies, have been identified for a more in-depth analysis of how partnerships work in practice. A review of relevant EU policies and programmes is also underway.
- **Combating age barriers in job recruitment and training** (project 0151)
Research began in five Member States (Germany, Greece, Italy, the Netherlands and the UK) in 1994 with the addition of Belgium and France at the beginning of 1995. Researchers have prepared reviews of ageing and employment in the Member States. Workshops have taken place in each country involving representatives from employers and trade unions together with

relevant officials from public policy or voluntary sectors. They sought to identify positive initiatives of workplace and community-based practices which present policies and practices to improve the recruitment, training and development of ageing workers. A catalogue or portfolio of 'best practice' initiatives in favour of an ageing workforce has been compiled in each national study, a number of which have been selected for detailed documentation and analysis. The national studies which were completed during the year will constitute the basic material for a European report to be published in 1996. A review of relevant European Union policies and programmes has been completed.

In addition, follow-up activities took place on the following projects:

- **Family care of the older elderly** (project 0102)
Who Will Care? Future Prospects for Family Care of Older People in the European Union was published. This report puts the care debate into the framework of recent research and analyses in the European Union. It documents and assesses key trends and developments as a basis for outlining a range of options for the future. SY-92-95-142-EN-C. DE EN FR.
- **Coping with social and economic change at neighbourhood level** (project 0103)
A contract, *Regeneration from Within*, was awarded to carry out a review and discussion on findings on local community action in the EU as a follow-up to the Foundation's earlier work on this project.

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 for job creation 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 1995 activity

- **Eurocounsel: counselling and long-term unemployment** (project 0105)
Eurocounsel was launched in May 1991. Since then, a detailed programme of action research has taken place in six core participating countries: Denmark, Germany, Ireland, Italy, Spain and the United Kingdom; with additional contributions from Austria, France and the Netherlands. In 1995 the Phase 3 national reports were made available as Foundation working papers. The results and conclusions of the national reports on Phase 3 were combined with the results from Phases 1 and 2 in a consolidated report analysing developments in labour market counselling and their implications. The report makes recommendations on the development and improvement of counselling services, and ways this improvement might be achieved. It will be published, together with an executive summary, in 1996.
- **Developments in working time legislation and agreements** (project 0106)
Since October 1990, a network has existed to debate the possibilities and restrictions of working time developments. In September 1992, an electronic conference of the network members discussed the need for an updated second edition of the book *Legal and Contractual Limitations to Working Time in the European Community Member States*, which had become a standard reference text on the subject of working time regulations. Country chapters, including new Member States, a new comparative chapter, together with an additional chapter on terminology based on ILO usage, has brought the information for the second edition up to date as of mid-1995. A copublication agreement will assure publication of the updated version by early 1996.
- **Monitoring developments in working time organization** (project 0107)
Working time and work organization have featured in Foundation work programmes since 1977. Over 100 publications on shiftwork have been prepared. In 1987 a network of experts was established. The information collected through the network is disseminated twice yearly in the bulletin *BEST*. Each bulletin focuses on one particular aspect of shiftwork and working time and general use of time. In 1995 new issues of *BEST*: No. 9 ("Trends in Working Time") and No. 10 ("Compressed Working Weeks") were completed.
- **The information society: flexispace/mobility of work/telework** (project 0110)
In close cooperation with the Commission services (DG V and XIII), the Foundation's monitoring of telework and telehomework continued in order to keep up to date the fund of knowledge which has been established by the Foundation since 1980. In particular, aspects of labour law, social security and health and safety of teleworkplaces were addressed. Initially, a

round table workshop on social implications of teleworking brought together experts from the social partners, the governments, the European Union institutions, the ILO and from the fields of labour law, industrial relations, social security and health and safety. As a follow up, studies on the actual situation in the Member States are being conducted to establish a state-of-the-art picture.

- **New forms of work and activity** (project 0111)

The Foundation has established itself in the past few years as a major source of new information regarding actual experiences of managers and employers and their representatives with non-standard work forms. The Foundation commissioned a number of representative surveys in the early 1990s, and 1995 saw the publication of additional special analyses of the data set.

- **Innovative work forms in Europe and North America: European ecology of work conference** (project 0115)

The Foundation has a large portfolio of case studies, backed up by representative survey data, on innovative work organisation and participation in technological and organisational change. The Ecology of Work Conference Inc., a non-profit educational corporation in the United States has built up a reputation for bringing together interesting cases of similar experiences in Canada and the USA over the last decade in a series of annual conferences. In November 1993, the Foundation co-organized a conference on innovative work forms in Europe and North America to provide a comparative perspective and to create a framework for mutual learning and sharing of experiences. The conference acted as a kind of fair of real-life work organization experiences, where management/employee teams reported on their practical knowledge. The success of this joint conference was reviewed by a programme committee, formed by delegates nominated by the constituent parties of the Foundation's Board and representatives of the American co-organizer. Following this review, another conference was prepared and held from 9-12 May 1995. The Programme Committee met in September 1995 to review this conference. Proposals for another conference in 1997 were put forward.

- **Sharing work: Who wants to work, how, when and why?** (project 0152)

The unacceptable level of unemployment in the European Union is making it mandatory to look at all old and new aspects of potential employment creation. The Foundation has developed considerable knowledge of the supply side of different kinds of employment, on the experience of managers and employee representatives regarding 'non-standard' work forms. One of the main findings of this work points to the fact that some non-standard work forms, in particular part-time work, were largely considered to be mutually beneficial to companies and employees. In 1995 methodological options were developed following a feasibility study. An Advisory Committee of the Board will be established in order to assist decision-making on the future direction of research in this field.

Chapter 3

HUMAN RELATIONS WITHIN THE COMPANY, SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS

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 1995 activity

- **P+: European participation monitor** (project 0113)
The Foundation has accumulated extensive knowledge on participatory practices in Europe. In order to extend and disseminate our knowledge a network of experts has been developed. The production of eleven reports and the organization of workshops have shown the importance of the network. In 1995 P+ No. 10 ("Labour Relations: The Nordic Experience") and No. 11 ("The Social Partners and the Environment") were produced.
- **Workplace Europe: Direct participation in organizational change (EPOC)** (project 0114)
In May 1992 the Foundation inaugurated a working group and an Advisory Committee to put forward suggestions for several studies on direct participation in Europe. 1995 saw the completion of the literature review and writing of an integrated report covering Europe, Japan and the US; the edition, evaluation and publication of fifteen country reports and production of a consolidated report and summary on how two hundred key representatives of the social partners see the development of direct participation; the presentation of the first results of the literature study and social partner study to the round table; and the preparation of the establishment survey. Overall, the studies show a high degree of uncertainty about the possible developments of direct participation shared by all, regardless of their different experiences, ideologies and interests. In February 1995 the First European Round Table on direct participation was held in Dublin and eighty participants attended.
- **Decentralised information and consultation procedures in European multinationals** (project 0116)
In 1991 the Foundation commenced an exploratory activity to assess the practice on information and consultation in transnational companies in Europe. The studies covered the range of formal agreements and its practice. In 1992 a small study on the practice of information disclosure in transnational European companies, which have no formal agreement or information practice on the provision of information and consultation of workers' representatives at the European level was commissioned. In 1993 a second conference on information and consultation practice in transnational companies. In 1995, a publication on thirty-five voluntary agreements on European Works Councils was produced in cooperation with DG V. A new volume with fifty-one agreements will be published early in 1996.
- **European labour and industrial relations glossaries and database (EMIRE)** (project 0118)
An international group of experts is developing a series of glossaries, each covering one Member State of the EU. The core of these glossaries consists of about 700 key labour and

industrial relations terms, with a contextual explanation of their significance and reference to relevant statutes, recent court cases and problems of practical application with guidance for further reading. In 1995 the Danish and Dutch volumes in English were revised. A Belgian volume in the original language was published. The electronic versions of the glossaries, in English and original languages, continue to be loaded into EMIRE on ECHO as they become available.

Chapter 4

HEALTH AND SAFETY

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

Context

On 29 October 1993 the European Council confirmed the creation of a European Agency for Health and Safety at Work. During 1995 the Foundation took its programme in this area forward in such a way as to facilitate cooperation when the new Agency comes into operation.

Summary of 1995 activity

- **The European Health and Safety Database (HASTE) (project 0120)**
During the period 1988-1995, the Foundation collected information on existing monitoring instruments in the EU and international organizations. The monitoring instruments included are registers on occupational accidents and diseases, exposure databases, product registers and questionnaire-based surveys. In 1993 the extensive information was restructured and updated to enable it to be computerized. This database became available to the public in 1994. Also in 1994 a network of national correspondents was established to assist in the updating and promotion of the database. In 1995 a publication was produced in April, and updated in May/June.
- **Identification and assessment of occupational health strategies in Europe (project 0121)**
The Foundation has produced thirteen national reports and a European consolidated report on occupational health strategies in 1994. The national reports, a consolidation of the national leaflets and the European consolidated report and leaflet were published in 1995. These reports review and assess the different policies directed to improve occupational health such as legislation, inspection, information, training, economic incentives, research and monitoring. The economic and social context of the strategies and the health and safety outputs such as occupational accidents and diseases and absenteeism are also reviewed. New strategies such as economic incentives and greater employee involvement will need to be combined with traditional approaches if improvements on health and safety are to be made.
- **Design for health: information sources and design guides (project 0122)**
This project began in 1993. It is intended to define designers' information needs and to identify the relevant sources of information in implementing 'healthy design'. The project is also aimed at increasing clients' awareness of healthy design issues. In 1995 the project was finalized with evaluation, publication and dissemination. The evaluation of the last phase took place at the "Workshops on Eco-products", Dublin, 8-9 November 1995. A leaflet illustrating the design for health approach developed under this project was evaluated in 1994 and will be published in 1996 in an environmentally friendly way in order to follow its own recommendations. It is to be made available in all official languages of the EU.
- **Ill-health and workplace absenteeism: initiative for prevention (project 0123)**
The research is directed at absenteeism arrangements in a broad perspective to include reference to the social security system and regulatory approaches, but the emphasis is on analysis of initiatives to reduce the incidence of ill health, including poor mental health, linked to absenteeism. In 1995 a working paper incorporating an overview of patterns and causes of absenteeism together with a bibliography of studies and reports on absenteeism was made available. A common protocol was drawn up for documentation and analysis of case studies. National reports were submitted for the Netherlands, the United Kingdom, Portugal, Italy, Belgium and Germany, as well as for Norway. A one-day national seminar was held in Lisbon in October and involved trade union and employer representatives, experts in occupational health, public health and personnel management.

