

EMPLOYMENT OBSERVATORY

EUROPEAN COMMISSION

DIRECTORATE-GENERAL
FOR EMPLOYMENT,
INDUSTRIAL RELATIONS
AND SOCIAL AFFAIRS

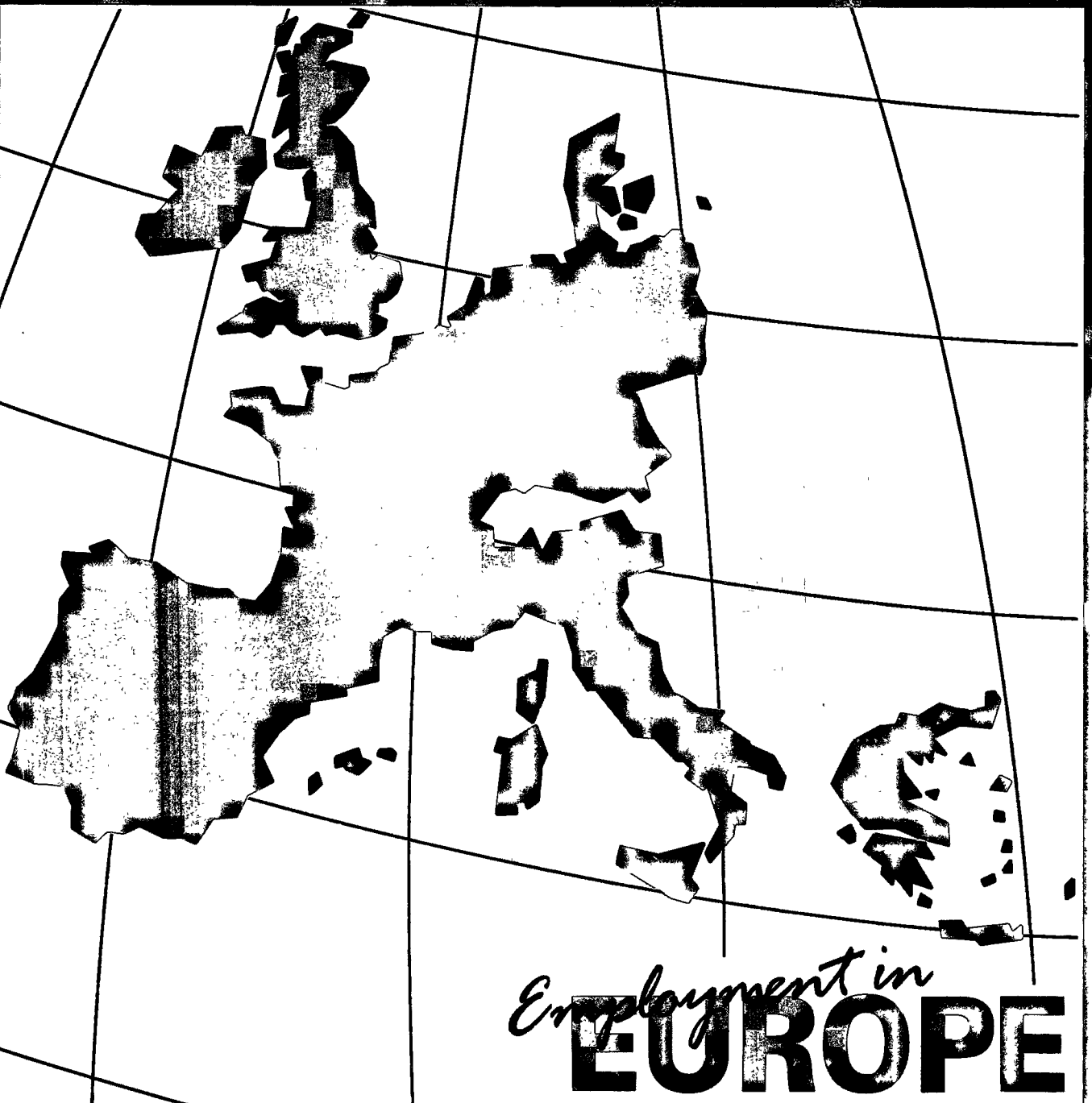


*Social
Europe*

Trends

European Commission analyses, evaluations
and reports on the employment network

20



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(Statistical Supplement: Key Labour Market Indicators) EN, FR, DE

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(Statistical Supplement: Industrial Disputes in the European Economic Area 1983-92) EN, FR, DE

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SYSDEM Papers 4: Euro-Labour Markets: the Prospects for Integration; Conference Proceedings from the SYSDEM Conference, April 1991, Birmingham, UK EN-FR

SYSDEM Papers 5: Migration and Labour Mobility in the European Community EN

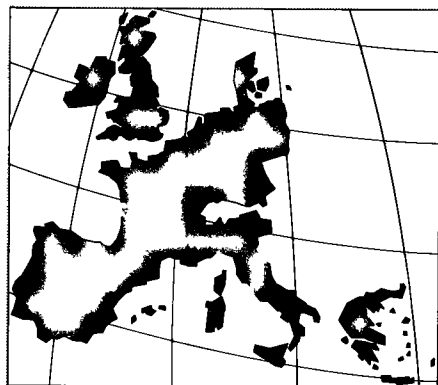
SYSDEM Papers 6: The European Labour Market in 2000: Demographic Changes and Policy Implications EN

SYSDEM Papers 7: Regional Disparities in Employment: Situation and Trends in the New Bundesländer EN, FR, DE

SYSDEM Papers 8: Denmark, Scandinavia and the European Labour Market EN, FR, DE

SYSDEM Papers 9: The Evolution of Industry and Services and its Employment Impact EN, IT

EMPLOYMENT OBSERVATORY Trends



The Bulletin of the European
System of Documentation
on Employment (SYSDÉM)

N°. 20, 1994

TRENDS Bulletin is the quarterly publication of the European System of Documentation on Employment. It disseminates information collected by SYSDÉM on the evolution of employment at European Union level. SYSDÉM is managed on behalf of the Commission of the European Communities (DGV) by ECOTEC Research and Consulting Limited.

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The articles in the TRENDS Bulletin and the information presented in the Statistical Supplement reflect the views of the authors and do not necessarily reflect the opinions of the Commission of the European Communities.

Employment generation leads social policy debate

The recent European Social Policy White Paper sets out the Commission's approach to the next phase of social policy development (1995-1999) during the final years of this century. It provides the opportunity for all interested parties to discuss the proposals in the second half of 1994, before the incoming Commission issues its definitive work programme in this field in the course of 1995. The issuing of this White Paper six months prior to the forthcoming enlargement of the Union in 1995 is also designed to facilitate the entry of the new members into the Union within an agreed framework for social policy development.

The White Paper emphasises the need to shift from the objective of assistance - providing cash benefits to an increasing larger number of people - to the objective of employment generation. The principles and measures which should underpin this shift are identified as follows:

- Social and economic integration: giving the highest priority to creating new jobs and enabling everyone to integrate into the economy and society.
- Competitiveness and social progress: continuing productivity gains which will enable the Union to reconcile high social standards with the capacity to compete in global markets. Key resources will be a well-educated and highly motivated and adaptable working population.
- Convergence which respects diversity: this convergence means that total harmonisation of social policies is not an objective of the Union. However, the convergence of goals and policies over a period of time by fixing common objectives is vital since it will permit the coexistence of different national systems and enable them to progress in harmony towards the fundamental objectives of the Union.
- A level playing field of common minimum standards: minimum standards are needed to preserve the cohesion of the Union, having regard to differing national systems and needs, and to the relative economic strengths of the Member States. Minimum standards are designed, not to reduce higher standards, but to prevent the use of low social standards as an instrument of unfair economic competition. The continuing aim should be to develop and improve standards for all the Members of the Union.

The White Paper recognises the need to mix policy instruments as a means of achieving objectives including a combination of legislation and Union-level collective agreements, financial support and incentives, assistance with co-operation and the provision of information.

Moreover, the massive structural changes currently facing the Union pose new challenges for relations between the state, employers and trade unions. The development of the Union's labour law is now faced with a need for new, more flexible mechanisms of social regulation which can adapt to the speed and the extent of these changes. This requires a new complementarity between legislative regulation and collective agreements, the increased participation of the social partners in the preparation of the measures under consideration at Union and national level, and stronger co-operation between employers and workers organisations. The corresponding social adjustments will also require the full involvement of voluntary and other representative organisations.

The development of policies and practices about successful job creation experiences is a major plank of the Union's strategy. In support of this strategy, the Commission will present in early 1995 a Communication designed to build a new co-operative framework for closer and more structured collaboration between Member States and the Commission with regard to employment and labour market policy.

This co-operation will be designed to complement the scope and thrust of the new round of Community Initiatives such as ADAPT, Employment and Leader II and should focus on issues such as the emergence of new jobs, the contribution of different kinds of enterprises to job creation, promising locally-based initiatives and partnerships, the impact of active labour-market measures, and the general encouragement of entrepreneurial activity to stimulate the creation of more SMEs. Ways of encouraging the increased employment opportunities for women and men in non-traditional occupations will also be included.

Available from the Office for Official Publications of the European Communities, L-2985, Luxembourg. 70pp. All Union languages.

International sources emphasise the need to maintain policy effort

European Economy - Annual Economic Report

DG II (1994)

This issue of *European Economy* deals with economic trends. In 1993, the period of slow growth or near stagnation (started in 1991) turned into an outright recession. The current period of economic difficulties follow a long period of steady and satisfactory growth, but, if the forecasts for 1994 prove correct, the overall loss of output could be larger than that experienced during the 1974-75 and 1980-83 episodes. Employment fell by a record amount - 2.4 million jobs lost in the course of the year - and unemployment increased at a fast pace reaching a level of 10.9% of the civilian labour force. The recession also had a strong effect on the Community's convergence performance. Real convergence stalled and nominal convergence presented a mixed result: inflationary pressures abated but budgetary positions deteriorated substantially.

Available from the Office for Official Publications of the European Communities, L-2985 Luxembourg. EN, FR, DE.

OECD Economic Outlook

OECD (1994)

Economic growth in the OECD areas is steadily gathering strength; activity could expand by over 2.5% in 1994 and close to 3% in 1995. Where recoveries are well established (North America, the UK, Australia and New Zealand), output continues to grow at a healthy pace, and unemployment is falling. Recovery is becoming apparent in an increasing number of continental European countries although for continental Europe as a whole, the growth of domestic demand is modest. Despite a significant boost from net exports, GDP growth is unlikely to be sufficient to reduce the unemployment rate until 1995. In Japan, recent indicators are encouraging with domestic demand strengthening progressively this year and with the potential to expand next year. Inflation is projected to remain low, declining somewhat in Europe and picking up slightly in North America. This *Outlook* reiterates that recovery must be sustained and that this is not the time for any

relaxation of policy effort. Attention needs to be concentrated on ensuring that the longer-term setting of policy is aimed effectively at achieving fundamental economic and social goals.

Available from OECD, 2 rue André-Pascal, 75775 Paris cedex 16, France. EN, FR.

OECD Employment Outlook

OECD (1994)

Despite improvements in the economic outlook, 1994 will witness record levels of unemployment in the OECD area with 35 million people out of work (an unemployment rate of 8.5%), an increase of 10 million over the 1990 level. Unemployment in Europe is expected to continue to rise into 1995, while for the OECD area as a whole only a modest decline to 34.5 million in the second half of 1995 is foreseen. This editorial draws on the comprehensive strategy laid out in the recently released *OECD Jobs Study* (see below) to help achieve the twin goals of higher employment and good jobs. In particular, it considers the implications of job creation and job destruction for workers and firms; how to improve the school-to-work transition; and the need for workers and firms to upgrade skills and jobs.

Available from OECD, 2 rue André-Pascal, 75775 Paris cedex 16, France. EN, FR.

OECD Jobs Study: Facts, Analysis, Strategies

OECD (1994)

Unemployment is probably the most feared phenomenon this century; it touches all categories of society and there are 35 million unemployed people in the OECD. Some 15 million others, have ceased looking for a job or have accepted part time work. In some OECD countries nearly one third of young people are without work. These figures however do not account for all the human costs associated with unemployment.

This OECD publication, the first in a series, explores the critical question of aid for the unemployed. By adopting a comparative

perspective, the publication examines the facts which characterise unemployment and explores the fundamental causes of unemployment. Factors which could advance the economies of the OECD towards full employment are also discussed. Finally, the publication puts forward a choice of appropriate measures to help create jobs and prepare people to fill them.

A second supporting volume, entitled *Evidence and Explanations*, is now available.

Available from OECD, 2 rue André-Pascal, 75775 Paris cedex 16, France. EN, FR.

The Integration of Disabled Children into Mainstream Education: Ambitions, Theories and Practices.

OECD (1994)

Disabled Youth and Employment.

OECD (1994)

The integration of children with disabilities into mainstream schools continues to be an important policy issue in OECD countries. Attitudes towards the nature of disability have evolved significantly over recent years. Based on information supplied by a wide range of Member countries and many other sources, this publication traces the significant steps that have led to this new approach and discusses the concept of integration, its practice and implications for the training of teachers and support staff. The financial implications of integration are discussed and questions are raised about the obstacles to achieving integration.

The second publication argues that although there was major structural change in the labour market in the 1980s, young people with severe disabilities still need to be included in open and supported employment within the community. Improved education and training facilities for young people with disabilities will contribute towards this goal of maximising employment opportunities. This publication gives examples of good practice in Sweden, the United Kingdom and the United States.

Available from OECD, 2 rue André-Pascal, 75775 Paris cedex 16, France. EN, FR.

Migration and Development New Partnerships for Co-operation

OECD (1994)

The "Conference on Migration and International Co-operation" was organised last year in Madrid, by the Canadian and Spanish Governments and the OECD. The publication offers a comparative evaluation of the main migration systems with respect to their performance and adaptability to structural change and increased migration flows. It reviews the control and selection of inflows and examines policies designed to integrate immigrants in several OECD countries.

The capacity of Member countries to integrate significant numbers of new immigrants remains limited and the only adequate long-term response to these challenges is to promote sound economic development in sending countries with the aim of creating employment opportunities and reducing the incentive to emigrate.

The study therefore explores the complex relationship between migration and development. Examples from Asia, North America, sub-Saharan Africa, the Maghreb and Europe are used to illustrate the impact on migration of trade liberalisation, regional integration, development of labour-intensive activities, foreign direct investment and migrant remittances. Finally, suggestions are made for new partnerships for co-operation among the principal actors in the areas of migration and development. This publication broadens the scope for policy by highlighting the consequences of development strategies on job creation and the incentive to emigrate.

Available from OECD, 2 rue André-Pascal, 75775 Paris cedex 16, France. EN, FR.

The Politics of East West Migration

ARDITTIS S (ED) (1993)

Since the 1989 revolutions in Central and Eastern Europe, and the resulting increase in population movements from that region, migration has emerged as a major challenge facing Europe.

This book, written by independent experts from Eastern (including the former Soviet Union) and Western Europe, aims to analyse the levels, causes and effects of East-West migration since the 1989 revolutions,

and the way in which this phenomenon is being approached and regulated in a number of sending and receiving countries including the former Yugoslavia. By relating East-West migration to traditional migration from the South and to the overall immigration capacity of Western Europe, the book also provides an analysis of the way in which migration from Eastern Europe is likely to develop and to be regulated taking account of the development targets set by both Eastern and Western European states.

Available from Macmillan Press Ltd, Houndmills, Basingstoke, Hampshire RG21 2XS, UK. EN.

World Labour Report

ILO (1994)

This, the seventh *World Labour Report*, attempts to summarise developments, trends and major indicators in areas of interest to the ILO as a means of contributing to debate. It touches on several topics: employment, labour relations, working conditions, social protection and the rights of working men and women.

The chapters of this report cover many different subjects. Chapter one talks about the world employment situation. Chapter two discusses the question of harmony between work and family, and looks at the role of support services and flexible working arrangements. Chapter three which deals with employers' organisations, is an overview of their background, development and objectives. Chapter four investigates the financing of health care through social insurance schemes in developing countries, their quality and cost-effectiveness. The final chapter on health and safety is concerned with chemicals in the working environment. A statistical annex provides information on the main features of the social and labour scene in the world. Most of the indicators are collected by the ILO and are published in its annual *Year Book of Labour Statistics*.

Available from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. EN, FR.

New Work Systems and Skill Requirements

CAPPELLI P AND ROGOVSKY N (1994)

Improving competitiveness without reducing wage standards is the concern of many industrialised countries. The authors consider the attributes, achievements and failures of new work systems (lean production and high performance) and their skill needs, contrasting them with earlier systems. The participative, autonomous yet highly interdependent work groups in high performance systems often hold requisite skills collectively. Job rotation, cross-training and supportive personnel practices are also present. The authors examine future prospects, given the need for flexibility and "quick response" production to meet rapidly changing consumer and employment needs.

In *International Labour Review*. Vol 133, No 2. Available from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. EN, FR, ES.

The Chinese Economy and Relations Between the European Union and China

CLUB DE BRUXELLES (1994)

According to the World Bank, China is already the world's third largest economic power and in ten to fifteen years it could become the largest overall. Bordering on East and South-East Asia, a region which is itself undergoing rapid expansion, China is concluding commercial agreements with countries from all around the globe and actively encourages foreign investors to profit from its immense internal market and low production costs. Its needs, however, in terms of infrastructure, modern technology, finance, joint-ventures and technical assistance are considerable.

This document provides information on the Chinese economy, on commercial and economic regulations and on China's relations with the EU, with whom China has signed various agreements.

Available from Club de Bruxelles, 10 rue du Collège St Michel, 1150 Brussels, Belgium. EN, FR.

Relations Between the European Union and Latin America

CLUB DE BRUXELLES (1994)

Relations between the EU and Latin America warrant examination of the three generations of co-operation agreements between these countries.

Following the communication to the European Council and Parliament in May 1992 entitled "Co-operation and Development Policy in the Run-up to the year 2000", the EU is giving "particular importance to political dialogue in all appropriate fora and to the promotion of investment and the private sector, without neglecting growth in official development assistance for the poorest countries".

In 1992, the EU committed one thousand million ECU in Latin America under financial and technical co-operation; economic co-operation also grew steadily. Europe is the second most important investor in this region, just behind the USA and considerably ahead of Japan. Europeans are encouraged to invest in this region by several means, the "Cheysson Instrument" or ECIP, new loans from the European Investment Bank and by a number of other Community programmes, such as AL-INVEST.

The conclusion of the Uruguay Round should also be beneficial for Latin America since the new agricultural agreement and the dismantling of the Multi-Fibre Agreement over a ten year period will mean greater access for the continent's products to the European Market.

Available from Club de Bruxelles, 10 rue du Collège St Michel, 1150 Brussels, Belgium. EN, FR.

ABBREVIATIONS USED IN SYSDÉM

SYSDÉM	European System of Documentation on Employment
EU	European Union
CEC	Commission of the European Communities
DG	Directorate-General of the CEC
ETUC	European Trade Union Confederation
Unice	Union of Industries of the European Communities
MISEP	Mutual Information System on Employment Policies
NEC	The Network of Employment Co-ordinators
OECD	Organisation for Economic Co-operation and Development
ILO	International Labour Office
CEDEFOP	European Centre for the Development of Vocational Training
GDP	Gross Domestic Product
GNP	Gross National Product
SMEs	Small- and Medium-sized Enterprises
EMS	European Monetary System
EMU	Economic and Monetary Union

COUNTRY

A	Austria
B	Belgium
DK	Denmark
D	Federal Republic of Germany
E	Spain
F	France
GR	Greece
IRL	Ireland
I	Italy
L	Luxembourg
N	Norway
NL	The Netherlands
P	Portugal
UK	United Kingdom
S	Sweden
SF	Finland

LANGUAGE

DA	Danish
DE	German
EN	English
ES	Spanish
FR	French
GR	Greek
IT	Italian
NL	Dutch
PT	Portuguese



Belgium

“Concertation en entreprise sur le thème de l'emploi: évolutions récentes. Etude menée sur base de Conventions Collectives de Travail enregistrées de 1990 à 1993”
(Consultation in Businesses on the Theme of Employment: Recent Developments. A Study Carried Out on the Basis of Collective Labour Agreements Registered from 1990-1993)

DE KOSTER A (1994)

Social consultation - in the sense of all consultation related to making collective labour agreements (CLA) - whether at a central level or at the level of the firm, reflects the recent economic crisis and the loss of jobs which has resulted: the theme of employment has been of increasing significance. Little study has been made of this phenomenon. The author presents his contribution as a first attempt to quantify consultation in businesses, with particular attention paid to the quantitative development of consultation on employment.

Following the rapid overview he gives of the number of CLAs registered since 1980 with the registrar of collective agreements at the Ministry of Employment and Labour, the author notes an explosion in the number of CLAs concluded at the level of firms. Since 1990, 40% of these, concerned early retirement and 17% were concerned with pay, conditions of work and groups at risk. A large part of the latter necessarily concerned arrangements related to employment.

In addition, for the first half of 1993, 51 CLAs concerning the restructuring of firms were registered.

The article then proposes a refinement of the thematic classification used by the registrar to try to understand more clearly the development of employment as a theme in social consultation. Using this new classification, it appears that the traditional themes of consultation which prevailed up to the end of the 1970s (bonuses, working

time, union delegation, industrial relations etc) have been replaced by others, of which employment is the most significant. The figures resulting from this new classification also highlight the constant increase in the number of CLAs which relate to restructuring. In 1990 and 1991 they represented 4% of the total registered, but in 1992 and 1993 this proportion had reached almost 10%.

In the second part, the author examines the trends in consultation on employment. For this purpose he distinguishes between general consultation, in the course of which various instruments in favour of employment are included in the CLA, and which are of general application, and specific consultation in a situation of crisis - job losses or employment problems.

General consultation in firms centres around two main themes: early retirement and the aspects of employment which legislation and inter-professional agreements have imposed as negotiating themes.

General CLAs on the subject of early retirement tend to be used as a method of managing employment in cases of individual redundancies. They can also, but more rarely, be used as a means of cutting costs in the contraction of jobs.

As for specific consultation, one cannot help but notice a growth since 1990 in the

number of collective agreements registered on the subject of general redundancies and restructuring: 52 in 1990, 85 in 1991, 137 in 1992 and 122 for the first half of 1993.

Finally the methods of application of the principle of consultation and the trends which this pattern of redundancy plans show are examined.

These plans generally make use of different solutions in order to reach agreements on the contraction of jobs: avoiding redundancy by cutting out “fill-in” jobs (fixed term contracts, temporary work, subcontracting), by moves within the company or to other companies within the same group, or by appealing to the solidarity of workers (a system of sharing temporary unemployment); early retirement on a grand scale with the lowering of the retirement age by the maximum amount; redundancy with enhanced benefits added to the agreed and legal requirements. The author also notes the growth in the number of agreements which include qualitative measures of assistance (outplacement, creation of “job-clubs” organised by the employer, retraining and additional training).

In *Lettre d'information*, n° 2, Point d'Appui Travail-Emploi-Formation, June 1994. Available from Centre d'Information du Point d'Appui TEF, Rue de Bruxelles 39, B-1400 Nivelles, Belgium. FR.

Commentary

It would be surprising if the contraction in employment in Belgium which has been happening over the last three years was not reflected in the content of social consultations. Unemployment is the number one problem which confronts the European Member States - and others. Moreover, it is one which has impelled the social partners to consult on the solutions to be implemented to curb the loss, with its heavy social consequences. While the total number of collective agreements has not decreased, inter-sectoral negotiations on this issue have failed. Indeed, collective agreements are increasingly negotiated and agreed at the company level, giving rise to the debate on the merits of decentralisation which the author touches upon but does not elaborate.

The article offers a limited but telling analysis of the phenomenon charting the evolution of the prominence of the issue of employment in collective agreements and therefore offers a useful micro-analysis of the problem of contraction in the labour market, which is usually discussed with regard to sector, region and even country.



Federal Republic of Germany

Neue Ansätze in der Arbeitsmarktpolitik : Ist ein Gesamtkonzept für die neuen und alten Bundesländer erforderlich? (New Approaches in Labour Market Policy : Is a Pan-German Concept Needed?)

FORSCHUNGSINSTITUT DER FRIEDRICH-
EBERT-STIFTUNG (1993)

In 1993 spending on labour market programmes reached a record level of 87.6 billion DM (34 billion of this in eastern Germany). In view of the recessionary employment situation in the west and the catastrophic underemployment situation in the east there is concern over the future development of labour market policy and the effectiveness of programmes.