- **Assessing the benefits of stress prevention** (project 0125)
In 1995 two reports were produced, each written by a social scientist and an economist. One report deals with the assessment of the costs and benefits of stress prevention at company level, the other with assessing the costs of stress at national level. Assessing the costs of stress at national level is not an easy task. The methodology requires further elaboration. At company level, the exercise is feasible in principle. However, further development of methodology is also required in this area.
- ***EuroReview: Information on occupational health and safety research in Europe*** (project 0148)
In 1993-1994 the Foundation established a European network of health and safety research institutes which operates on the basis of thematic presentations and discussions of new research results. The work resulted in a prototype bulletin on health and safety research, *EuroReview*. In 1995 an issue on organic solvents was published and disseminated. An issue on work-related allergies was also prepared. From July to October evaluation through written procedure was carried out. A readers' survey showed that 99% of respondents found *EuroReview* *interesting or very interesting*.
- **Monitoring the working environment at sectorial level** (project 0149)
In 1993 the Foundation set up a network of National Institutes to carry out research on working conditions in two branches of industry: the meat industry and hospitals. The research has provided an overview of working conditions in these two branches in the European Union. In 1995 the last amendments to the European consolidated reports were made and the reports published. No funds were available to organise the two planned workshops.
- **Second European survey on working conditions** (project 0156)
The First European Survey was carried out in 1991 and covered the twelve Member States. In 1995 the network of experts set up for the first survey was again used to help design the second survey. The Foundation worked with the Commission's DG X to implement the survey and benefit from the existing polls and survey structures of the Commission. Close contact was kept with the Commission and with Eurostat so as to develop synergies and a joint exploitation of the results, as well as to avoid overlaps. The second survey was carried out in November 1995 in the fifteen Member States on the basis of an extended questionnaire. Data analysis will be done in the Foundation in the first half of 1996.
- **European network of product registers and registers of exposure data** (project 0158)
From 1991-1994 the Foundation developed a wide range of projects on the topic of monitoring health and safety conditions. An important development was the establishment of several European networks. One is on registers of products and chemicals, another on exposure registers. In both, work has been done on developing a common reference system in relation to classifications, codings, measurements etc in order to facilitate exchange of information between the networks. In 1995 the testing and extension of reference systems was continued. One evaluation meeting of the two networks took place in December.
- **Economic incentive models to improve the working environment in Europe** (project 0159)
In 1993 the Foundation established a European working group in which Member States can exchange views and experiences on the technical and practical possibilities of developing and implementing economic incentives to improve the working environment. The working group includes representation of the social partners, the European Commission, public authorities and insurance companies. In 1995 the booklet from Phase 2 was published in languages not issued in 1994. Evaluation of the analytical work of Phase 3 took place in March. On this basis, a report was published in August. A leaflet describing the outcome of an Eastern Europe seminar, held in October 1994, was published. The working group met twice in 1995, mainly to discuss the testing of the model and to prepare Phase 4 of the project, which will concern the testing of the model, debate and dissemination. A short leaflet summarizing the total work of the Foundation on the topic was prepared and published.

- **The European working environment in figures** (project 0160)
The aims of this project are to describe working conditions in Europe based on existing data and information sources, to identify common exposures and risks among workers across Europe, to assess the problems associated with the lack of comparable data in Europe and to identify areas where further data gathering is most urgent. It is important for a successful implementation of this project that the report be clearly structured from the outset. For this purpose, an Advisory Committee was established with representation of the Foundation's Board, Eurostat and health and safety specialists from the various monitoring systems. In 1995 the information collected in 1994 was consolidated, edited and evaluated. The reports will be published in 1996.
- **Design for integration** (project 0161)
The necessity to adapt the workplace to the changing capacities of the workforce, including ageing workers and disabled people, has been strongly highlighted in Foundation work. In 1994 a pluridisciplinary working group was set up and it continued its work in 1995. Two reports were completed: *Guidelines for Companies on the Management of Ageing Issues at Work* and *Guidelines on Adapting Buildings to the Needs of Disabled Workers*.
- **Improving the quality of work and life of people with a disability** (project 0189)
This project is related to Design for Integration (0161). People with disabilities encounter difficulties in the labour market due to growing competition between workers and prejudices about the abilities of disabled workers. The aim of this project is to identify relevant issues for the access into the labour market of people with disabilities. In 1995 an exploratory study was carried out, based on a literature review and discussions with the European Commission, Social Partners and governments. A coordination committee met three times. This led to an amendment of the original proposal which was to look at people with chronic diseases. The project now includes people with all kinds of disabilities. It will concentrate on the access of people with disabilities to the labour market, particularly in small- and medium-sized enterprises. There will be special attention paid to the problems encountered by employers. In 1995 a draft background report, including a proposal for the methodology of the actual research phase of the project in 1996, was produced.

Chapter 5

SOCIO-ECONOMIC ASPECTS OF SUSTAINABLE DEVELOPMENT POLICIES

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 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 1995 activity

- **Regional/Local cooperation initiatives in the southern member states (The Firm and the Environment (project 0128))**
Cooperation initiatives and networks are important in improving the environmental performance of industry. These initiatives and networks are more common in northern than southern Member States, and there is a need to strengthen and extend their scope and to develop new initiatives in regions faced with both environmental and development problems. Additional small-scale studies on new cooperation initiatives aimed at improving the environmental performance of SMEs in particular were undertaken in 1995.
- **Employment potential of sustainable development policies (project 0129)**
The studies embodied in this programme for sustainable development are being defined and carried out in cooperation with the European Commission and representatives of the Administrative Board. Other work in this field is being taken into account, particularly that of the Commission and the OECD. A research group provides a focus for peer review. The first phase of the work has looked at scenarios for sustainable development, based on the sectors of the Fifth Environmental Policy and Action Programme, and their possible implications for employment. The second phase is assessing how small and medium sized enterprises (SMEs) across the EU are responding to environmental pressures. This phase also includes analysis of some local community based responses. The third phase involves exploration of the effects of market-based instruments, increasingly being used as instruments of national environmental policies and having implications for employment, economy, trade, competitiveness and social distribution. A workshop on relevant national policies will be held in early 1996. A conference is also planned. Working papers are already being made available.
- **Training in environmental management (project 0130)**
Research on the role and training requirements of categories of lower management and workers in connection with the introduction of new and environmentally friendly corporate strategies was undertaken in four Member States and discussed in a small working group with representation of the services of the European Commission, the Social Partners and governments, and the Committee of Experts. Consultations and discussions with experts, industrial associations, individual companies and social partners were organised at a national level. A report on corporate and environmental resource management and educational requirements was evaluated at a meeting in March 1995.

- **Environmental perspectives and the quality of life 2010** (project 0131)
A project on environmental perspectives and the quality of life was carried out in the early 1990s based on studies in all Member States, except Luxembourg and the Netherlands. All national reports were made available in 1993 and included a description and an analysis of the present situation and recent developments, as well as an assessment of the trends up to 2010 and their likely impact. Since then, the findings of the national reports have been analyzed, supplemented by further information and synthesised. The final part of the consolidation and analysis, using the most recent data available was started in 1995 and will be completed in early 1996.
- **Innovations for the improvement of the urban environment** (project 0132)
The main activity in 1995 was the conclusion of the four reports of the tetralogy *Perceive, Conceive, Achieve the Sustainable City* and the initiation of the synthesis. The four studies were published in 1995 and were presented at international conferences, mainly the International Health and Ecological Cities Conference in March. Three young planners from Austria, Sweden and Finland were chosen to prepare the national overviews of urban innovations in the three new Member States.
- **Medium-sized cities and socio-economic and environmental developments in the regions of the EU** (project 0133)
The cities selected for the research network prior to 1995 were Oviedo, Alicante, Kavala, Parma and Perugia, followed by Toledo, Rhodes, Evora, Nîmes, Dessau, Coimbra and Freiburg. In 1995, cities offering new dimensions to the research, such as Galway and Bastia, complemented the above. An independent expert accepted by each city was selected by the Foundation in order to carry out each case study; the response of the city to the research was sought in the framework of a dialectic relationship. The experts interviewed the Mayor of the city, the president of the region and representatives of the local employers and employees in order to better evaluate the expectations and plans for the future role of the city and the region in the new multi-territorial and pluricultural Europe. Meetings on the project included a special one on urban sustainability indicators and the Attica workshop hosted by the city of Lavrion.
- **European workshops on eco-products** (project 0135)
This project aims to test and promote practical methods for the design of sustainable products, methods of assessment of materials for ecological design, to establish a multidisciplinary European forum of relevant experts, to demonstrate practical examples of environmentally friendly design of products and equipment and to increase awareness of ecological design issues among decision-makers. Workshops took place in Dublin in November 1995 and tested the practical tool developed in the Design for Health project (0122). The proceedings will be published in 1996.
- **The social partners and the environment** (project 0164)
In 1991 the Foundation inaugurated the network on industrial relations and the environment. These projects exist to present and discuss the findings of research on the environment, notably relating to the involvement of the Social Partners in environmental issues and the environmental performance of industry in the context of sustainable development. Four round tables have been held (in 1988, 1991, 1992 and 1994) to discuss these issues. 1995 saw the continued dissemination of the research results.
- **European round table on the cooperation and role of the social partners in the environment** (project 0165)
Round tables on this theme have been held in 1988, 1991, 1992 and 1994. The Fourth Round Table in 1994 focused on the involvement and future role of the social partners in relation to four topics: employment and sustainability; eco-auditing and environmental performance; industrial relations and the environment; education, training and environmental performance. A report on the Fourth Round Table was published in 1995.

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 1995 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 change are affecting them. The projects outlined below distinctly centre on the equal opportunities issue.

Summary of 1995 activity

- **Practice of collective agreements on equal opportunities in Europe** (project 0166)

In 1993 the Foundation decided to analyze the diffusion and content of collective agreements on equal opportunities in Europe. In 1995 a concept report was produced and approved for publication by the Advisory Committee. In Phase 1: Studies on National Context, guidelines have been established, fifteen country studies have been produced in national languages and submitted for translation, and consolidation has been contracted. In Phase 2: Collection and Analysis of Collective Agreements in all Member States, guidelines were developed and eleven contracts on country reports have been made.