The authors of this volume are drawn from a wide spectrum covering politics, public administration, trade unions, employers, crafts and small trades. Nevertheless, they are unanimous in bemoaning the primacy of passive, safety net oriented labour market policy, over the channelling of resources into active employment programmes in accordance with government rhetoric. Unemployment benefits and wages on job creation schemes are too high and are seen to fuel unrealistic expectations and passivity among the unemployed while placing undue strain on enterprises and the self-employed. Labour market policy resources should be invested in business start-up support, training and the creation of a 'secondary' labour market as well as in the reinforcement of regional policies. They also stress the need for wage moderation and for the benefits accrued due to unemployed status to become progressively less attractive than regular employment.

The authors are agreed that labour market policy alone will be unable to deal with the present upheaval in the German economy and that a broad based government programme is required in combination with a massive and well targeted application of a range of economic measures.

Gesprächskreis Arbeit und Soziales Nr. 18, 1993.
Available from Forschungsinstitut der Friedrich-
Ebert-Stiftung, Abteilung Arbeits- und Sozial-
forschung, Godesberger Allee 149, D - 53175 Bonn,
pp3-165. DE.

Commentary

The growing worldwide concern over spiralling unemployment, persisting even during times of economic growth, which was highlighted by the convention of heads of state at the Boston Summit in February of 1994, is finding reflection in academic discussion. Although the four documents reviewed in this Bulletin approach the issue from rather different angles they are unanimous in one thing: the need for innovation and change in labour market policy. Conspicuous by its absence in the contributions is the call for a withdrawal of the state from labour market intervention which so regularly marred the discussions over social and labour market policy in the European Union. The two main approaches to labour market policy can broadly be characterised as the neo-liberal approach favouring deregulation and the social protectionist approach favouring flexibility through training and competitiveness through high quality production. For the past 15 years the British government has been a champion of deregulatory labour market policy and recently repeatedly argued that other governments are now following suit "because they have realised the dangers of excessive labour market regulation" (Süddeutsche Zeitung, 7.6.1994). It is particularly interesting to assess the German position, as she is currently holding the presidency of the European Union.

The volume compiled by the Friedrich Ebert Stiftung offers an interesting insight into the nature of the debate in Germany, where the post-unification unemployment situation is best described as cataclysmic in the east and crisis-ridden in the west, with spending on labour market programmes reaching unprecedented levels. Considering the wide variety of their backgrounds, the authors' proposals are remarkably similar, with a unanimous call for the vast sums currently spent on subsidising unemployment to be transferred to more active, investment oriented labour market measures. This contribution could be viewed to reflect the legendary consensus which is often seen to characterise the German policy. The document by Vogler-Ludwig and Blau, however, appears to tell a different story, attributing the dismal employment situation to the "less than helpful role played by the German Central Bank and the social partners in the structural change the German economy is currently undergoing". The dichotomy which is recognisable within the literature concerning the causation and possible solutions to the problem of unemployment does not only reflect the theoretical divisions mentioned above, but is equally reflected in divisions within German government. Such divisions are obviously not without relevance for the future of the integration of the European labour market, which, in the document by Weidenfeld et al is regarded to be a rather remote possibility unless this is preceded by a radical overhaul of social and labour market regulation in all the Member States with a view to their economic viability. These documents cannot - and do not profess to - provide an all embracing analysis of the benefits and disadvantages of labour market regulation or deregulation. What they do highlight more than anything is the need to rethink current policy and practice and the danger of generalising the findings of academic studies, which are limited in their scope and face problems with comparative data collection and analysis, and the problems differing analyses cause for policy making at the national and transnational level in the fight against the human waste that is unemployment.

An Evaluation of Active and Passive Labour Market Policy

KRAFT K (1994)

The dominance of passive, (ie the financing of unemployment), over active labour market policy was the inspiration for this study, which seeks to compare the overall economic impact of the two models of labour market policy in different industrialised nations. Active labour market policies are training measures and wage subsidies which

improve the employment situation. Passive labour market policy, on the other hand, is the provision of benefits for the unemployed. Other classifying variables used are productivity and net wages. Using an econometric model the study compares Germany, France and the USA with Austria and Sweden. These countries are chosen on the basis that the latter two are considered to offer more active labour market policies. The study found active labour market policies to have a positive effect on the econ-

omy and employment creation whereas passive labour market policy showed negative effects.

Discussion Paper, 1994. Available from: Wissenschaftszentrum Berlin für Sozialforschung, Reichpietschauer 50, 10785 Berlin, Germany. EN.

Arbeitslosigkeit und Beschäftigungspolitik (Unemployment and Labour Market Policy)

VOGLER-LUDWIG K, BLAU H (1994)

Labour market projections and policies in Germany are the main focus of this volume. It is the increase in wages and other labour costs which are identified as the primary causes of the problems the German labour market is currently facing. Structural unemployment, which can primarily be attributed to a mismatch between employment and training is accorded secondary importance. The comparative advantage which Germany has long gained from its excellent system of training has been reduced and with no short-term improvement of the German labour market situation in sight, a variety of measures are considered necessary to stem the crisis. Wage policy must become more restrictive to encourage the creation of employment for less qualified workers and social policy equally has to be restructured to favour the employment of these disadvantaged groups. The other two factors blamed for the soaring of

unemployment figures are the restrictive monetary policy of the German Bundesbank since 1992 and the less than constructive role played by the social partners in post-unification wage rounds. All contributors hail the advantages of the flexibilisation of working time and the limitation of wage increases and call for more flexibility in monetary policy without neglecting price stability.

ifo Schnelldienst, 16-17/1994. Available from: ifo Institut für Wirtschaftsforschung, Postfach 86 04 60, D - 81631 München, Germany.

Europäische Integration und Arbeitsmarkt Grundfragen und Perspektiven (European Integration and the Labour Market : Basic Questions and Projections)

WEIDENFELD W, HÖNEKOPP E, KONLE-SEIDL R, WALWEI U, WERNER H (1994)

Next to the criteria for economic convergence, the integration of European labour markets is another declared aim of the European Union. It is not yet clear whether it will be the competition between different systems of employment and social protection which will prevail or whether there will be a gradual harmonisation of measures in this legislative field. These two options are discussed in the contributions to this volume.

European integration takes place against a background of increasing worldwide eco-

nomie integration and while the European Internal Market is considered to show positive effects, the position of the European economy in the world market is viewed with less optimism.

The possibility of the European Union becoming a social as well as an economic and a political union is discussed controversially, in view of the omission of any concrete mention of this issue in the Maastricht Treaty. A harmonisation of social standards is currently impossible, with the task for the Member States to review their welfare state against the criteria of economic viability taking priority.

The volume also discusses the improved position of women in the workplace, which can primarily be attributed to rulings of the European Court of Justice, but argues at the same time that European equal opportunities policies continue to show little beneficial effect. Training and continuing education are accorded a key role in the internal market and the significance of making qualifications comparable is highlighted. In another section the benefits of intra-Union movement of labour is heralded and the need for a common policy on immigration stressed.

Beiträge aus der Arbeitsmarkt- und Berufsforschung, 1994. Available from Institut für Arbeitsmarkt- und Berufsforschung, Regensburger Str.104, D - 90478 Nürnberg, Germany.



Denmark

Nyt arbejdsliv og bæredygtighed i Skandinavien (New Working Lives and Sustainability in Scandinavia)

HVID H AND LAURIDSEN J F (1993)

This article from an edited collection focusses on the perceived crisis in the 'Scandinavian Model' of the labour market. This model is characterised by solidarity between wage earners, and is rooted in Scandinavian traditions of enlightenment, democracy and individualism. The crisis is said to arise from polarisation of the labour

force, leading to the marginalisation of large sections of the population, and a lack of both economic and environmental sustainability. Other factors are the deregulation of national standards during the last ten years, and an increasing focus on the firm.

In the light of this, the Scandinavian Model is thought to be unable to survive unless dramatic structural changes are introduced in the Nordic countries. The article recommends decentralisation of labour market regulations, and a transformation of

the Model. There would be local level agreements between labour unions and major employer groupings or even individual firms. Labour relations should emphasise participation, personal development and influence on working conditions. Such a perspective would preserve Scandinavian cultural traditions, and of necessity would embrace local and environmental concerns.

In Working Life in Scandinavia, eds K Bregne & H Hvid. Available from: Frydenlund Grafisk, Vesterbrogade 20, 3.tv, 1620 København K, Denmark. DA.

Kvinderne går i stå - mændene har ambitionerne. En rapport om køn og løndannelse (Women Stop Their Careers - Men Have the Ambitions)

HØJGAARD L (1994)

This study of female and male career patterns in the financial sector was carried out on behalf of the Finance Sector Union, and is part of a major project by the Equality Commission. It presents general statistical information about salaries, employment and so on and supporting qualitative interviews in one individual bank.

The study points to differences in attitudes to work and behaviour between men and women in the banking sector, and also to significant changes brought about by new employment patterns. Currently, there is a preponderance of female labour in the banking sector, 59% of all employees. In the bank studied here, with a labour force of 5,000, only 12% of higher positions were taken by women, compared to 96% of clerical staff.

The causes of this imbalance are said to lie in different attitudes and norms. Visibility, ambition and career consciousness are said to be male characteristics, whereas female upward mobility is constrained by a lack of these attitudes and by social norms about female career patterns. Arrangements for maternity leave are also said to be constraints, in that their provision for extended periods away from work effectively deskill women as technology and business practices change rapidly.

Tackling these gender issues is said to require structural change in the sector, although the different gender images may disappear 'naturally'. This would result from the large decreases in lower status and low qualification position which are taking place throughout the sector, posts most commonly filled by women.

Available from: Finansforbundet, Postboks 1960, Langebrogade 5, 1411 København K, Denmark. DA.

Hvordan skal de nordiske banker overleve? (How Can the Nordic Banks Survive?)

MORTENSEN O H (1994)

This study of the banking sector in the Nordic countries (Denmark, Finland, Iceland, Norway and Sweden) exposes a number of strategic and structural problems for the sector. The study was carried out for a number of employees organisations, but is focussed on overall economic

issues rather than traditional trade union concerns.

The number of banks or similar institutions in the Nordic countries has more than halved since 1980, from 1,969 to 920. The number of outlets has also decreased, from 13,000 to 10,000, whilst the number of employees per institution has increased by 50% to some 3,000 per unit.

The report considers the situation facing the banking industry to be a crisis, with its origin traced to 1986 and the collapse of the commercial property market, in which many banks were heavily exposed. This follows deregulation in the early 1980s in all countries, followed by massive retrenchment. Although there are differences between the countries, all face a similarly difficult future. New managements have sought new strategies, but problems have

continued, and public funds, and public control, have been used to tackle some of these.

The report questions the 'back to basics' strategy, foreseeing yet further retrenchment and loss of jobs. An alternative course is said to be the development of new services within the sector, which are taken care of elsewhere at present. Diversification is promoted, as well as the introduction of new technology and improvement management.

In fact job losses have only been about 5% overall in the sector, which is remarkable given the concentration and centralisation of activity. However, new technology and automation are likely to increase this.

Available from: Finansforbundet, Postboks 1960, Langebrogade 5, 1411 København K, Denmark. DA.

Commentary

The article by Hvid and Lauridsen champions the traditional image of the Scandinavian labour market, seeing it under threat from the sort of marginalisation and exclusion seen throughout the industrialised world. The article is interesting in that it proposes a way to maintain the sort of labour relations and conditions much valued in Scandinavia by shifting labour market regulation to the local level. Its emphasis on participation and personal development along with environmental awareness provides a challenging alternative model to prevailing orthodoxies elsewhere in Europe, which are characterised by fierce opposition to regulation in countries such as the UK, and large scale sector - or country - wide regulation elsewhere.

The drawback of this article is its somewhat dated nature, given the recently improved employment situation in Denmark, and the increasing numbers of wage earners in unions throughout Scandinavia. Denmark has also recently pursued a decentralisation policy, which postdates the article, but does not entirely follow its prescriptions given the continued existence of collectively agreed minimum wage levels. The environmental emphasis of the article is supported by survey evidence which shows attitudinal change towards the environmental concern amongst organised labour as well as amongst employers.

The other articles deal with aspects of one sector - the banking industry. That by Højgaard shows how, in terms of gender differences in employment, traditional solidarity and egalitarianism in the work place has its limits. The study is limited by its concentration on one particular sector, since traditional gender roles are less prevalent in other areas, particularly the public sector. Only using one bank for qualitative interviewing also limits the general applicability of the data. One interesting fact is the low rate of childbirth amongst the women in the bank, questioning the traditional importance attached to this issue. It is asserted by the author that attitudes will shift once there are fewer lower status female employees in the sector. If so, it may be that the improved status of the fewer remaining women in the sector is paralleled by far fewer opportunities and increasing marginalisation amongst those rendered redundant. Furthermore, systematic retraining for returners from maternity leave is not put forward as an obvious solution to this part of the problem.

A similar danger is implicit in the report "How Can the Nordic Banks Survive?", which promoted the adoption of new services by the banking sector as part of its survival strategy. This may not stop the trend which is rendering lower status and qualified employees redundant, and which may add lower skilled females to the already large pool of unemployed and marginalised male workers. Whilst there has been some criticism of the banking sector for not shedding labour fast enough in the face of technological developments, the root of the current crisis lies much more clearly in unwise lending decisions. The suggestion of the possible appropriation by the banking sector of tasks carried out elsewhere does not serve to increase the overall level of employment, it rather shifts jobs from one sector of the economy to another.



Spain

Las dos biografías de la mujer en España (*The Two Biographies of Spanish Women*)

GARRIDO L J (1993)

Since 1985 nearly half a million women have entered the Spanish labour market on an annual basis. The labour market participation rate of women has followed a consistently upward trend, independently of the general economic situation, although it accelerated greatly during the employment boom of the late 1980s.

This book identifies and analyses two co-existent generations of women, arising from the change in their social and labour market position over the last thirty years. Using primarily the *Labour Force Survey*, it depicts women's collective trajectory over that period.

The book, in four chapters, gives a general presentation of the social and economic environment, and the components of women's changed position. It identifies the existence of two quite separate generations of women, the watershed between them being the cohort which became 40 years of age in 1991. The basic tenet of the book is that the newer generation behaves differently from their older counterparts: they no longer leave the labour force upon marriage or having their first child, instead staying at work until they have reached a stable position. Many delay marriage and childbirth, or never marrying at all. The education level of these women has greatly increased, surpassing those of men in the same cohorts. However, they still occupy less well paid and less responsible jobs than men, particularly in the service sector, although the situation has improved compared to the older generation.

The conclusion from this analysis is that a clear distinction between the two groups needs to be made when referring to "women" in Spain, given their different social and employment behaviours.

Available from Instituto de la Mujer, c/ Almagro 36, 28010 Madrid, Spain. ES.

Comment

Vocational training and its place within labour market reform is a continuing issue in Spain (see Employment Observatory TRENDS no 15). In the case of the book by the National Association of Chambers of Commerce, a business organisation recognising the small amount of resources devoted by Spain to training, accordingly offers its services. In an effort to participate in the process of reform of the educational system initiated by the 1990 Education Law, the Chambers of Commerce offer to support the expansion and enlargement of training in Spain by acting as intermediaries.

Irrespective of the merits of this offer, the main value of the study is to put together a substantial amount of knowledge and information on vocational training in Spain. The existence of a varied pool of academics, business people and government experts to act at the working group provides an interesting background for the proposals made, although involvement of the other social partners might have been welcome.

The document by Garrido gives a valuable corollary to the somewhat negative picture of the current situation portrayed by that of the Chambers of Commerce. The dramatic increases in women's qualifications in recent years, to the point where the current cohorts outstrip men, shows that it is possible to effect substantive changes in overall skill and qualification levels in the work force. Clearly identified as important in these changes are women's different social and economic roles, implying considerable pent up demand. The challenge for future policy may be to meet the higher expectations of women resulting from their higher qualifications and growing confidence, and to generate similar demand for training amongst men.

It is the most comprehensive and well documented study of the evolution of women's position in the Spanish labour market to date. Its most novel feature is its longitudinal analysis of the Labour Force Survey, by constructing cohorts of respondents and analysing their work experiences at five year intervals. The book also contains profound sociological analysis of changes in Spain over the last 30 years, as a background to studying employment changes. Its main limitation is that the period covered ended in 1991, before the 1992-3 recession took hold, although it provides a useful context against which to analyse women's employment during the recession. It will undoubtedly become a standard reference work on this subject of women's labour market problems in Spain.

La formación profesional en el nuevo contexto europeo (*Vocational Training in the New European Context*)

CONSEJO SUPERIOR DE CÁMARAS DE COMERCIO, INDUSTRIA Y NAVEGACIÓN DE ESPAÑA (1992)

This study examines the importance of training for future Spanish economic development, particularly within the European context. Its basic assumption is the necessity of a well trained work force for economic growth and social development, and it seeks to establish whether the current institutional framework in Spain is adequate for this purpose. Identifying a number of flaws, it puts forward some suggestions

for their solution. The study was sponsored by the National Association of Chambers of Commerce, and was carried out by a number of experts from business, academia and government, from disciplines including law, economics, sociology and engineering.

The book is in seven chapters. The first makes clear its position, that vocational training is a fundamental requirement if Spain is to meet the Maastricht convergence criteria. This flows from the correlation of training and the level of productivity, and the link between this and the solution of macroeconomic problems - inflation, public deficit and trade imbalances.

The chapter ends by identifying three requirements in the field of training:

- an increase in the amount of public and private resources devoted to training;
- correct definition of the 'professional categories' used to define training supply and demand;
- closer association of training with the productive sectors which require it, by increasing firms' involvement in continuing training, and enhancing work placement as an element of vocational courses.

Chapter two gives statistical information to show the limited involvement of Spanish firms in training, and the main areas of skill shortage. Chapter three outlines the Spanish institutional framework for vocational training, in the educational

system and labour markets, and Chapter four gives the European perspective in terms of EU policy, and comparisons with other Member States.

The next two chapters make specific recommendations. The first outlines a general strategy to increase the involvement of firms' training provision. The second is a specific proposal whereby Chambers of Commerce would play a co-ordinating role in the implementation of work placements as part of the regular vocational training curricula, a reform introduced in the 1990 Education Law.

The final chapter summarises the key arguments:

- training is a variable of strategic importance for economic and social develop-

ment, to which Spain has paid insufficient attention in the past;

- the process of European convergence will require additional effort by Spain if established macroeconomic criteria are to be met;
- training needs to move closer to the firms using the skills that it aims to provide, with more active involvement of firms in work placement;
- such a process requires institutional support to be effective, and Chambers of Commerce are favourably placed to provide this, hence their offer in the report to do so.

Available from: Consejo Superior de Cámaras de Comercio, Industria y Navegación de España, Claudio Coello 19, 28001 Madrid, Spain. ES.



France

Décentralisation de la formation: marché du travail, institutions, acteurs (*Decentralisation of Training: Labour Markets, Institutions, Actors*)

HILLAU B (CO-ORDINATOR) (1993)

The decentralisation laws of 1983 make the region the most important administrative level for ensuring the coherence of education and vocational training policies. However, during the past ten years the major evolutionary trends in the educational system stem above all from the broad guidelines defined nationally. In addition the growth of diplomas among employees, the "tertiarisation" of employment, growing unemployment and precariousness of employment for young people with the basic level of training are found throughout the country, despite noticeable variations between regions. The national picture remains strongly heterogeneous. Large inter-regional groups are characterised by different economic structures (the agricultural west, the industrial north and east, the tertiary sector dominated south), while the dominant role of the Ile de France continues to attract graduates from all over the country.

It appears from a study of the decision making processes that the decentralised framework leads to a better integration of the school system into the thinking of regional development. The development of regional forecasting tools and aids to decision making, and the consolidation of the position of firms in consultative and decision making processes make this approach one to be followed.

Available from: CEREQ, 10 Place de la Joliette, BP 176, 13002 Marseille, France. FR.

Le chômage des jeunes en France: problème de formation ou phénomène de file d'attente? Quelques éléments du débat. (*Youth Unemployment in France, a Problem of Training or Queue Phenomenon? Some Elements of the Debate*)

GAUTIE J (1994)

The level of unemployment among young people under 25 has been of the order of 20% for about the last ten years in France. This problem has been at the centre of the preoccupations of governments for the past 15 years and many mechanisms in favour

of the employment of young people have been introduced. Given the persistent level of the problem the debates have focused on difficulties in the field of training. The quantitative explanations put forward (insufficient number of graduates, imbalance between the structure of the flow of graduates and the demands of the productive system) are not, however, sufficient to take account of youth unemployment. For the author, it is a consequence of all the methods of functioning of the labour market which, more than in other countries, places the burden of job shortages on young people. It relates above all to a queuing phenomenon and it is in this framework that the problems in terms of training and cost of employment of young people should be considered.

Available from: INSEE, 18 Boulevard Adolphe Pinard, 75675 Paris Cedex 14, France. FR.

Etudiants d'Europe (*Students of Europe*)

FLORY M (1993)

Student unrest manifests itself throughout Europe, even if it is expressed in very

different ways in different countries. Among the most obvious reasons for the existence of this unrest, the author emphasises the fact that almost all the countries of the Union have adopted to a greater or lesser degree a two speed university system. The democratisation of universities has broken the previous cost-quality equilibrium. Different countries have responded in different ways to this, varying between an elitist system "which has the means for excellence" and a democratic system "which sacrifices pedagogic quality for quantity". Each of these tendencies has negative effects. Selection-guidance has for most students a frustrating effect and causes gaps in training in certain specialisms. Open access leads to saturation of vocational outlets. Each country responds to the problem posed by the influx of students according to their history and academic traditions. For the author, no national solution is truly adequate; he feels that action is necessary at two levels. Students must understand that higher education cannot open all careers to all-comers. Some selection or guidance must be imposed which should be based on a wide diversification of training and the possibility to choose between a maximum number of alternative paths. The response to certain specific questions may have to be sought from the Union itself.

Available from: La Documentation Française, 29-31 quai Voltaire, 75007 Paris, France. FR.

Les relations entre éducation et marché du travail: quelques réflexions économiques (The Relationships Between Education and the Labour Market: Some Economic Reflections)

PAUL J-J (1993)

The author studies the links between education and the labour market on the basis of three questions: the French attempts to

forecast the labour force by profession, the link between the level of training, unemployment, salaries and level of employment, and the consequences of changes in the organisation of production on the educational system. The final part of the article is devoted to the interactions that must develop between firms and educational establishments both in terms of pedagogic material and finance. Taking economic theory as a basis, he develops his approach by describing several hypotheses of the behaviour of firms and compares them to the facts. Using as an example the uncertainty of enterprises regarding the quality of graduates recruited, (uncertainty about the skills of the employee and his/her involvement in the work) he recommends financial in-

volvement of firms in training. In return, they should be involved in the training programmes themselves. In the framework of higher education the effort of firms should be directed towards specific rather than general education. The payment of the apprenticeship tax should equally be linked to the number of eligible students. He proposes a model for benefitting from the contributions of firms which suggests that to profit from the apprenticeship tax it is best to be a small specialist training course in a large university.

Available from: INRP (Institut National de Recherche Pédagogique), 29 rue d'Ulm, 75230 Paris Cedex 05, France. FR.

Comment

Very few reliable statistics exist on higher education in the different countries of the Union. Qualitative comparisons are difficult to make between one country and another. Despite these methodological difficulties, the study by Flory illustrates the challenges common to the various Member States in this field.

J-J Paul is a specialist on the relationship between training and employment. Here he puts forward thoughts of an economic nature which consider the different institutional approaches to this issue. The forms of co-operation between firms and the educational system which he recommends show more of a contractual approach than a sharing of responsibilities towards the regulation of the educational system.

The collective study co-ordinated by Hillau sets out the analyses and discussions carried out by CEREQ and its associated institutions. It presents a picture of decentralisation, statistical data and an evaluation of some of the actions implemented as a result of decentralisation. This summary is even more interesting because of the first measures concerning continuing vocational training for 16-25 year olds being introduced as a result of the vote in Parliament under the quinquennial law (December 1993).