- **Families, labour markets and gender roles** (project 0167)

In September 1994 a workshop was held in Dublin which was attended by more than thirty researchers and experts in the areas of family and social policy, labour market and gender relations from throughout the EU and Scandinavia. The workshop examined changes in family structures and in the labour market and the implications for combining work and family life for men and women. In 1995 the workshop report *Families, Labour Markets and Gender Roles* was published in English and French. This report was actively disseminated. The findings, together with the results from the Bonn conference on "Working and Caring: Developments at the Workplace for Family Carers of Disabled and Older People" formed the basis for a small working group established to identify and develop ideas for further work on care and employment. The first meeting of this group was held in December 1995. A brochure highlighting issues raised at this workshop and at the Bonn conference was produced.

- **Equal opportunities: internal influences on collective bargaining for equality, with particular reference to women's representation in decision making** (project 0168)

Recently there has been increased emphasis on the importance of collective bargaining in equal opportunities policy which has coincided with developments at EU level to promote the role of

social dialogue in EU social policy. This project exists to identify and investigate factors which affect the pursuit of equal opportunities for men and women via collective bargaining, with particular reference to the link between internal equality (women's position within the bargaining parties) and external equality (collective agreements which are positive for women's equality at work). It also aims to identify successful strategies and provide examples of good practice. The concept paper for the project "Equal Opportunities and Collective Bargaining" (0166) which is separate but related, was extended with information about the process aspects of collective bargaining and equal opportunities. Guidelines for the analysis of cases were developed and are to be elaborated based on the experiences with the analysis of two pilot case studies which are being carried out. The concept paper was approved by the Advisory Committee in November 1995 and will be published in 1996.

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 cooperate 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. In the execution of its Publications and Marketing Programmes it has particularly close liaison with the Office for Official Publications of the European Communities in Luxembourg.

Summary of 1995 activity

Documentation and Information Programme

- **Telehomeworking: working at home or living at the workplace** (project 0109)
Two-way interactive telecommunication systems have been available and growing in the European Union for nearly twenty years. These systems have been exploited in order to facilitate various activities such as shopping or working from home. In 1994 a research study was carried out to explore the feasibility and options for the establishment of a database on new forms of work. Following the finalisation of this first phase of the project, the second phase of database development was implemented. In 1995 an internal working group at the Foundation was established to bring together experts from Research and Information to analyze the contents of the study and to develop implementation guidelines on that basis. The various options were evaluated, the most effective and efficient way of implementation determined, and negotiations with relevant partners (e.g. host organisations) taken up. Proposals for possible further implementation during 1996 have been developed.
- **Information centre/library services** (project 0169)
The information centre has a well established and professionally organized body of knowledge covering the specialised fields of interest to the Foundation. In 1995, a programme of collection management, exchange agreements and cooperation with various EU bodies and international organizations was continued. The information centre stock, comprising books, reports, journals, CD-ROMS and audio-cassettes was further developed and maintained in support of staff information needs, as well as the broader requirements of external user groups. An emphasis was placed on the reference collection and access to electronic information services, including external online databases, CD-ROMs and Internet services. Progressive automation of the administrative functions such as ordering, acquisition and cataloguing of library materials has allowed the expansion of the enquiry services to external users to meet the growing demand, and facilitate better management and more efficient exploitation of resources. Training in the use of the CD-ROMs and other databases was offered to all interested staff. The range of CD-ROMs and other electronic information sources available through the information centre are continually expanding. The quality and consistency of the subject indexing has been a focus for continual improvement during 1995.
- **Information centre automation** (project 0170)
This project is a continuation of the automation project begun in 1993. In 1995 software modules were acquired and customised to Foundation requirements. The information centre staff

received training in the use of the new software, and the modules were implemented. The automation of the ordering and acquisitions of library materials was completed; the conversion of the serials management process (the ordering, control and circulation of newspapers, magazines and journals) was begun and is progressing. There was a programme of training on the use of the Online Public Access Catalogue and the new services which are available for other Foundation staff.

- **Development of a thesaurus on living and working conditions** (project 0171)
It is necessary to develop a range of services which support accessibility to the full range of information at any one time in any subject area, specialised and general, that has been addressed by the Foundation. In 1994 a feasibility study was carried out to research and examine suitable existing thesauri that may be used as a basis for further development. The development of a Foundation thesaurus is for its 'Resource' database, and for application to all other information systems. In 1995 a contract was commenced to index the Foundation's publications, databases and library stock, using the EUROVOC thesaurus and to develop a 'local list' of Foundation specific vocabulary at the same time. This work is being undertaken in close cooperation with the European Parliament which is in charge of the updating and maintenance of the EUROVOC thesaurus. There is also cooperation with the FACET Group (the Foundation's Advisory Committee for the development of a European Thesaurus) which was established in 1994 and with other colleagues such as the Office for Official Publications and DG XIII.
- **Directory of information sources on living conditions** (project 0172)
The information already gathered for the EURES project was used, in cooperation with DG V, as a basis on which to build. Details of sources of information for the following subjects will be collected and structured: general information, legal and political systems, culture/social life, cost of living, salaries and taxation, social welfare, accommodation, health services, and education. There has been an emphasis on organizations and contacts rather than just published sources, and on setting out clearly and accurately what information is available, in which languages, and at what cost. The usefulness and accuracy of the information sources has been evaluated. In 1995 the network coordinator liaised with the national correspondents who have added to the data collected in 1994; evaluated the information received; and selected and structured the information to form a directory. The data was captured in an electronic format, with SGML (Standard General Markup Language) tagging to facilitate the updating and the publication of paper and electronic products, from the same data. These records make up the ELCID (European Living Conditions Information Directory) database, soon to be made publicly available on the service of ECHO - the European Commission's Host Organisation at DG XIII. The network of national correspondents was, and will continue to be, maintained for regular updating of the directory.
- **The social situation in EU Member States** (project 0190)
This project, begun in 1995, aims to analyze the ways by which the knowledge of the social situation is produced in the EU Member States, and also to assess the possibility of improving such knowledge. It is intended to identify indicators which could support decision-making and anticipation and to contribute to the improvement of instruments aimed at evaluating social policies. In 1995 the Foundation set up a working group which has defined the work methodology and prepared an exploratory study.
- **The resource database** (project 0192)
During the year the Foundation positioned itself to enable the compilation of electronic data files sent from its various contractors in Member States ensuring some level of compatibility to support the eventual Resource database development. Due to lack of funding for this project in 1995 a planned feasibility study and cost-benefit analysis could not be carried out. However, through work on other projects it has been established which data capture procedures and relevant standards should be implemented to allow rescue and easier retrieval of current and future Foundation reports. The development of Document Type Definitions (DTDs) as SGML applications has been undertaken for the ELCID database (project 0172) and the Industrial Relations Observatory, thus already applying the relevant standards applicable to the Resource

database data collection. Some exploration into suitable electronic publishing and database development infrastructure has begun, which has to result in investment in appropriate hardware and software provisions in 1996.

Publications Programme

- **Programme of multilingual publications of Foundation reports** (project 0173)
Over the last eleven years, the Foundation has developed a range of different types of publications aimed at different audiences. The development so far has included national and cross-national studies, surveys, conference proceedings, information booklets, working papers and brochures. In 1995 the publication team continued to respond in a varied and flexible way to the demands for publication from within the Foundation. The dissemination of reports to target audiences and to official sales offices of the European Union was achieved with the assistance of the Office for Official Publications.
- **Copublication and licensing agreements** (project 0174)
There has been constant development in Foundation publication activity, ranging from summary-type products, conference proceedings, consolidated reports, national reports, brochures to leaflets. When a decision has been taken not to proceed with publication through the usual channels for various reasons, there may well be interest in publishing at national level. Approaches from national bodies to support publication of this kind are welcome. In 1995 both of these forms of publication continued to be treated with a positive and flexible approach, some twenty-two contracts being entered into with publishing organisations from twelve different countries (5 of which countries from outside the Union). Negotiations and contracting were carried out in consultation with the Office for Official Publications, in particular with their co-edition and copyright services.
- **Production of catalogues of publications** (project 0175)
The publication of the Foundation's catalogues was facilitated by electronic capture at source (i.e. at the Foundation) for transfer to outside contractors for translation, design, typesetting and printing. The distribution of the catalogues was handled, as with all Foundation publications, through the Office for Official Publications.

Dissemination and Promotion Programme

- **News from the Foundation** (project 0006)
In 1995 the format, frequency of publication and the number of languages produced of the newsletter have been reviewed in order to improve the efficiency of the communication. Four issues were produced, and included articles covering various aspects of the Foundation's work and other EU-related issues. These were distributed through the Office for Official Publications. A complete production plan was drawn up in order to eliminate delays in production, translation and distribution.
- **Production of promotional videos** (project 0176)
In 1993 a video "Introducing the Foundation" was produced. In 1995, Swedish and Finnish versions were recorded, and full-coloured video covers and tape stickers designed and printed for all eleven language versions.
- **Restructuring of mailing lists** (project 0177)
In 1995 the official switch to the new mailing list was effected. Following negotiations with the Office for Official Publications, a more accurate and cost-effective method of free distribution was devised. An ultimate reminder was circulated through the newsletter to previous mailing list recipients to trigger them to remain in the new system. This had a great response of approximately 80%. Following from this action, the new mailing list is being expanded and amended on a regular basis.
- **Dissemination and stock control** (project 0178)
The Office for Official Publications was contracted to disseminate products to the different target groups on the mailing list as requested by the Foundation. Following the official switch to the new mailing system, a new print-run system was devised in collaboration with the Office.

Accurate targeting has helped reduce excessive print runs, and following negotiations with the Sales Department of the Office, more realistic sales figures have been predicted for each publication accordingly. A new stock control and publication maintenance system is being devised at the Foundation for local stocks.

- **Marketing information tools** (project 0179)
A series of marketing information directories concentrating on the industrial relations and equal opportunities themes was produced for five countries in 1993. A new volume for Ireland was prepared early in 1995. 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. Volumes for Spain and Portugal have been ordered.
- **Marketing and promotional programme** (project 0180)
The following activities took place in 1995: targeted promotional programme geared around the French and Spanish presidencies of the Union included thirty *presentations and displays* of Foundation publications in Europe, with another two in USA; fifty information *visits* to the Foundation were organised, including trade unionists, academics, government members, civil servants and private sectors employers and employees; almost three hundred *audiovisual aids* produced; three corporate *posters* were designed and printed, and three conference-specific posters were produced; a corporate *advertisement* was designed and can be used to promote the Foundation in full colour or black and white in newspapers and journals; five new *promotional leaflets* were produced; new modern *display units* for Foundation publications were purchased and installed in the meeting rooms in the Foundation; a portable unit was also designed and has been successfully used at international events in Europe.
- **Programme of work** (project 0181)
The 1995 Work Programme was published and its projects implemented. It was disseminated to the Community institutions and the Economic and Social Committee in accordance with the Foundation's statutory obligations (Article 12 of Council Regulation No. 1365/75) and to other interested parties. The 1996 Work Programme was approved by the Administrative Board at its 51st meeting in December 1995.
- **Annual report** (project 0182)
The annual report for 1994 was adopted by the Administrative Board at its March meeting. The report was subsequently published and disseminated. The gathering of information for the 1995 report was completed and a draft document was prepared for presentation to the Board at its meeting in March 1996.
- **Four-year rolling programme** (project 0186)
Article 12 of the Foundation's establishing regulation provides that the Director of the Foundation shall draw up four-year programmes of work. These programmes are to take account of opinions of the Committee of Experts as well as those of the Community institutions and the Economic and Social Committee. It is to be approved by the Administrative Board. In 1995, consultation began on the design of the sixth four-year rolling programme, 1997-2000.

Stimulation and Training Programme / Debate and Discussion Programme

- **Meetings of the administrative board and groups** (project 0001)
The Administrative Board manages the Foundation and comprises representatives of the governments, employers and trade unions of each Member State and three representatives of the services of the Commission. The annually-elected chairperson and three vice-chairpersons are the leaders of the four groups, and 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 and the European Trade Union Confederation. The three main groups each have a meeting to coordinate strategy. The Board met in Groups and in plenary session on 23-24 March and 30 November - 1 December. The annual work programme was adopted and a draft budget proposed. Work began on the four-year programme 1997-2000. In addition, each Group held a

meeting in August/September to discuss strategy. The Bureau met six times during the year to advance administration and management issues.

- **ACTEUR Group: Network of national institutes for working conditions** (project 0099)
In cooperation with DG V, the Foundation convenes a meeting once a year of the directors of the national institutes. These meetings help to develop a better mutual understanding, coordination and interaction on issues in relation to the improvement of working conditions. Definitions of possible joint activities are discussed and explored at the meetings. In 1995 the annual meeting took place in September at the Foundation's offices. Delegates from the new Member States were welcomed.
- **Innovative workplace action for health** (project 0119)
A training specification outlining knowledge and skills for training different agents in workplace health promotion was prepared to provide a basis for packaging of materials into a training course. The specification was marketed through both articles in the training literature and through regional workshops; two such workshops were held in 1995 in Leiden (April) with participation from the Benelux countries, Germany, Ireland and the UK and in Valencia (November) for the Mediterranean countries. These workshops provided a forum for social partners and groups involved in the design, management and delivery of training. The Foundation's annual summer school for Central and Eastern European delegates, held in September, had as one of its main themes for discussion healthy workplaces. A number of 'test sites' were sought for curriculum development and implementation at the first meeting of the users' network in September. The group also discussed opportunities to realise implementation of the training specification. These initiatives provide a basis for further development and evaluation of the training specification. The findings show that there are generally low levels of knowledge and awareness of workplace health promotion among professional workers in occupational health and safety; that a relatively large number of institutions have courses dealing with parts of the health promotion approach but that integrated and comprehensive programmes are hardly developed; in addition the training specification has been produced and is making a contribution to meeting needs in the area of professional development.
- **The role of the social partners in alternatives to migration** (project 0139)
The European Union and Member States have initiated different schemes in cooperation with migrants' countries of origin to develop employment policies for needy regions in order to lessen the pressure to migrate. The Foundation held a conference on this theme at the end of 1993. In 1995 a report identifying and exploring the main issues was produced. This report will be presented and discussed at a workshop to be held in 1996.
- **ACCEPT (Assistance in the creation of course material for enlightened personnel and technology managers of the future)** (project 0143)
The Foundation has built up a broad range of unique knowledge in areas of interest to students and teachers of business administration, human resource management and technology management. This project aims to introduce this fund of knowledge to internationally oriented business schools, university departments of business administration and training centres for engineers in the Member States of the European Union, thereby assisting in the training and creation of the "European" manager of the future. In 1995 the Foundation evaluated the results of the class-room tests and selected a number of internationally-oriented third-level educational establishments as a pilot target group. These establishments were brought together in an evaluation meeting held in January which served two main purposes: to explain and 'sell' the aims behind ACCEPT and secondly to help establish new cooperation networks which propagate and put into practice the general aim of international comparative learning. The main finding shows that relevant Foundation research results can be used for educational purposes by advanced students of management. The material needs to be adapted to the purpose of teaching and efforts could be made in future to take this into account at the design phase of projects. Foundation material is not suitable for undergraduate students because the reports assume a high level of background and conceptual knowledge.

- **Information transfer to Central/Eastern Europe** (project 0145)
This project aims to share the Foundation's fund of knowledge with the people of Central and Eastern Europe. To this end, six summer schools have been organized since 1991. In 1995 small theme oriented groups were selected from among previous summer school attendants, or on their recommendation. These groups comprised trade unions, employers, government officials and academic experts. They gathered at the Foundation for in-depth discussion of relevant problems in their countries with Foundation experts. Lists of topics were chosen in consultation with all parties concerned, both at national and EU level. Two seminars were held, one on 'Tripartite Industrial Relations Systems' in May, and another on 'Health at Work' in September.
- **Preventing racism at the workplace** (project 0154)
The Foundation has produced fifteen national reports on national and company policies to prevent racism at the workplace in 1994. These reports were consolidated in a European report in 1995. The consolidated report was summarised as a leaflet. These reports include national policies such as legislation, enforcement mechanisms, specific and non-specific agencies, codes of practice, positive action plans, training and research. Company policies such as recruitment and selection, information and training, career development, disciplinary and grievance procedures, cultural and religious needs are reviewed also. An organizing committee was established at the beginning of 1995. This committee discussed the practical implementation of the project. The conference was organized within the framework of the Spanish presidency, in collaboration with the Spanish government and the European Commission. It included plenary sessions, workshops and round tables. The national and European reports and the leaflet on preventing racism in the workplace were used as background papers for the conference. A report on "Alternatives to Migration: The Role of the Social Partners" (project 0139) was produced.
- **Working and caring: developments at the workplace for family carers of disabled and elderly persons** (project 0183)
In November 1994 the Foundation with the German Ministry for Family and Seniors organized a conference on initiatives to support the carers of disabled family members and dependent older relatives. The conference report *Working and Caring: Developments at the Workplace for Family Carers of Disabled and Older People* was prepared for publication in English, French and Spanish. The report, together with the results of the workshop on "Families, Labour Markets and Gender Roles" formed the basis for a small working group being established to identify and develop ideas for further work on care and employment. The first meeting of the group was held in Brussels in December 1995. The need for financial and social support for child and elder care together with the recognition by society of the value attached to this work was consistently highlighted. Awareness of these issues must be raised especially among the social partners as it is only by leading discussions in this area that a way forward can be progressed. People who choose to be carers should be free to do so without having to sacrifice their economic entitlements and social rights. Emphasising that care is not just a duty or obligation, but can be of positive value is an approach that should be taken to involve men in care-giving.
- **European industrial relations observatory** (project 0188)
Experience of the European Commission and of the Foundation support the evidence that despite an increasing coverage of industrial relations events in other Member States, important information needs are insufficiently covered or not at all. This lack of information hampers the policy formulation process in the European Union and in the European social dialogue. On this basis, the Commission (DG V) requested the Foundation to prepare a proposal for a European Observatory on Industrial Relations. The proposal has been developed by a team in the Foundation and has been discussed intensively with DG V. These discussions have clarified for the Foundation the requirements of DG V and have significantly enriched the proposal. In 1995, a joint workshop with DG V on the feasibility of the proposed operation was held, as was a joint seminar (also with DG V) to assess the requirements of target audiences. A document type definition group and database development group was set up, as was an Advisory Committee, which met twice.

OTHER ACTIVITIES

During the course of the year, the Foundation held meetings in Amsterdam, Bonn, Bratislava, Brussels, Bucharest, Budapest, Cologne, Copenhagen, Dublin, Dunlavin, Florence, Gelsenkirchen, Helsinki, Lavrion, Leiden, Leuven, Lisbon, Ljubljana, London, Madrid, Munich, Noordwijkerhout, Paris, Prague, Santiago de Compostela, Sitges, Sofia, Toronto, Warsaw, Warwick, Washington, Valencia and Verona.

Directors of national institutes for improving working conditions, officials of the services of the Commission and Directorate of the Foundation meet annually as the ACTEUR Group to discuss areas of cooperation and mutual interest (project 0099). The 1995 meeting in Dublin included on its agenda a first discussion on the Foundation's new four-year programme 1997-2000.

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. Implementation of the agreement began in 1995.

Foundation staff participated in a number of international conferences throughout the year, for example: OECD meeting on the Ecological City (Paris, January); the European Commission's meeting on the Information Society (Paris, March); UNICE Briefing on the European Work Council (Brussels, April); a European Commission/British Telecom/London Enterprise Agency conference on Business and Social Exclusion (London, May); the American Psychological Association's conference on Occupational Stress and Health (Washington, September); the joint conference on Employment in Europe (Brussels, November), among many others. 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 1994 to carry out, during 1995, 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. First findings became available late in 1995 and cross-checking to verify the data began.

The Foundation's teaching function was further recognized when results from its Eurocounsel programme were used in the development of an extra-mural diploma course in adult vocational guidance run by FÁS - the Irish Employment and Training Authority. In this respect also, work continued in 1995 on the ACCEPT (Assistance in the Creation of Course Material for Enlightened Personnel and Technology Managers of the Future: project 0143) and two summer schools (project 0145) were held for groups from Central and Eastern Europe.

A presentation on the "Older Workers" project was made to a preparatory meeting for the United Nations Summit on Social Development.

A European Public Services Committee Conference was addressed on the Foundation's work regarding the role of public services in combating social exclusion.