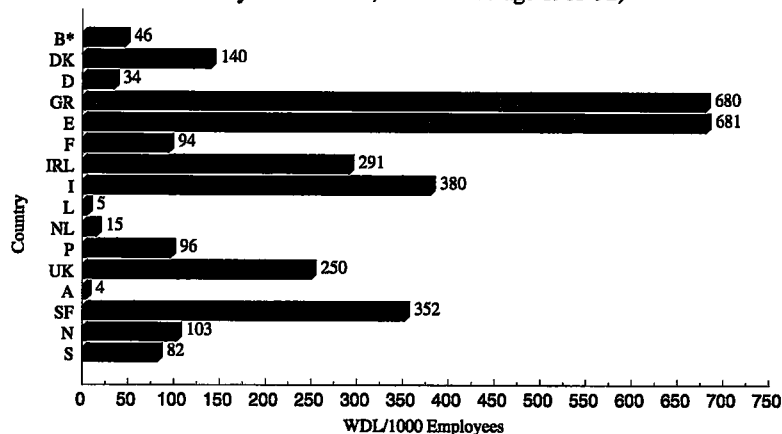
Discussing the specific nature of the relationship between training, employment and salaries which has led to this queuing phenomenon, Jérôme Gautie underlines the challenges of certain of the proposals contained in the quinquennial Law for employment. The choice of a policy of reducing the salary costs of young people, whether it takes the form of a "regulated" integration on the German model or a competitive approach following the approach of the anglo saxon countries implies two economic models of competitiveness (one by price and one by quality). From a social perspective this represents two different models of society. Finally the implementation of sharing employment will pass through a new social contact between the generations and the sexes.

Statistical Supplement No 20

Industrial Disputes European Economic Area 1983-92

This statistical supplement presents an overview of trends in industrial disputes in the 16 Member States of the European Economic Area (EEA). Please note that the scales on the graphs differ.

Figure 1
Working Days Lost per 1000 Employees (All
Industry and Services, Annual Average 1983-92)



* Figures for 1988-92

Figure 2
Working Days Lost per 1000 Employees
(Industry Only, Annual Average 1983-92)

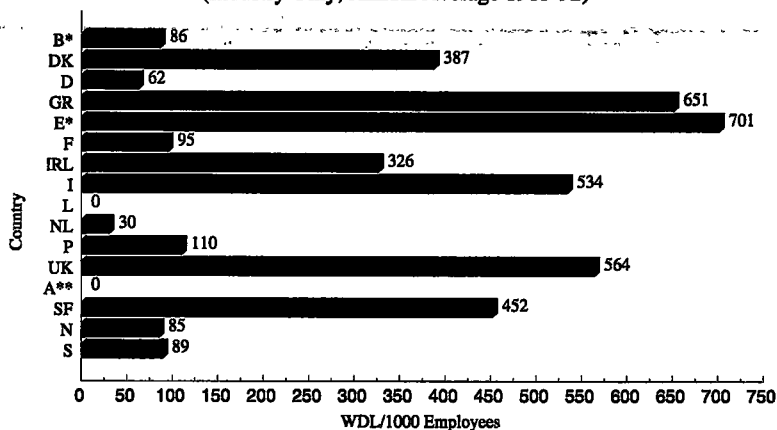
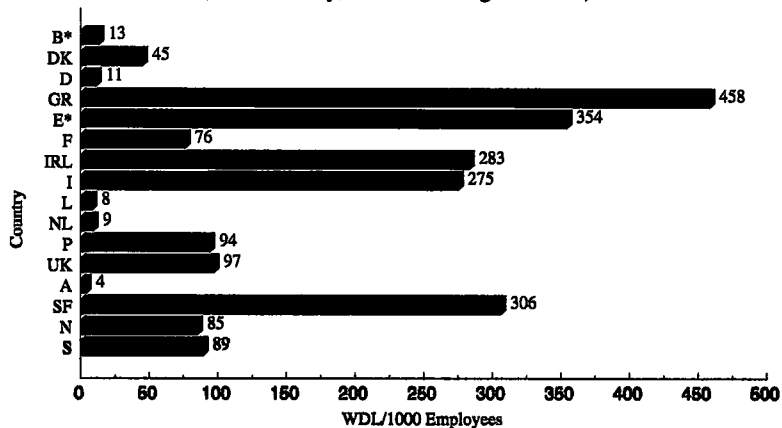


Figure 3
Working Days Lost per 1000 Employees
(Services Only, Annual Average 1983-92)