Annexes

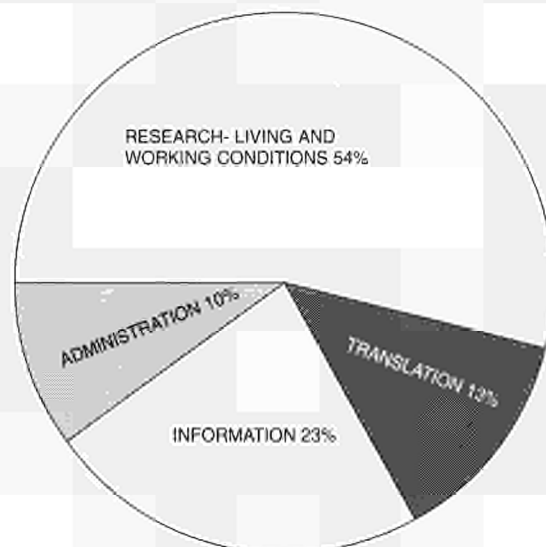
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Annex 1

Summary Table of Expenditure for Financial Year 1995 in ECU

	TOTAL	TITLE 1	TITLE 2	TITLE 3
		Staff Expenditure	Administration Expenditure	Operating Expenditure Living and Working Conditions
Appropriations Available				
Final appropriations for the financial year 1995	12.540.000	5.316.000	1.050.000	6.174.000
Increase compared with 1994	+8%	-2,2%	-5%	+16,4%
Utilization of Appropriations				
Commitments amount to	12.350.066	5.212.795	1.010.369	6.126.902
Leaving to be cancelled an amount of	189.934	103.205	39.631	47.098
Percentage utilised	98,5%	98,1%	96,2%	99,2%
Percentage cancelled	1,5%	1,9%	3,8%	0,8%
Utilization of Appropriations carried over from 1994				
Appropriations carried over (Art.6.1(c) of the Financial Regulations) amounted to	2.060.861			
Payments from carryovers amount to	1.913.588			
Leaving to be cancelled an amount of	147.273			
Percentage utilised	92,9%			
Percentage cancelled	7,1%			

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



Annex 2 The Administrative Board 1995

(per 31 December 1995)

Chairperson of the Board

Marc Boisnel
(Governments' Group)

Coordinators

Employers' Group
Nils Trampe
Union of Industrial and Employers'
Confederations of Europe (UNICE)

Vice-Chairpersons of the Board

Fritz-Jürgen Kador
(Employers' Group)

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

Jean-Claude Vandermeeren
(Unions' Group)

Trade Unions Group
Willy Buschak
European Trade Union Confederation

Hywel Ceri Jones
(Commission)

Deputy
Michel Miller
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

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 1995

COUNTRY	Representatives of National Governments		Representatives of Employers' Organizations		Representatives of Trade Unions	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
Austria	D. Lessing Leiterin des Referates Bundesministerium für Arbeit und Soziales	S. Hellmer Leiterin der Abteilung Europäische Integration Bundesministerium für Arbeit und Soziales	H. Brauner VÖI	S. Puntcher-Riekmann Union of Public and Cooperative Economy	R. Czeskleba Referat Humanisierung, Technologie und Umwelt, ÖGB	J. Wöss Sozialpolitische Abtlg. der Kammer für Arbeiter und Angestellte
Belgium	M. de Gols Ministère de l'Emploi et du Travail	L. Van Hamme Ministerie van Tewerkstelling en Arbeid	R. Waeyaert NCMV de Organisatie voor Zelfstandige Ondernemers	J. van Holm Directeur Verbond van Belgische Ondernemingen	J.-C. Vandermeeren Secrétaire National de la Fédération Générale du Travail	C. Dypres Directrice du Service Entreprise Fédération Générale du Travail
Denmark	H. Grove Kontorchef Arbejdsministeriet	E. Edelberg Kontorchef Arbejdsministeriet	K. Holm Kontorchef Dansk Arbejds- giverforening	L.E. Nielsen Afdelingschef Landbrugsrådet	J. Poulsen Salaried Employees & Civil Servants Confederation (FTF)	O.D. Heegaard Landsorganisationen i Danmark
Finland	M. Salmenperä Director Ministry of Labour	T. Alasoini Senior Researcher Ministry of Labour	T. Saukkonen Confederation of Finnish Industry and Employers (TT)	M. Virtanen Employers' Confederation of Service Industries (LTK)	M. Valkonen Head of Administration & Development SAK	M. Koivisto Chief Economist STTK
France	M. Boisnel Ministère du Travail, de l'Emploi et de la Formation Professionnelle	R. de la Soudiere Ministère de l'Environnement Chef du Département du Développement Social de l'Environnement	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.-P. Peulet Secrétaire Confédéral Organisation et Conditions de Travail
Germany	H.-J. Bieneck Ministerialrat Bun- desministerium für Arbeit und Sozialordnung	A. Wittrock Ministerialrat Bundes- ministerium für Arbet und Sozialordnung	F.-J. Kador Geschäftsführer Bundesvereinigung der Deutschen Ar- beitgeberverbände	R. Hornung-Draus Mitglied der Hauptgeschäfts- führung der Bundesvereinigung der Deutschen Arbeitgeberverbände	R. Schneider Deutscher Gewerkschaftsbund Bundesvorstand Abt. Technologie	R. Dombre Deutscher Gewerkschaftsbund Bundesvorstand Abt. Tarifpolitik
Greece	M. Sarivalassis Ministère du Travail	D. Tangas Ministère du Travail	E. Tsamousopoulos 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 Enterprise and Employment	J. Humphreys Principal Officer Department of the Environment	A. Gibbons Irish Farmers' Association	C. McConnell Research & Survey Executive Irish Business & Employers' Confederation	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.	P. Franceschini Direzione Relazioni Industriali Confindustria	C. Brighi Confederazione Italiana Sindacati Lavoratori (CISL)	A. Teutsch International Department UIL

Annex 2 (continued) The Administrative Board 1995

COUNTRY	Representatives of National Governments		Representatives of Employers' Organizations		Representatives of Trade Unions	
	MEMBER	ALTERNATE	MEMBER	ALTERNATE	MEMBER	ALTERNATE
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	L. Jung Directeur de la Fédération des Industriels Luxembourgeois	N. Hoffmann Lëtzebuurger Chrëschtliche Gewerkschaftsbond (LCGB)	R. Pizzaferrì 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)	A. G. Joosten Federatie van Land- en Tuinbouworganisaties Christelijke Boeren- en Tuindersbond (CBTB)	W. Sprenger Federatie Nederlandse Vakbeweging	G. Cremers Christelijk Nationaal Vakverbond (CNV)
Portugal	J.A. dos Santos Leitão 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 Condições 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
Sweden	C. Mähl Departemenstrådet Arbetsmarknads-departementet	E.-M. Forsberg Head of Section Division for Working Conditions Ministry of Labour	E. Jannerfeldt Department of Enterprise and Human Resources SAF	T. Wahström Department of Enterprise and Human Resources SAF	M. Breidensjö Head of Work Life Department TCO	C. Nilsson LO i Sverige
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 1995)

AUSTRIA

Dr. Michaela MORITZ
Österreichisches Bundesinstitut
für Gesundheitswesen (ÖBIG)

BELGIUM

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

DENMARK

Anders ROSDAHL
Forskningsleder
Socialforskningsinstituttet

FINLAND

Timo KAUPPINEN
Ministry of Labour Research Unit

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 Arbeids-
verhoudingen

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

SWEDEN

Prof. Bengt FURÅKER
Department of Sociology
University of Göteborg

UNITED KINGDOM

Prof. Howard NEWBY
Vice-Chancellor
University of Southampton

Annex 4 Foundation Staff

Directorate

Director: Clive Purkiss
Secretary: Annick Menzies
Deputy Director: Eric Verborgh
Secretary: Catherine Cerf

Operational Support Unit

Martine Deasy
Hanne Hansen
Patricia Kingston
Ann McDonald

Thematic Programme Management

Environment

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

Social Cohesion

Wendy O'Conghaile (co-ordinator)
Robert Anderson

Health and Safety/Working Environment

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

Work Organization/Labour Relations

Eberhard Köhler (co-ordinator)
Christine Gollin
Hubert Krieger
Joaquin Martínez Soler (seconded national expert)
Jean-Louis Pujol (seconded national expert)
Sylvaine Recorbet

Information, Documentation and Dissemination

Norman Wood (Head of Section)
Roseanna Creamer
María Cuesta Pérez
Martin Flynn
Camilla Galli da Bino
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
Maria Barreiro
Paolo Cerioni
Cécile Deneys
Cristina Frawley
Doris Hirschfeld
Charlotte Krijl
Mouring Lindenburg
Georgia Papamarkaki
Jacques Prieu
Evangelos Psaroudakis
Gemma Sanchez
Miria Smyth

Administration and Technical Services

(Head of Section) vacant
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 1995

Chapter 1 - Social Cohesion

Consumer-oriented action in the public services (0100) - W. O'Conghaile, R.Anderson

3 Feb.	Working group for conference	Brussels
26-27 April	Evaluation meeting and working group	Brussels
20 June	Working group for conference	Brussels
18-20 Oct.	Conference on public services and social exclusion	Santiago de Compostela
4 Dec.	New directions in social welfare	Dublin

The role of partnerships in promoting social cohesion (0150) - W. O'Conghaile, R.Anderson

27-28 Feb.	Researchers' meeting	Warwick
24-25 April	Coordination meeting	Brussels
22 May	Researcher' meeting	Dublin
28 July	Researchers' meeting	Brussels
28-29 Sept.	Researchers' meeting	Warwick
16-17 Nov.	Researchers' and coordination meeting	Dublin

Combating age barriers in job recruitment and training (0151) - W. O'Conghaile, R.Anderson

8-9 March	Coordination meeting	Dublin
9-10 March	Researchers' meeting	Dublin
1 June	Researchers' meeting	Brussels
25-26 Sept.	Coordination meeting	Dublin

Chapter 2 - Access to Employment, Innovation and Work Organization

Eurocounsel: Counselling and long-term unemployment (0105) - W. O'Conghaile

10 Feb.	Planning meeting	Dublin
9-11 July	Researchers' meeting	Dunlavin
7 Dec.	Evaluation meeting	Brussels

Developments in working time legislation and agreements (0106) - E. Köhler, J.-L. Poujol

6-7 July	Editorial meeting	Paris
19-20 Aug.	Editorial meeting	Paris

Monitoring developments in working time organization (0107) - P. Paoli, J.-L. Poujol

29 Sept.	Coordination meeting	Brussels
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Monitoring developments in working time organization (BEST) (0108) - P. Paoli, J.-L. Poujol, E. Köhler

25 Sept.	Correspondents' meeting	Verona
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The information society: Flexispace/mobility of work/telework (0110) - E. Köhler, J.-L. Poujol, J. Martínez Soler

18 Jan.	Steering group on telework	Brussels
27 Jan.	Steering group on telework	Dublin
13 Feb.	Steering group on telework	Dublin

Annex 5 (continued)

16 Feb.	Steering group on telework	Brussels
2 March	Steering group on telework	Brussels
13 March	Steering group on telework	Dublin
4 April	Steering group - Videoconference	Dublin
24-25 April	Workshop on telework	Dublin
4 Oct.	Planning meeting on social protection of teleworkers	Brussels
12-13 Nov.	Coordination meeting on safety and health of teleworkers	Helsinki
23-24 Nov.	Coordination meeting on labour law and social security of teleworkers	Leuven

Innovative work forms in Europe and North America: European ecology of work conference (0115) - E. Köhler, J.-L. Poujol

9-12 May	Conference	Dublin
26-29 Sept.	Programme committee	Toronto

Sharing work: Who wants to work how, when and why? (0152) - E. Köhler

1-2 March	Coordination meeting	Munich
14-15 Sept.	Coordination meeting	Dublin

Chapter 3 - Human Relations within the Company, Social Dialogue & Industrial Relations

Workplace Europe: Direct participation in occupational change (EPOC) (0114) - H. Krieger

14-15 Feb.	First round table	Dublin
15-16 Feb.	Research group - 13th meeting	Dublin
11-13 April	Research group - 14th meeting and advisory committee	Copenhagen
13-15 Dec.	Research group - 15th meeting and advisory committee	Gelsenkirchen

Decentralised information and consultation procedures in European multinationals (0116) - H. Krieger

19 Sept.	Evaluation meeting	Brussels
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European labour and industrial relations glossaries and database (EMIRE) (0118) - H. Krieger, P. Long, F. Murray, B. Schmidt, N. Wood

14-15 Dec.	11th meeting of the scientific committee for the glossaries	Paris
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Chapter 4 - Health and Safety

Monitoring and assessment of working conditions and health at work

Monitoring the working environment at sectorial level (0149) - P. Paoli, H. Litske, J. Costa

30 Jan.	Meeting on quality and working conditions	Brussels
7 April	Evaluation meeting	Brussels

European survey on working conditions (0156) - P. Paoli, I. Vromans

6 Feb.	Coordination meeting	Brussels
12-13 June	International seminar	Paris

Workplace assessment (0157) - P. Paoli

31 March	Evaluation meeting	Brussels
10 May	Evaluation meeting	Brussels

Annex 5 (continued)

The European working environment in figures (0160) - H. Litske

22 Feb.	Steering committee	Amsterdam
20 Oct.	Evaluation meeting	Dublin

CONTRIBUTION TO THE DEVELOPMENT OF STRATEGIES, POLICIES AND INSTRUMENTS

Identification and assessment of occupational health strategies in Europe (0121) - J. Costa, P. Paoli

9 June	Evaluation meeting	Brussels
11 Sept.	Evaluation meeting of UK national report	Dublin

Design for health - information sources and design guides (0122) - H. Litske

20 April	Coordination meeting	Dublin
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Ill-health and workplace absenteeism: Initiatives for prevention (0123) - R. Anderson

30 March	Researchers' meeting	Leiden
20-21 April	Regional workshop	Leiden
22 June	Researchers' meeting	Brussels
22-23 June	Coordination meeting	Brussels
23 Oct.	Coordination meeting	Lisbon
2-3 Nov.	Regional workshop on training for health at work	Valencia

Assessing the benefits of stress prevention (0125) - J. Costa, H. Litske, I. Vromans

10 Feb.	First coordination meeting	Brussels
2-6 April	Symposium on ISMA conference	Noordwijkerhout
13-16 Sept.	Symposium on APA conference on work, stress and health	Washington
27 Oct.	Evaluation meeting	Brussels
4 Dec.	Evaluation meeting	Dublin

Economic incentive models to improve the working environment in Europe (0159) - H. Litske

12 Jan.	Coordination meeting	Copenhagen
7 March	Evaluation and coordination meeting	Dublin
3 April	Coordination meeting	Copenhagen
23 Nov.	Coordination meeting	Paris
13 Dec.	Coordination meeting	Paris

Improving the quality of work and life of people with a disability (0189) - I. Vromans, J. Costa

6-7 July	First coordination meeting	Dublin
28 Nov.	Second coordination meeting	Cologne
19 Dec.	Third coordination meeting	Brussels

NETWORKING AND DISSEMINATION

European network of product registers and registers of exposure data (0158) - H. Litske

1 Sept.	Authors' meeting	Copenhagen
6 Dec.	Evaluation meeting	Dublin

Chapter 5 - Socio-economic Aspects of the Environment**Regional/local coop. initiatives in the southern Member States (the firm and the environment) (0128) -**

J. Pedersen, V. Mega

31 March	Coordination meeting	Brussels
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Employment and sustainability (0129) - C. Robson, J. Pedersen

10 Jan.	Potential research on environmental economic instruments	Brussels
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11 Jan.	Research group	Brussels
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5 April	Research group	London
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7 Sept.	Advisory group	Dublin
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19 Oct.	Research group	Brussels
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Training in environmental management (industry and sustainability) (0130) - J. Pedersen, C. Robson

30 March	Evaluation meeting and working group	Brussels
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Innovations for the improvement of the urban environment (0132) - V. Mega

22-25 March	International healthy and ecological cities congress	Madrid
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7-9 June	Dublin conference on Local Agenda 21 in collaboration with Dublin Corporation and Irish Department of Environment	Dublin Castle
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12-13 June	EU urban environment expert group	Dublin
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11 July	Evaluation of the four parts of the tetralogy perceive-conceive-achieve the sustainable city	Brussels
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14 Nov.	Evaluation meeting	Brussels
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14 Nov.	Consultation meeting with young planners, Austria, Sweden, Finland	Brussels
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Medium-sized cities and socio-economic and environment developments in the regions of the EU (0133) -

V. Mega

17 Feb.	Sustainability indicators for medium-sized cities	Dublin
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4-6 Oct.	ATTICA workshop	Lavriion
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European workshops on eco-products (0135) - H. Litske

23 Feb.	Coordination meeting on preparation of workshops	Amsterdam
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8-9 Nov.	European workshop on eco-products	Dublin
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Chapter 6 - Equal Opportunities Between Women and Men**Company initiatives and collective agreements on equal opportunities in Europe (0166) - I. Vromans, H. Krieger**

7-9 June	Research group	Florence
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9 Oct.	2nd correspondent meeting: equal opportunities and collective bargaining (0166/0168)	Brussels
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21-22 Nov.	6th coordination meeting and advisory group meeting: equal opportunities (0166/0168)	Brussels
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Chapter 7 - Programme of Co-ordination, Exchange and Information/Dissemination**DOCUMENTATION AND INFORMATION PROGRAMME****The social situation in EU Member States (0190) - P. Paoli, J.-L. Poujol**

15 May	First steering committee	Brussels
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8 Dec.	Social policy meeting with steering group	Brussels
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*Annex 5 (continued)***PUBLICATIONS PROGRAMME****Marketing and promotional programme (0180) - B. Nolan**

Jan. - Dec. 51 visits to the Foundation Dublin

STIMULATION AND TRAINING PROGRAMME**ACTEUR Group: Network of national institutes for working conditions (0099) - Directorate, B. Nolan**

29 Sept. ACTEUR meeting Dublin

Innovative workplace action for health (0119) - R. Anderson

13-14 Sept. Implementation network London

ACCEPT (0143) - E. Köhler

13 Jan. Pilot and research group Dublin

22-23 Oct. Planning meeting Dublin

Information transfer to Central and Eastern Europe (0145) - E. Köhler, J. Martínez Soler

24-27 Jan. Preparation of summer school Warsaw

7-10 Feb. Preparation of summer school Budapest, Prague

20-24 Feb. Preparation of summer school Ljubljana, Bratislava

7-10 March Preparation of summer school Sofia, Bucharest

22-24 May Summer school for Eastern European delegates Dublin

5-8 Sept. Summer school for Eastern European delegates Dublin

DEBATE AND DISCUSSION PROGRAMME**Meetings of the Administrative Board and Groups (0001) - Directorate**

3 Feb. Bureau Brussels

23 March Bureau and Group meetings Dublin

24 March 51st Board Meeting Dublin

15 May Bureau Brussels

10 July Bureau Brussels

31 Aug. - 1 Sept. Governments group meeting Dublin

4-5 Sept. Unions group meeting Dublin

5-6 Sept. Employers group meeting Dublin

8 Sept. Bureau Brussels

16 Oct. Bureau Brussels

30 Nov. Bureau and Group meetings Dublin

1 Dec. 52nd Board meeting Dublin

Preventing racism at the workplace (0154) - J. Costa, J. Martínez Soler

2 March First coordination meeting Brussels

3 March First meeting of organising committee for conference Brussels

30 June Second meeting of organising committee for conference Madrid

8 Sept. Evaluation committee: consolidated report Brussels

13 Oct. Evaluation meeting of the Luxembourg report Brussels

15-16 Nov. European conference Madrid

Annex 5 (continued)

Working and caring (0183) - R. Anderson, W. O'Conghaile

12-13 Jan.	Follow-up to conference	Dublin
13 March	Review group	Bonn
6 Dec.	Discussion group	Brussels

EUROPEAN INDUSTRIAL RELATIONS OBSERVATORY

European industrial relations observatory (0188) - H. Krieger, J.-L. Poujol, P. Long, N. Wood

18-19 Jan.	Internal meeting with the Commission	Dublin
13 June	First meeting of advisory committee	Brussels
15-16 June	Joint seminar with interested parties	Sitges
28 July	Document type definition group meeting	Dublin
19 Sept.	Meeting with the Social Partners	Brussels
20 Nov.	Second meeting of advisory committee	Brussels

Annex 6 International conferences and meetings attended by Foundation staff during 1995

January

9 Training Workshop for Counselling Practitioners on the European Dimension (Carmona), Geise SL and Ministry of Labour of Andalucia. *W. O'Conghaile* presented a paper on the role of the Foundation and the Eurocounsel programme.

11-12 The Ecological City (Paris), OECD. *V. Mega*

16 Career Planning and Employment Opportunities (Dublin), FÁS, EC and Irish Independent. *W. O'Conghaile* presented a paper on adult guidance and information - good practice in labour market counselling.

19-20 Health and the Environment (Athens), Greek Government of the Environment. *V. Mega* gave a key-note speech under the title "Healthy Urban Environments: The European Challenge"

20 Conference of the Irish Society of Occupational Medicine (Dublin). *J. Costa* gave a speech on "European Aspects of Occupational Medicine.

23 Postgraduate Diploma in Career Guidance (Dublin), University College Dublin. *W. O'Conghaile* gave a lecture on Good Practice in Adult Guidance.