* Figures for 1988-92

** Actual figure is 0.4

* Figures for 1988-92

Figure 4a
Trend in WDL per 1000 Employees 1983-92
Belgium

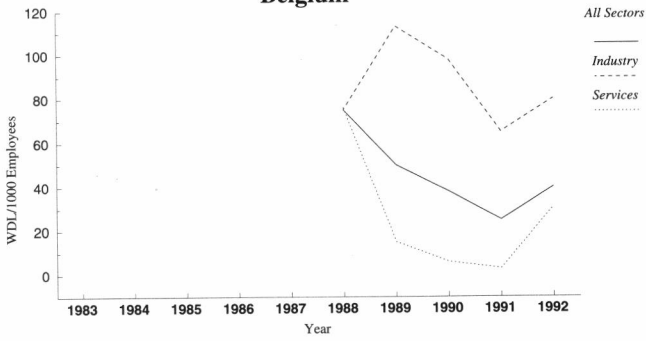


Figure 4b
Trend in WDL per 1000 Employees 1983-92
Denmark

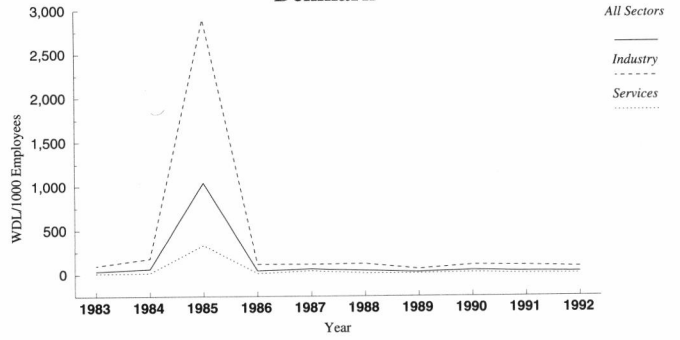


Figure 4c
Trend in WDL per 1000 Employees 1983-92
FRG

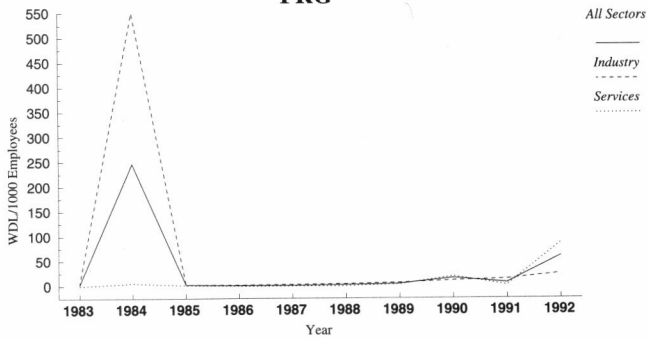


Figure 4d
Trend in WDL per 1000 Employees 1983-92
Greece

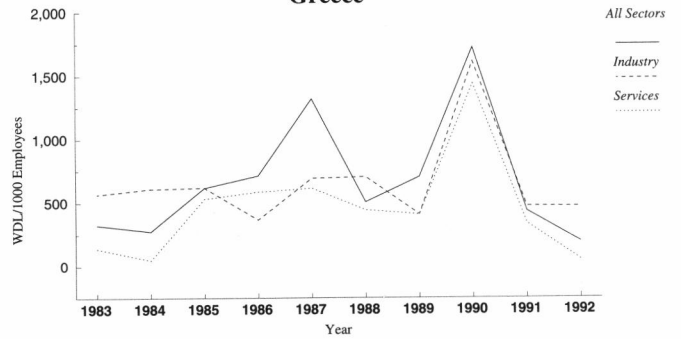


Figure 4e
Trend in WDL per 1000 Employees 1983-92
Spain

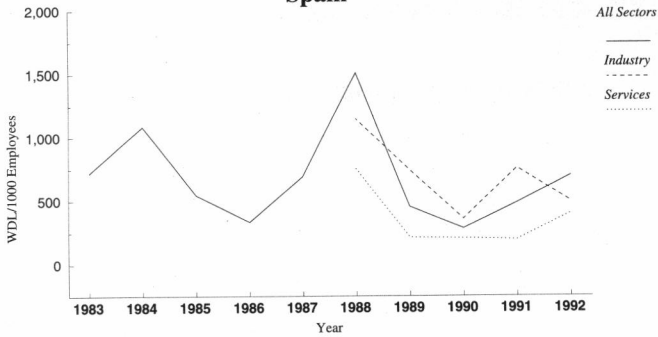


Figure 4f
Trend in WDL per 1000 Employees 1983-92
France

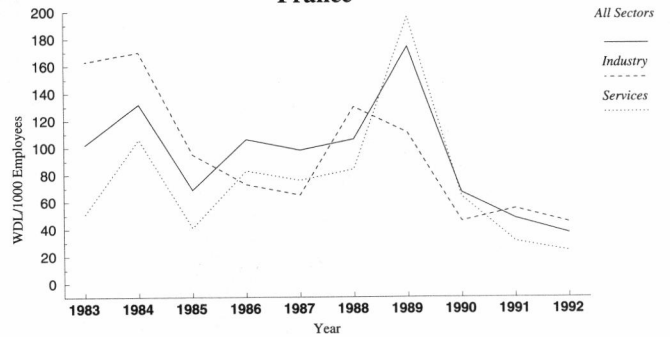


Figure 4g
Trend in WDL per 1000 Employees 1983-92
Ireland

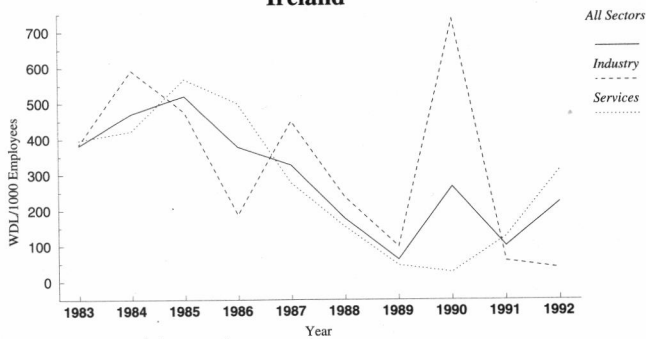


Figure 4h
Trend in WDL per 1000 Employees 1983-92
Italy

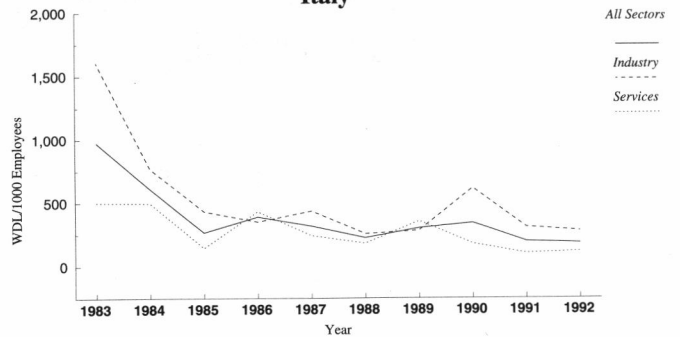


Figure 4i
Trend in WDL per 1000 Employees 1983-92
Luxembourg

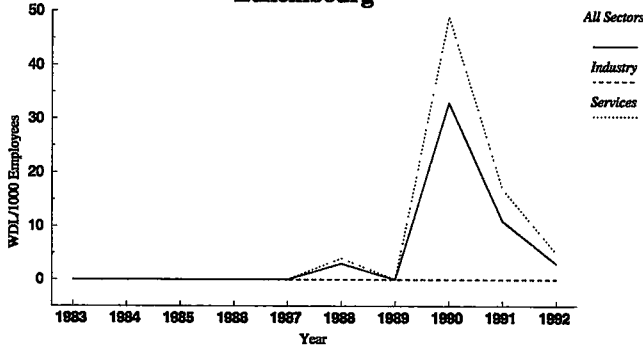


Figure 4j
Trend in WDL per 1000 Employees 1983-92
Netherlands

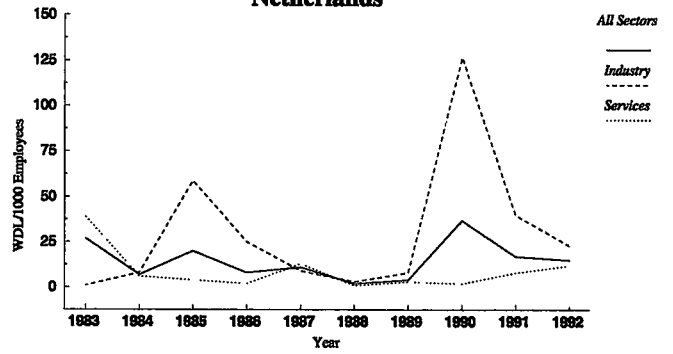


Figure 4k
Trend in WDL per 1000 Employees 1983-92
Portugal

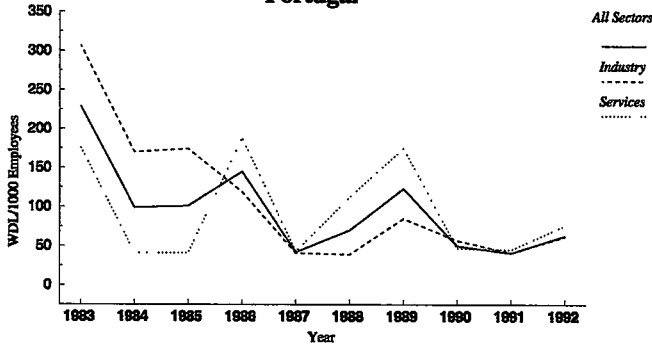


Figure 4l
Trend in WDL per 1000 Employees 1983-92
United Kingdom



Figure 4m
Trend in WDL per 1000 Employees 1983-92
Austria

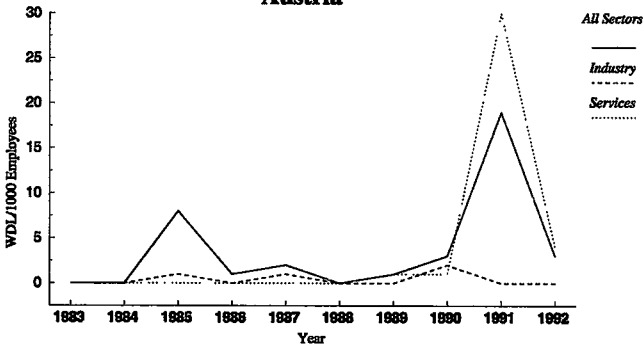


Figure 4n
Trend in WDL per 1000 Employees 1983-92
Finland

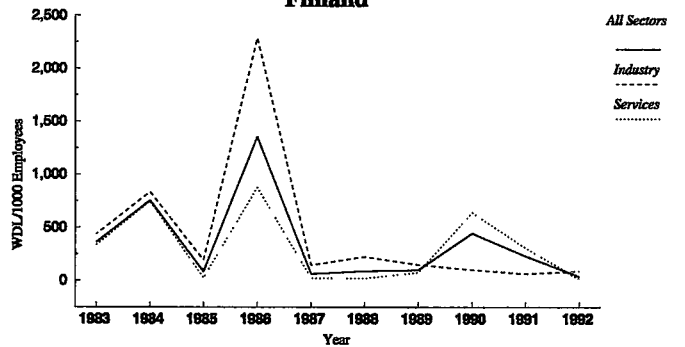


Figure 4o
Trend in WDL per 1000 Employees 1983-92
Norway

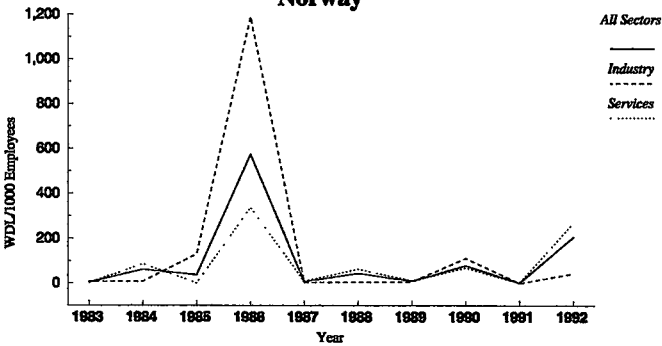
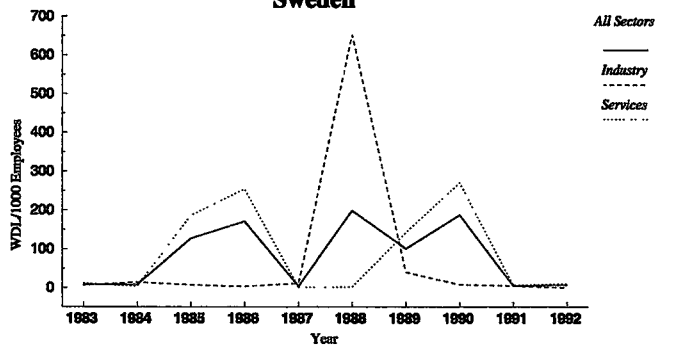


Figure 4p
Trend in WDL per 1000 Employees 1983-92
Sweden



Commentary

Introduction

Industrial disputes measure just one aspect of workplace unrest and are not without their problems, in particular when used for international comparisons. Users of the statistics should be aware of these inherent problems, a detailed discussion appeared in Statistical Supplement No 8 (1992)¹. The principal problems arise from the different definitions applied to the term *industrial dispute* (for example, in some cases political stoppages are excluded) and to the methods of collection which can mean that more disputes are identified and measured in some countries than in others. However, despite these differences, careful use of the data can reveal some interesting comparisons between Member States.

This discussion of the trend in industrial disputes coincides with a renewed interest in the development of workplace industrial relations in general. The four prospective members of the EU - Austria, Norway, Finland and Sweden - bring with them industrial relations systems that may influence the overall situation in the EU. For example, Austria's industrial relations system is similar to that of Germany and there are in turn many similarities with the so-called *Nordic Model* represented by the other three countries.

In the comparative text by Ferner and Hyman (1992)² there is much discussion of the existence of a European framework for industrial relations, bringing together the various elements from each national system. However, the differences between Member States are more evident than the similarities. It is common to consider a range of three broad types of industrial relations systems, the first being a northern European model taking in the Nordic countries as well as Germany, Benelux and Austria. The second encompasses the Southern Member States bordering the Mediterranean and the third follows the Anglo-Saxon model and includes the UK and to a large extent Ireland within the EU, and it also has a following outside the EU in the USA, Canada and Australia, for example.

This growing awareness of the potential of learning from the international experience is also raised by Bamber and Lansbury (1993) in their comparative study of selected European countries (ie Britain, Italy, France, Germany and Sweden) and Canada, Australia, the USA and Japan³. Here Britain alone of the European countries covered is classified as having an 'adversarial' tradition, along with the USA, Canada and Australia which tends to suggest that these countries would also have a greater incidence of industrial disputes. By contrast, Germany and Sweden are highlighted as the two countries that have moved towards industrial relations based on 'industrial democracy and skill formation', suggesting implicitly a lower incidence of industrial confrontation.

Examination of the statistics on industrial disputes discussed below would tend to support the effects of these two industrial relations systems as described above. However, industrial relations is a much broader subject than disputes information can convey. Nevertheless, fluctuations in the incidence of industrial disputes can serve as a useful measure of the *volatility* of industrial relations systems and, the more unpredictable industrial action is, the more difficult it is for employers to manage.

The Statistics

The statistics presented are drawn from a Eurostat publication⁴. Figures 1 to 4 inclusive use the measure of *working days lost per 1000 employees* (WDL/1000) which reflects the comparative labour force sizes of different countries and provides a useful basis for comparison.

Figure 1 shows the annual average number of WDL/1000 over the period 1983-92 for all sectors. The variations between the 16 countries

are quite marked with Spain and Greece at the upper end and Austria and Luxembourg with negligible recorded disputes. The average for all 16 countries is 203 WDL/1000 which puts six countries (Greece, Spain, Ireland, Italy, United Kingdom and Finland) well above this threshold.

Figures 2 and 3 examine the annual average WDL/1000 figures by the broad sectors of industry and services. It is well known that certain sectors are more prone to disputes than others and so any analysis by sector reflects the industrial composition of the country concerned. In the case of industry, for example, Figure 2 shows that in countries such as Denmark, United Kingdom and Finland, the WDL/1000 are approaching twice those for all sectors, suggesting a concentration of industrial action in traditional primary and manufacturing sectors. Given this fact, it would be expected that the service industries would generally exhibit lower disputes activity, although here too some sectors such as Transport tend to have higher than average levels of disputes in some Member States.

These averaged figures fail to mention an important factor in the incidence of disputes. Just one particularly long and/or widely supported dispute can account for much of the total WDL/1000 over a period and can thus mask the underlying trends. This is evident from examination of the trends over ten years for each Member State in Figure 4. Here it is easy to see that, for example, in the case of Denmark in 1985, Germany in 1984, the United Kingdom in 1984, Finland in 1986 and Norway in 1986, one year's exceptional figures have boosted the average WDL/1000 over the ten years. Many of these countries would rightly claim that their industrial disputes experience has consistently improved over the past few years which is generally supported by the figures.

Another concern raised by the figures relates to the number of people involved in industrial disputes. Figure 5 shows the number of employees involved in stoppages for 1992. It clearly shows that in countries such as Spain, Italy and to a lesser extent Germany the numbers are comparatively large and indicate a tendency for disputes in these countries to be widespread across industry and will generally be short in duration (for example, one day national strikes).

Figure 5: Number of Employees Involved in Stoppages of Work (1992) (Thousands)

Country	Total	Country	Total
Belgium	30.2	Luxembourg	0.6
Denmark	32.9	Netherlands	52.4
Germany	598.4	Portugal	131.9
Greece	243.1	United Kingdom	144.4
Spain	5192.1	Austria	18.0
France	318.2	Finland	102.6
Ireland	13.1	Norway	38.3
Italy	3178.4	Sweden	18.0

¹ *Employment Observatory: Trends 8* (1992). (SYSDM Analysis Unit, ECOTEC Research & Consulting Ltd., Birmingham).

² Ferner A and Hyman R (eds) (1992) *Industrial Relations in the New Europe* (Blackwell Publishers, Oxford).

³ Bamber GJ and Lansbury RD (1993) *International and Comparative Industrial Relations* (London, Routledge).

⁴ *The Trend in Industrial Disputes in the European Economic Area (1983-1992)* Rapid Reports: Population and Social Conditions, 1994:2 (Luxembourg, Eurostat).



Greece

Technology Policy and Regional Demand for Skills: The Case of Greece

PAPATHEODOSSIOU T AND KALOULI M (1994)

This publication presents the final results of a study commissioned by the European Commission on the impacts of information technology (IT) on the demand for skills/qualifications at regional and sectoral levels in Greece. Similar studies were commissioned by the CEC in Ireland, Italy and Austria.

The authors review the technology development policy in Greece over the past three decades and critically assess the present situation. In particular, the study looks into the companies' strategies on the diffusion and assimilation of advanced IT and their responses to the need for new qualifications of the workforce.

The study records the R&D programmes and activities relating to IT that private enterprises and public education/training bodies are currently promoting in order to address the issue of skill shortage at regional level. Furthermore, the study surveys and assesses the training projects implemented by enterprises to offer specialised knowledge and new skills to their employees.

The study includes extensive secondary data on all manufacturing sectors. Original research and primary data comprise questionnaires and in-depth interviews with a sample of 30 enterprises from the plastic, textiles and metal manufacturing sectors, located in the Region of Attica (a distinction is made between the Greater Athens Area and the Rest of Attica). The research aims to assess the effects of the new technology development policy implemented in Greece since the mid 1980s, which provides support to enterprises' efforts towards innovation and the introduction and assimilation of advanced IT. The findings of the research consider the effects of this policy rather encouraging.

Available from: Technological Educational Institute (TEI) of Athens, Ag. Spyridonos Str., 122 10 Aegaleo, Athens, Greece. GR, EN.

Comment

The problem of modernisation of Greek industry and its manning by properly qualified personnel remains one of the main features of the Greek economy and a central issue of employment and training policies. The work by Papatheodossiou and Kalouli on the effects of the introduction and assimilation of advanced information technology (IT) on skill requirements makes a significant contribution to the evaluation of the technology development policy implemented in Greece over the past decade. Most importantly it makes a most valuable contribution to the identification of practical skills and qualifications shortages at regional level. The sample on which the research is based is limited to the plastics, textiles and metal sectors in the Region of Attica, thus the benefit of the research results is restricted. Nonetheless, due to the peculiarities of the sectoral and geographical distribution of the Greek manufacturing industry, the surveyed branches and region tend to reflect the situation in the Greek labour market at national level. The study concludes that the technology development policy implemented in Greece since the mid 1980s has led to a significant assimilation of advanced information technology at enterprise level thus creating the need for new qualifications in the workforce. This need is currently addressed insufficiently due to the lack of appropriate training programmes and the very low level of enterprise participation (due to small size) in the formulation of such programmes. The study makes useful suggestions on how to address the problem of skill shortages with regard to advanced IT.