31 Conference on Older People in Europe (London), European Ageing Resource Unit. *R. Anderson* chaired the conference.

31 International Seminar on European Social Policy (Bath), Bath University. *E. Köhler* gave a lecture on working time and atypical work forms.

February

13 Modernisation of the Public Services (Brussels), ETUC. *W. O'Conghaile* presented a paper on Improving Public Services.

13-14 Meeting of Economic Commission for Europe preparing for UN Summit on Social Development (Geneva). *R. Anderson* made a presentation on older workers.

15 Le Bien Etre au Travail et les Hopitaux (Liège), Belgian Ministry for Labour. *P. Paoli* presented research results on Working Conditions in Hospitals in Europe.

16 Long Term Unemployment and Social Exclusion (Athens), Greek General Confederation of Labour. *W. O'Conghaile* and *R. Anderson* presented papers on the Foundation's work on social exclusion, ageing and employment and Eurocounsel.

17 Unemployment and Social Exclusion: the Role of OAED (Athens), Greek Manpower Employment Agency (OAED). *W. O'Conghaile* and *R. Anderson* presented papers on the Foundation's work on social exclusion, ageing and employment and Eurocounsel.

24 Economic Integration Seminar (Dublin), European Anti-Poverty Network. *C. Purkiss* gave a welcome address.

March

9-10 International Conference on All Aspects of Workplace Health and Safety "Profit from Workplace Health and Safety" (Dublin), Health and Safety Authority, Ireland and Health and Safety Agency, Northern Ireland. *H. Litske* presented a paper on economic incentives.

16 Fifth Sumitomo Life Research Institute/LSE Annual Conference (London), European Institute, London School of Economics and Political Science. *C. Purkiss*.

16 Gezondheid: voer voor psychologen (Leuven), Vlaamse vereniging voor gezondheidpsychologie. *I. Vromans* presented a paper on the structural position of health psychologists in enterprises.

22-25 International Healthy and Ecological Cities Conference (Madrid), WHO and OECD. *C. Purkiss* gave an opening address and *V. Mega* a key-note speech on well-being of cities and citizens in Europe.

23/24 The Society of Information (Paris), European Commission. *J-L. Poujol*.

28 Seminar on Occupational Health Insurance (Barcelona), Dept. de Sanidad y Seguridad Social, Generalitat de Catalunya. *J. Costa* spoke on occupational health insurance in the EU.

April

3/4 Indicators for Urban Policies (Rennes), OECD. *V. Mega* made a written contribution.

3/6 Fifth International Conference on Stress Management - ISMA 5 (Noordwijkerhout), International Stress Management Association. *I. Vromans* and *J. Costa* presented a paper entitled "Cost benefit analysis of stress prevention at company level".

5/6 Group on Urban Affairs (Paris), OECD. *J. Pedersen*.

6/8 Pour un Habitat Soutenable (Strasbourg), Europe-Environment. *V. Mega* was a keynote speaker.

Annex 6 (continued)

7/14 Briefing on the European Work Council (Brussels), UNICE. *H. Krieger* presented a paper "Analysis of existing voluntary agreements on EWC".

18/19 Environmental Indicators Forum (Dublin). *V. Mega* presented a paper on urban sustainability indicators.

24/25 European Cities: Sustaining Quality of Urban Life (Copenhagen), Danish Ministry for Environment. *V. Mega* presented a paper on "Sustainability indicators for European cities".

23/25 Comett seminar on Informationstechnik, Lean Management und Human Factors (Bad-Hofgastein), Gewerkschaft Metall Bergbau Energie. *H. Krieger* presented a paper on "Direkte Formen der Arbeitnehmerbeteiligung im Organisatorischen Wandel in Europa".

26/28 Public Participation in Planning (Bath), Council of Europe. *V. Mega*.

27/29 Working Time in the European Union (Florence), Institut Universitaire Européen. *J-L. Poujol* presented a paper entitled "La diversité des réglementations sur le temps de travail dans les Etats Membres de l'Union Européenne".

May

2 Institute of European Affairs Seminar (Dublin), Institute of European Affairs and the Irish Association of Industrial Relations. *H. Krieger* presented a paper "The European Works Council and its implications for the future of industrial relations in Ireland."

8/12 8th ETUC Congress (Brussels), European Trade Union Confederation. Foundation publications were exhibited. *E. Verborgh*, *B. Nolan* and *G. Papamarkaki*.

11/12 Business and Social Exclusion (London), London Enterprise Agency, British Telecom, European Commission. *W. O'Conghaile*.

17 Economics and Health and Safety (Copenhagen), Society for Working Environment (SAM). *H. Litske* presented a paper "Economic Incentives to Improve the Working Environment".

19/20 Urban Zones and Social Cohesion in Europe (Paris), French Presidency. *V. Mega*

22 Social Charter (Brussels), Committee on Social Affairs of the European Parliament. *E. Verborgh*.

22/23 Careers in the Environment across Europe (London), London Environment Centre, London Guildhall University. *J. Pedersen* presented a paper "Sustainable Development and the European Jobs Market".

22/24 Working Party on Sustainable Human Settlement Planning (Geneva), UNECE. *V. Mega*.

29 CEEP Seminar (Brussels), European Centre for Enterprises with Public Participation. *E. Verborgh*.

30 European Enterprises: Initiatives for Employment (Brussels), European Commission and CEEP. *J-L. Poujol* gave a presentation.

June

1 Nordic Congress of Occupational Medicine (Stavanger). *H. Litske* presented a paper "Health and Safety in Europe".

9/10 Local Agenda 21: Our Environment: the Future (Dublin), Dublin Corporation, Department of the Environment, An Taisce, the Foundation. *C. Purkiss* gave the opening address. *V. Mega* made a presentation "A Testament and a Tribute for the Cities and Regions of Europe".

12 Quality and Working Conditions Today (Paris), ANACT. *C. Purkiss* gave an opening address, *P. Paoli* attended.

12/13 Work, Employment and Growing Older in Companies (Opio), French Presidency. *W. O'Conghaile*.

13/15 IDT'95 Conference: Marchés et Industries de l'Information (Paris), Association of Information and Documentation Professionals, National Association of Technical Research, French Information Industry Association. *E. Köhler* presented a paper "Organisation and Flexibility of Working Time: Trends and Evolution".

16/17 European Awareness Scenario Workshop on Sustainable Cities (Venice), International Institute of Urban Environment. *V. Mega* presented a paper.

19/20 Reconciling Work and Family Life (Stockholm), Swedish Committee on the International Year of the Family, European Commission. *I. Vromans*.

19/20 High Employment, Productive Jobs and Good Quality Working Life (Helsinki), European Commission, Finnish Ministry of Labour. *E. Köhler* presented the Foundation's work on working time and flexible working arrangements.

23/24 Conference European Forum "Time to Change" (Florence), European University Institute. *I. Vromans*.

26/27 The Environment and Creation of New Enterprises in Europe (Rome) European University of Environment. *V. Mega* gave a paper.

July

4/7 ICTU Biennial Conference (Tralee, Ireland) Irish Congress of Trade Unions. Publications exhibited. *N. Wood* and *G. Papamarkaki*.

18/20 Occupational Health and Safety in Spain and the EU (Santander), University of Santander, Pompeu Fabra (Barcelona). *J. Martínez Soler* presented a paper "Occupational Health and Safety Policies in the EU".

19 The Information Society and Sustainable Development (Brussels), European Commission DG XIII. *J. Pedersen*.

September

2 Summer Conference of the Northern Ireland Forum for Industrial Relations (Derry). *H. Krieger* gave a paper "European Trends in Industrial Relations".

5/18 ISOCARP 31st Congress: Adaption and Mediation in Urban Planning (Sydney), ISOCARP. *V. Mega* presented a paper "Visions and Actions for Sustainable European Cities".

13/16 Third Interdisciplinary Conference on Occupational Stress and Health (Washington) American Psychological Association. *I. Vromans* and *J. Costa* presented a paper "Cost Benefit Analysis of Prevention of Stress at Company Level".

14/16 Work, Stress and Health 95: Creating Healthier Workplaces (Washington), American Psychological Association, National Institute for Occupational Safety and Health, US Office of Personnel Management, Occupational Safety and Health Administration. *I. Vromans* presented a paper "Assessing the costs and benefits of stress prevention". *E. Verborgh*. Publications exhibited.

22 EHRN Conference (Brussels), EHRN. *H. Krieger* presented a paper "Analysis of the existing voluntary agreements on EWC".

23/6 October Strategies for Cities of the 21st Century (Vienna), International Urban Development Association. *V. Mega*.

25/27 Education for Safety and Health in the Workplace (Pamplona), Instituto Nacional de Seguridad e Higiene en el Trabajo. Publications exhibited.

27 Early Retirement: Threat or Opportunities (Dublin), Retirement Planning Council of Ireland. *W. O'Conghaile*.

27/29 Ecology of Work (Toronto). *E. Köhler* chaired an "international panel" consisting of Foundation Administrative Board members.

October

3 Customer Influence on Organisation Change (London), Manpower Society. *C. Purkiss* chaired the Forum.

4/6 Urban Environment (Athens), European Commission. Publications exhibited. *D. Politis*, *G. Papamarkaki*, and *V. Mega*.

4/6 Technical Meeting on Integral Interventions to Combat Social Exclusion (Cádiz), National Institute of Safety and Health at work. Publications exhibited.

10/13 Towards the City of Solidarity and Citizenship (Paris), UNESCO. *V. Mega* presented a paper "La ville solidaire, bouillon de cultures. Fragments d'un discours urbain".

11/14 National Congress of the Italian Society of Occupational Medicine (Bologna). *H. Litske* presented a paper "Economic incentives for health and safety at work".

16/19 VIII Meeting of the International Group of the Institutes of Health and Safety at the Workplace (Seville). *P. Paoli* presented a paper and exhibition material was sent.

18 Living in the Information Society (London), IBM UK. *E. Köhler* presented a paper "Working in the Information Society: Practical Experiences and Future Options".

19 VI Setmana d'Estudis Urbans (Lleida) Setmana d'Estudis Urbans. *J. Costa* presented a paper "Les condicions de treball a les ciutats europees".

20 Opening of the European Centre for Industrial Relations (Florence), *E. Verborgh*.

21 Cross-National Research Seminar: Fifth Series - Methodological Approaches to International Comparisons, Seminar 4: Evaluating Cross-National Comparisons (Loughborough), Loughborough University, European Commission. *I. Vromans*.

23/25 European Seminar of Housing and Social Integration of Immigrants (Barcelona), General Directorate of Migration, Ministry of Social Affairs. Publications exhibited.

23/27 La Ville et ses Usagers (Paris), ENA-Recherche. *V. Mega* presented a paper "Fragments d'un discours urbain. La ville, ses usagers et ses abuseurs".

26/27 Combating Social Exclusion in Europe and Creating Integrated Labour Market Entry Schemes (Lille), Laboratoire Social d'Actions, d'Innovations, de Reflexions et d'Echanges, European Commission. Attended by *W. O'Conghaile*.

November

6/8 Cities: Place of Problems and Opportunities (Madrid), Spanish Presidency. *V. Mega*.

6/8 Conciliation between Family Life and Work (Madrid) General Directorate of Children and Family, Ministry of Social Affairs. Publications exhibited.

7/9 Employment in Europe (Brussels), CEEP, ECOSOC, ETUC, ILO, OECD, UNECE and UNICE. *C. Purkiss, R. Creamer and D. Politis*. Publications exhibited.

9/10 Caring for Dependent People (Madrid), Ministry of Social Affairs. Publications exhibited.

9/10 Seminar on New Jobs - New Types of Work (Madrid), Ministry of Labour. *Joaquín Martínez*.

9/10 2nd European Assembly on Teleworking (Rome), European Commission. *J-L. Pujol*.

9/11 HELECO 1995 (Athens), TEE. *V. Mega* prepared a speech read by C. Theohari.

10 NISO Annual Conference (Killarney, Ireland), National Irish Safety Organization and the Northern Ireland Occupational Health and Safety Group. Publications exhibited.

11 Opportunities for Irish Teleworking (Dublin), European Commission DG XIII in the framework of Telework Week 1995. *E. Köhler* presented a paper "Teleworking: will it lead to social progress or homeworking sweatshops?" *C. Galli da Bino*. Publications exhibited.

13 Urban Environment Expert Group (Brussels), European Commission. *V. Mega*.

16/17 ETUC Conference (Madrid), European Trade Union. Information dossiers distributed.

17 Sustainable Europe Conference (Brussels), Friends of the Earth. *J. Pedersen*.

22/24 Quality and Audit in Occupational Health Services (Renfrew), Department of Public Health, University of Glasgow. *J. Costa* presented a paper "Occupational health services in Europe".

22-24 National Conference on Medicine, Hygiene and Safety at the Workplace (Zaragoza). Publications exhibited.

22-24 After Copenhagen: Economic and Social Development. Interventions to Combat Social Exclusion (Madrid), General Directorate of Social Action, Ministry of Social Affairs. *W. O'Conghaile* gave a presentation. *B. Nolan, T. Renehan, F. Losada*. Publications exhibited.

22/24 Mediterranean Agenda 91 (Rome), ICLEI. *V. Mega*.

23/24 Changing Occupations, New Occupations and the Development of Occupational Skills and Qualifications in the Field of Environmental Protection (Brussels), CEDEFOP. *J. Pedersen*.

December

4/5 1^{ère} Biennale des villes et des urbanistes de l'Europe (Lyons), FNAU. *V. Mega*.

ANNEX 7 Foundation Publications 1995

INFORMATION BOOKLETS

Economic Incentives to Improve the Working Environment: Summary and Conclusions of an International Study. DA, DE, ES, FR, IT, NL, PT. Also available in EN.

Eurocounsel Case Study Portfolio: Examples of Innovative Practice in Labour Market Counselling. DA, DE, FR, GR, IT, NL, PT. Also available in EN.

European Guide to Teleworking: A Framework for Action. EN.

An Innovative Economic Incentive Model for Improvement of the Working Environment in Europe. EN, FR, IT.

New Forms of Work and Activity: Part-Time Work in the EU. The Gender Dimension. DE, EN, ES, FR.

Stress at Work: Causes, Effects and Prevention - Guide for Small and Medium-Sized Enterprises. DA, DE, ES, FR, IT, NL, PT. Also available in EN.

REPORTS

Bridging the Gulf, Improving Social Cohesion in Europe: The Work of the EFILWC. DE, ES, FR, IT, PT. Also available in EN, GR, NL.

Can Economic Incentives Improve Safety and Health at Work? Summary of Main Findings of Foundation Project (brochure). DA, DE, EN, ES, FR, GR, IT, NL, PT.

The Cooperation and Role of the Social Partners in the Environment: Report from the Fourth European Round Table, 21-22.09.94. EN.

Direct Communication in European Multinationals: A Case Study Approach. FR DE. Also available in EN.

Economic Incentives to Improve Safety and Health at Work: Proceedings of a Conference, Warsaw 12-14.10.94. EN.

Environmental Protection in Europe: The Effects of Cooperation Between the Social Partners (brochure) GR, PT. Also available in DA, DE, EN, ES, FR, IT, NL.

Eurocounsel: A Guide to Good Practice in Labour Market Counselling. DA, DE, ES, FR, GR, IT, NL, PT. Also available in EN.

The European Health and Safety Database "HASTE" (includes computer disk). EN.

Families, Labour Markets and Gender Roles: A Report on a European Research Workshop. EN, FR.

For Citizens and Against Exclusion. The Role of Public Welfare Services. Executive Summary. EN.

Partnerships for People in Cities: Conference Report. EN, FR.

Perceive-Conceive-Achieve the Sustainable City. A European Tetralogy.

Part I: Urban Eco-Auditing and Local Authorities in Europe EN

Part II: The Role of Small and Medium Sized Enterprises in the Revitalisation of European Cities FR

Part III: Transport and Public Space: The Connective Tissue of the Sustainable City EN

Part IV: Functionality, Aesthetics and Desirability of the Sustainable City FR

Public Welfare Services and Social Exclusion: The Development of Consumer-Oriented Initiatives in the EU. EN.

Working Conditions in the European Meat Processing Industry. EN.

GENERAL PUBLICATIONS

Annual Report 1994. DA, DE, EN, ES, FR, GR, NL.

Annual Report 1994 Supplement. DA, DE, EN, ES, FR, IT, NL, PT.

Catalogue of Publications 1994: Supplements. DA, DE, ES, IT, GR, NL, PT.

List of Working Papers: January 1995. EN.

Programme of Work 1995 (short version). DA, DE, EN, ES, FR, IT, NL, PT.

Programme of Work 1995 (long version). DA, DE, EN, ES, FR, IT, NL, PT.

Social Cohesion Programme. List of Publications. EN.

CO-PUBLICATIONS

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

Telematics for Health (EN)

New Materials for Environmental Design. EN, FR.

Visions and Actions for Medium-Sized Cities. EN only.

Urban Innovation and Employment Generation. EN.

Stress at Work: Does it Concern You? (brochure) DE, ES, FR, GR, IT. Also available in DA, EN, NL, PT.

WORKING PAPERS

A History of Work Environment Innovation: Sweden. EN.

A Joint Approach to Direct Participation: Ireland. EN.

Consumer-oriented Action in the Public Services: Greek Case Studies Report. EN.

Counselling Services Responding to a Changing Labour Market. Eurocounsel Phase III Report.

Denmark DA EN

Germany DE EN

Ireland EN

Italy EN IT

Spain EN ES

UK EN

The Design for Health ECO Profiler Information Management in a Computing Environment. EN only.

Direct Participation: Bibliography. The European Direct Participation in Organisational Change (EPOC) Project. EN.

Direct Participation: How the Social Partners View it. A Comparative Study of Fifteen European Studies. EN.

Direct Participation in Luxembourg: A Model of Consensus. EN.

Direct Participation Management Initiated: United Kingdom. EN.

Direct Participation in Germany. EN.

Economics of Participation Workshop, Paris 1993. EN.

The Electronic Home: Interactive Telecommunications for the Future. DE, EN.

Employers, Trade Unions and Environmental Protection in Europe. EN.

Environmental Perspectives and the Quality of Life 1994-2010.

Reports from ten countries

Belgium FR, EN

Denmark DA, EN

France FR, EN

Germany DE, EN

Greece GR, EN

Ireland EN

Italy IT, EN

Portugal EN

Spain EN, ES

UK EN

Environment, Sustainability and Industrial Relations. EN.

EuroReview. Readers' Survey. EN.

Flexispace and Mobility of Work: A Problem Study on the Future of Spatially Flexible Forms of Work. DE, EN.

Direct Participation in France. EN.

Identification and Assessment of Occupational Health and Safety Strategies in Europe.

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Investing in Ageing Workers: A Framework for Analysis Good Practice in Europe. EN.

Direct Participation in Italy. EN.

Medium-sized Cities and Socio-economic and Environmental Developments in the Regions of the EU.

Rhodes EN

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Toledo EN

New Forms of Work and Activity: Flexible Work Systems in Denmark. EN.

New Forms of Work and Activity: Re-analysis of Survey of Experiences at Enterprise Level with Special Consideration for Italy. IT.

New Forms of Work and the Gender Dimension: A Scientific Analysis. EN.

New Forms of Work in the United Kingdom: An Analysis of the "New Forms of Work and Activity" Data Set. EN.

Part-Time Work and Competitiveness: The Experiences of Managers in Eight Countries. DE, EN.

Part-Time Work Compatibility: Experiences of Managers in Eight Countries. DE.

Direct Participation in Portugal. EN.

The Position of the Social Partners in Europe on Direct Participation: The EPOC Project. Country Studies Volume 1. EN.

Preventing Racism at the Workplace.

Austria EN

Belgium FR

Denmark EN

France FR

Greece EN

Ireland EN

Annex 7 (continued)

Portugal FR
Spain EN, ES
UK EN

Rediscovering its Own Strength? Lean Production in the German Automobile Industry. EN.

The Role of Partnerships in Promoting Social Cohesion. EN.

Telehomework Case Study: Empirical Study on the Conditions and Effects of Telehomework. DE, EN.

Voluntary Agreements on Information and Consultation in European Multinationals. EN.

PERIODICALS AND NEWSLETTERS

Euro-Review on Research in Health and Safety at Work: Repetitive Strain Injuries. EN FR. (first of 2 issues).

News from the Foundation (published in all Community Languages)

42 DA, DE, EN, ES, FR, GR, IT, NL, PT

43 DA, DE, EN, ES, FR, GR, IT, NL, PT

44 DA, DE, EN, ES, FR, GR, IT, NL, PT

45 DA, DE, EN, ES, FR, GR, IT, NL, PT

46 DA, DE, EN, ES, FR, GR, IT, NL, PT

P+ No. 9: The Economics of Participation. FR. Also available in EN.

P+ No. 10: Labour Relations. The Nordic Experience. EN, FR.

P+ No. 11: The Social Partners and the Environment. EN.

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