Another issue of crucial importance for labour market developments in Greece is the large number of legal and illegal immigrants who have settled in the country over the past few years, particularly following political changes in Eastern Europe and the former Soviet Union. Illegal immigrants number about 400,000 and come mainly from Albania. Other immigrants are mainly first and second generation refugee and Pontii Greeks who have been returning to Greece since the mid 1980s, particularly from certain former Soviet Union Republics. A series of studies has been commissioned by the General Secretariat of Immigrant Greeks with the support of the European Social Fund, within the framework of a research programme on the Supply and Demand of Skills Concerning the Repatriated Pontii and Political Refugees, to address some of the issues regarding this particular population of immigrants.

Kassimati's work uses empirical research to identify the social and economic features of political refugees on the basis of a questionnaire administered to 350 households. There are very few primary data available for this particular population group and Kassimati's study makes a significant contribution to the analysis of the education level and employment patterns of political refugees. The study has informed policy-making decisions with regard to this particular social group.

Giltsos's work, on the other hand, concerns the production of labour supply and demand forecasts for the 1991-2000 period at regional (NUTS II) level and by occupational breakdown with a view to identifying employment opportunities for political refugees and Pontii Greeks. The reliability of medium and long-term forecasts of this type, particularly with regional and occupational breakdowns, is restricted especially since the study uses estimates concerning the employment potential of political refugees and Pontii. Nonetheless, the study comprises a remarkable tool for the development of policies concerning the settlement of repatriated refugees and Pontii Greeks. Its overall importance is significant given that very few studies on the evolution of labour supply and demand have been carried out in Greece in recent years.

ΠΟΛΙΤΙΚΟΙ ΠΡΟΣΦΥΓΕΣ ΑΠΟ ΤΙΣ
ΑΝΑΤΟΛΙΚΕΣ ΧΩΡΕΣ – ΚΟΙΝΩΝΙΚΗ
ΚΑΙ ΟΙΚΟΝΟΜΙΚΗ ΤΟΥΣ ΕΝΤΑΞΗ
(*Political Refugees from Eastern
Countries: Their Social and
Economic Integration*)

KASSIMATI K (1993)

This study discusses the socio-economic characteristics of the political refugees from Eastern Europe and the former Soviet Union in Greece. It complements the study on Pontii Immigrants from the Former Soviet Union: Their Social and Economic Integration (presented in Employment Observatory TRENDS no 17) and is undertaken within the framework of the research programme on Skills Supply and Demand of Repatriated Pontii and Political Refugees commissioned by the General Secretariat of Immigrant Greeks with the support of the European Social Fund.

The research undertaken focuses on the demographic, economic and social features of the political refugees who moved to Greece between 1986 and 1991 from the Eastern European countries and the former USSR Republics, notably Kazakstan, Uzbekistan and Russia. In these areas a considerable number of Greeks sought political asylum after the end of the civil war (1945-49). Since 1986, a certain number of them returned to Greece. About 30% of the repatriated Greeks are first generation refugees who left Greece during or at the end of the civil war, whereas the remaining 70% were born and raised in the countries where their parents sought refuge at the time.

The study is based on research carried out in 350 households (1300 persons) in the two main urban centres of Greece: the Greater Athens Area and Thessaloniki. It includes a brief historical retrospection of the issue of repatriated Greeks and discuss-

es the following issues on the basis of the findings of the research:

- the main characteristics of the households of political refugees;
- the process of migration and settlement in Greece: reasons, means and ways;
- the educational level of refugees by age and gender and their qualifications;
- employment patterns by sector of economic activity and occupation, nature of unemployment;
- the nature of the economic and social problems with which they are faced and the support resources available;
- assessment of their expectations and current attitudes towards Greek society.

The study includes a series of policy recommendations.

Available from: Ministry of Culture, General Secretariat of Immigrant Greeks, Athens, Greece, and from the Centre for Social Morphology and Social Policy of the Panteion University, 136 Sygrou Avenue, 176 71 Athens, Greece. GR.

ΠΡΟΣΦΟΡΑ ΚΑΙ ΑΝΑΓΚΕΣ ΣΕ
ΕΡΓΑΣΙΑ ΣΤΗΝ ΕΛΛΗΝΙΚΗ
ΟΙΚΟΝΟΜΙΑ, ΚΑΤΑ ΠΕΡΙΦΕΡΕΙΑ ΚΑΙ
ΕΠΑΓΓΕΛΜΑ, ΜΕΧΡΙ ΤΟ ΤΕΛΟΣ ΤΟΥ
ΑΙΩΝΑ ΚΑΙ ΔΥΝΑΤΟΤΗΤΕΣ
ΑΠΑΣΧΟΛΗΣΗΣ ΠΟΛΙΤΙΚΩΝ
ΠΡΟΣΦΥΓΩΝ ΚΑΙ ΠΟΝΤΙΩΝ (*Labour
Supply and Demand in the Greek
Economy by Region and Vocation
Up to the End of the Century and
Employment Potential of Political
Refugees and Pontii*)

GLITSOS N (1993)

This work investigates labour supply and demand prospects in the Greek economy up to the end of the century, by region and vocation, with special emphasis on the employment opportunities for repatriated refugees and Pontii Greeks. It was commissioned by the General Secretariat of Greek

Immigrants with the support of the European Social Fund within the framework of the research programme on Skills Supply and Demand of Repatriated Pontii and Political Refugees.

The study discusses historical trends and provides forecasts of labour supply and demand for the period 1991-2000 by NUTS II level region (a total of 13 regions) and 2-digit occupational categories. It attempts to establish the regional pattern of demand for vocational skills and identify employment opportunities for political refugees and Pontii Greeks in the Greek labour market. The study includes:

- useful data and forecasts on demographic trends at national and regional (NUTS II) levels;
- a macroeconomic analysis of employment and unemployment trends for the period 1981-1991;
- data and forecasts on employment trends by region and occupation (1988-91 and 1991-2000);
- qualitative and quantitative analysis of job creation prospects by region and occupation.

Although the main aim of this work is to conclude on the employment opportunities for political refugees and Pontii and thus inform relevant policy measures, it makes a significant contribution to the issue of wider regional employment prospects.

Available from: Ministry of Culture, General Secretariat of Immigrant Greeks, Athens, Greece, and from the Centre for Social Morphology and Social Policy of the Panteion University, 136 Sygrou Avenue, 176 71 Athens, Greece. GR.



Ireland

Economic Perspectives for the Medium Term

CANTILLON S, CURTIS J, FITZGERALD J (EDS)
(1994)

This volume was published by ESRI as a companion publication to its *Medium Term Review: 1994-2000*. It contains eight chapters which provide a range of different perspectives on the Irish economy. Three of these chapters refer specifically to labour market issues. Namely, *Labour Market Developments in Ireland, 1971-1993* by PJ O'Connell and JJ Sexton, *European Action on Unemployment* by KA Kennedy and *The Causes of Unemployment* by D McGettigan.

The first article by O'Connell and Sexton examines the development of the Irish labour market over the past twenty years. Particular attention is given to age differentiated trends, sectoral aspects and female participation in the labour force. The paper also examines comparative trends in the Irish labour force compared with those in the EU generally. Finally, special attention is paid to the phenomenon of long-term unemployment, including forecasts of the extent of long-term unemployment in the event of unchanged government policies. The results from this paper provided a basis for forecasting the labour market elements contained in the 1994 *ESRI Medium Term Review*.

The second paper by Kennedy provides a critical assessment of the Delors' White Paper and its implication for Ireland. Kennedy finds that the White Paper falls short of a clear statement of EU policy on unemployment largely due to the constraints which the Commission necessarily faces. However, it gives expression at the highest level of the EU to a renewed concern about unemployment, and herein lies its significance.

However, the requirements for Ireland in adhering to the White Paper objectives would be formidable. If unemployment rates were to be reduced by one half over the period from 1995 to 2000, as the White Paper advocates, the target here would imply far greater employment growth, as the Irish unemployment rate is much higher. Furthermore, Ireland experiences a much greater national increase in the labour force

Comment

The review forecasts are dependent on assumptions which can be classified under three different headings - (a) the international economic environment (b) demographic developments and (c) domestic policy. With regard to the first category, on the basis that the recent recession is now ending in most economies, there is a presumption of steady but modest growth in the world economy between now and the year 2000. This is taken to vary from country to country but, typically, is assumed to be of the order of 2% to 3%. The future unemployment position in the UK labour market is a further aspect of importance, given its impact on Irish migration flows.

With regard to demographic change, Irish society will undergo a radical change over the next ten years as the full effects of these changes work their way through the population. Many of these developments are already inevitable given the pattern of births, deaths and emigration over the past 20 years. The key features of these changes are: a drastic reduction in the number of children; a rapid fall from the year 2000 onwards in the numbers entering the labour force and a major increase in the proportion of the population in the working age groups. These changes will lead to a substantial reduction in the dependency ratio, even if unemployment were to continue at a level above the EU norm.

The assumptions related to domestic issues are detailed and complex and cannot be readily described in summary form. On the monetary side, it is assumed that the Irish pound maintains its current parity with the deutschmark, which would probably involve an appreciation against sterling. As a consequence, Irish interest rates should approximate to German rates in the medium-term. It is assumed that fiscal policy will aim to keep the Irish Exchequer borrowing requirement in the range 0% to 2% of GNP in the long-term. The objective should be to eliminate borrowing by the end of the current EU Community Support Framework period in 1999 to allow for an orderly transition to the next phase of development from the year 2000 onwards when significantly less support would be received from the EU.

Arising from demographic trends, some curtailment of the growth of public service pay and lower interest repayments, it is expected that public expenditure as a proportion of GNP will fall from its current level of nearly 50% to about 41% by the end of the decade. As a result it should be possible to reduce relative levels of taxation. Direct taxes as a share of GNP are assumed to fall from 24.6% in 1994 to 21.4% in the year 2000. Other tax rates are assumed to be indexed to the rate of inflation.

compared to other Member States. Thus to meet this target would require unattainable levels of employment growth, especially in the context of low net emigration. Nevertheless in the wider European context of the plan, if the sustainable rate of economic growth in the EU can be raised to 3.5% per annum this would represent a significant improvement in the wider external context and could lead to a substantially increased growth rate in Ireland. As Irish growth rates have tended to exceed those for the EU as a whole, if this relative performance could be sustained in a more buoyant EU, then it would be reasonable to expect a significant reduction in Irish unemployment by the end of the decade, even if this reduction might not suffice to meet the White Paper targets.

Finally the Commission's long-term model for the EU would strengthen the

hands of Ireland and other peripheral areas in pressing for more broadly based regional policies. A clear implication of this model is the need to discourage environmentally damaging concentrations of economic activity and to encourage dispersal of industrial location.

The article by McGettigan reviews the economic and econometric evidence on the causes of unemployment in Ireland. The paper finds that a fair measure of agreement exists among economists in analysing the problem. However it is clearly essential to take specific and adequate account of emigration, a feature which is not necessarily present in all of the models reviewed. Most of the research findings are in agreement that disturbances in the world economy have played an important role in causing unemployment in Ireland to rise. However, domestic mismanagement of the economy,

in particular during the fiscal crisis that hit the economy in the 1980s, and the necessary corrective action, also played an important role.

Available from: The Economic and Social Research Institute, 4 Burlington Road, Dublin 4, Ireland. EN.

Medium Term Review 1994-2000

CANTILLON S, CURTIS J, FITZGERALD J (1994)

This review is based on the application of the ESRI macro model which was originally developed within the framework of the EU Hermes modelling exercise. The last such review was published in 1991.

The forecasts envisage an average growth rate of GNP in the first half of the

1990s of just over 4%, broadly in line with the trend growth rate in the recent past. The second half of the decade is likely to see GNP growing at just under 5% a year. As a result of this relatively rapid growth, Ireland, which had a GNP per head of around 72% of the EU average in 1990, will, by the year 2000, have a figure of about 83% of this average. This would represent a much greater narrowing of the gap in living standards than that which has occurred over the past 30 years.

With a return to more rapid growth, the review envisages a substantial increase in total employment. For the rest of the decade employment growth should exceed 1% each year, averaging around 1.7% during the second half of the decade. In absolute terms,

an increase of this magnitude would involve annual net employment gains of about 20,000.

With the rapid rise in the labour force, however, this growth will not be sufficient to absorb all labour market entrants. Even allowing for significant net emigration, the review estimates that the unemployment rate will fall slowly from its current levels of 17% to about 13.5% in the year 2000. This will still leave Ireland with one of the highest unemployment rates in the EU.

Available from: The Economic and Social Research Institute, 4 Burlington Road, Dublin 4, Ireland. EN.



Italy

Obiettivo Occupazione: una Strategia di Medio Periodo per il Mercato del Lavoro Italiano (Objective Employment: a Medium Term Strategy for the Italian Labour Market)

MINISTERO DEL LAVORO E DELLA PREVIDENZA SOCIALE (1994)

This document has its origins in the former Ciampi government, being published by the Ministry of Labour in January 1994, just as the Italian political system was undergoing fundamental change. It analyses the main structural problems of the Italian labour market, and sets out recommendations for change in the context of EU structures, and the Delors' White Paper on Growth, Competitiveness and Employment.

The central point of the document is its characterisation of Italy's main labour market problems: its low employment rate and the low level of qualifications and education of the labour force. It suggests targets - increasing the employment rate to 57.7%, and a reduction of unemployment to 5%, and the steps needed to achieve these. They include:

- increasing GNP growth by 3% per annum;

- increasing compulsory schooling from 14 to 16, creating an integrated path from school through training to work up to age 18; increasing the proportions with secondary level education from 25% to 31% and doubling the number with university level education
- increasing flexibility in the labour market, including greater control to reduce the role of the 'hidden economy', protection for weaker workers and incentives for part-time work
- introducing specific programmes to increase participation particularly by women, including childcare, part-time and flexible working, and also improving the employment service.

Important to the achievement of these goals is said to be the involvement of the social partners, and their agreement in order to continue the incomes policy experiment started in 1993. The document is now essentially of historical interest, given the existence of a new Italian government, although its diagnosis of basic problems in the labour market is sound.

Available from: CNEL, Viale Lubin 2, 00196 Rome, Italy. IT.

Risorse Europee per le Regioni (European Resources for Regions)

QUESTE ISTITUZIONI, APRIL - JUNE 1994:
VARIOUS AUTHORS

This edition of the journal *Queste Istituzioni* deals with the relationship between regions and the European Union. Given Italy's gradual decentralisation of policy and public finance to regional and local authorities, the relevance of EU/regional relations is of growing importance.

Of particular relevance to employment issues is Salvemini's piece on the use of the Structural Funds in Italy. In the author's analysis, problems have arisen between the EU, the State and the Regions over a number of issues. These include whether financial autonomy should go along with spending autonomy; the difficulties of reconciling different decision making processes at the different levels; and the problems in controlling and implementing policy. The authors' conclusion is that the application of EU roles and procedures in the implementation of projects and their evaluation should have substantial local level benefits, but that they are inhibited by lack of training and qualifications at local level. According

to the authors this should be addressed by the National Government.

Other articles explore aspects of the development of federalism in Europe, which could have implications for the delivery of EU policy and for local level decision making. Di Majo's paper stresses the need for the EU to have a 'real' federal budget, raised through the tax system, to facilitate the process of integration. This would permit a greater capacity for allocation and redistribution and need not be antithetical to local level policy decentralisation, as the examples of the United States and the FRG prove. Ribaud discusses the need for political union. Different forms of federalism are considered, taking into account possible roles for European, national and local institutions. The issue of federalism and decentralisation is particularly relevant in Italy under the new Government, with its emphasis on internal decentralisation.

Available from: Queste Istituzioni, Via Ennio Quirino Visconti 8, 00193 Rome, Italy. IT.

**Aree e Imprese in Crisi:
L'Esperienza della Commissione
Borghini (Areas and Firms in Crisis:
the Experience of the Borghini Task
Force)**

RAPPORT CER (1994)

In September 1992 a Task Force (Commissione Borghini) was formed by the central Government to co-ordinate all employment initiatives deployed in crisis areas and situations. The Task Force was initially charged with accelerating the processes needed to release public spending for crisis situations. This later expanded to encompass the co-ordination of demands for public intervention, and mediation between different interests concerned with local employment crises or major restructuring.

The report analyses the first year of activity of the Commissione (the period from September 1992 to May 1993) and is accordingly limited in the extent and sophistication of the information available. During this period the Task Force located 33 areas in crisis and 34 firms restructuring. Its main activities were to facilitate co-ordination between institutions and social partners; encourage development of em-

ployment creation projects; and quickly release available financial resources.

The evaluation seeks to answer three questions:

- whether the presence of an institution with co-ordination and mediation roles is an efficient way of solving local level emergencies;
- whether a national level organisation working at local level with local actors is effective;
- whether this form of intervention works better than traditional intervention through re-employment agencies.

The short period of analysis prevents comprehensive answers to these questions, but some conclusions are put forward. Firstly, this form of intervention appears to be successful in activating local institutions and actors, and in stimulating new activity when faced with backwardness and inefficiency amongst local public institutions.

Secondly, the Task Force has been successful in improving the efficiency of other institutions at the local level, such as employment and re-employment agencies.

In addition to evaluation of the Task Force, the report also presents all the instruments available in Italy for employment crisis situations, and the local variations caused by regional legislation. It is clearly necessary for intervention structures to be simplified and the number of institutions engaged in local employment work to be reduced. There is little culture of co-operation between existing institutions, and few mechanisms for evaluation and learning from the past, both of which have been addressed by the Task Force, and by this report.

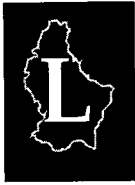
Available from: Centro Europa Ricerche SRL (CER), Via di Villa Emiliani 14/a, 00197 Rome, Italy. IT.

Comment

The Labour Ministry's report presents an analysis of structural problems in Italy's labour market which are not unfamiliar in other EU countries. Its targets seem based more on hope than expectation, given that a 5% unemployment rate would be less than half that prevailing during 1993 with the OECD projecting an upward trend, and with a 57.7% participation rate being the latest low in a declining trend. Similarly, seeking a 3% annual growth rate in GNP is not an immediate prospect in light of a 0.7% fall in GDP in 1993 and OECD forecasts of only a 1.5% increase in 1994. Such ambition is in any case now history, and the record of the incoming government indicates a readiness only to adopt short-term income support measures in the face of recession and the need for major restructuring elsewhere. Where the government has taken action is in pursuance of increased labour market flexibility, without up to now concomitant reform of education, training and operation of the employment service. The likelihood therefore in the short-term is increased flexibility (or decreased conditions and security amongst employees, depending on your point of view), but with no improvement in education and training.

Some of the critique of the employment service is reflected in the report on the Borghini Task Force. The report welcomes as an innovation the creation, not of new bureaucratic instruments and intervention agencies, but of a body charged with speeding up administrative procedures and improving communication between different actors. What limited information there is points to successes in the localities where work has been carried out, but also indicates the need for much simpler and less crowded programmes and players.

As a national body, the Task Force has been able to act locally as a mediating body, but has had problems with local and regional variations in policy and procedure. The third report takes up the themes of regional/national/European level relationships, which are particularly relevant to the current Italian situation where federalism and the roles of regional authorities are the subject of intense debate. If it is true that, in the context of employment intervention, there are too many players and too much complexity, it is hard to see how increased regionalism and federalism can successfully be achieved without parallel simplification of regional/national relationships and responsibilities. The material in this report on different forms of federalism and presentation of successful models is therefore of considerable interest in the Italian context.



Luxembourg

“La formation professionnelle continue” (Continuous Vocational Training)

ECO-CEPS (1993)

This issue of the ECO-CEPS Review is dedicated to continuous vocational training in Luxembourg, the idea being to set it in its economic and legislative context but, above all, it aims to provide statistical information on vocational training in industrial firms in Luxembourg.

In a constantly changing and highly competitive environment, the economic actors in Luxembourg must adapt their management and production procedures to new constraints. This adaptation must be accompanied and achieved by training individuals in the new skills and knowledge necessary to remain competitive in the global market.

Continuous vocational training in the Grand Duchy is in a state of contrasts. Although it is evidently a growth market, there are some undeniable deficiencies. The extent of the latter is difficult to measure due to the paucity of data. Studies centred on this problem, commissioned either by national authorities or at a European level (principally through the FORCE programme) are, however, underway.

There have been various reactions to this situation. Thus the Economic and Social Council/Committee has called for a global regulation of the market for continuous vocational training: this regulation mainly covers the funding of vocational training (by firms, individuals and the State), access conditions and certification. In addition the government proposes the creation of an infrastructure adequate for the needs of the Grand Duchy - a national centre for continuous vocational training (CNFPC).

In addition a national institute for the development of continuous vocational training (INFPC) has been created. This institute acts as a consultative body and works on the basis of customised production. It also has the task of setting up a documentation centre and a database covering all the continuous vocational training organisations and courses available.

On the subject of vocational training data, CEPS/INSTEAD carries out a “dynamic study of Luxembourg businesses” every year. The FORCE national co-ordination office (Instance Nationale de Coordination) for Luxembourg has asked CEPS to include a section on vocational training, which will in future constitute one of the instruments for measuring the national market for continuous vocational training.

The study covers the period 1988-1992. At the end of a detailed presentation a summary of the main points arising from the analysis of these results is set out.

Thus the average number of new recruits by firm grew between 1988 and 1991, although there was a sudden fall in 1992. The investment in training that businesses made grew despite a clear decline in the

problem of recruiting skilled staff. Among the smaller companies (under 100 employees) the proportion who organise training was significantly higher amongst those who had experienced recruitment difficulties than amongst those who had not. In contrast, larger firms (more than 100 employees) had all tended to increase their involvement in training whether or not they had faced recruitment problems. The most common areas of training were production methods, information technology and quality control.

A series of tables covering the data from the survey are included.

In *ECO-CEPS Cahiers Socio-économiques du CEPS 1993*, no 2. Available from: CEPS/INSTEAD, BP 65, L-7201 Walferdange, Luxembourg. FR.

Commentary

CEPS is a private (not-for-profit) research centre. The centre has a mainly statistical focus and specialises in the study of population, poverty and socio-economic policies. Each edition of their review “ECO-CEPS” focuses on a particular theme and contains a statistical appraisal of this theme together with various analytical commentaries. These statistical data are extracts from specific or longitudinal studies.

Vocational training is a topical question given the Opinion of the Tripartite Co-ordination Committee of 8 March 1994 on the “Measures to be taken in the framework of the fight against unemployment, the fight against inflation and for the improvement of the competitiveness of enterprises” which also recalls similar initiatives in other Member States (the social pacts in Spain and Belgium in particular where, following the breakdown in social consultation, aimed at concluding a similar pact - through a list of legislative measures to safeguard the competitiveness of the country). It is, in effect, a question, among other measures envisaged concerning employment, of drawing up framework legislation to regulate, in a spirit of flexibility, the market for vocational training in Luxembourg. The role of the INFPC is evoked as well as the (projected) construction of the National Centre for Vocational Training at Esch-sur-Alzette.

The survey from which these data on vocational training are extracted is carried out on the basis of a permanent panel of industrial enterprises. The panel is significant. The importance of these data lies mainly in their unedited character: the Minister of National Education who has signed the preface to this issue of the review sees it as a primary source of statistical data which fills an important gap.

However, other work should be carried out on this theme since these results require additional analyses, especially on a sectoral basis. The approach adopted (survey of company directors) leaves little room for the views of those in receipt of training. Also, and more fundamentally, there is no information on the degree to which the supply of vocational training is adequate to meet the stated needs of firms.



The Netherlands

Lonen, werkgelegenheid en de arbeidsmarkt 1988-1990 (*Wages, Employment and Labour Market 1988-1990*)

TEULINGS C N, BROUWER N M, WEBBINK H D, LEUVEN E (1993)

The results of a survey of 2000 firms and institutions ('OSA - arbeidsvraagpanel') have been analysed in this research report in order to examine the relationship between wages in firms and the development of employment in 1988 and 1990. The analysis is undertaken in three phases. In the first instance, the differences in wages between firms and within firms are compared for the two years. Secondly, analysis of wage development and the labour market situation is undertaken. Finally, the variation in employment growth is related to the age and size of firms, wage development and specific human capital. A number of conclusions were summarised from the analysis, the most important being the interrelation between wage growth and employment growth which the report finds of limited significance.

Available from: Sdu DOP, Rooseveltstraat 52-56, 2321 BM Leiden, The Netherlands. NL.

Vervroegd uittreden of ouderenbeleid? (*Early Retirement or Elderly Policy?*)

BOLWEG JF, DIJKSTRA JH (1993)

The policies and practices of Dutch voluntary early retirement regulations for older workers are analysed in this study. The analysis has been undertaken for the following sectors; maritime and transport, metal industry and electronics, the banking sector and local and national government. Some individual large companies have also been examined who operate their own voluntary retirement schemes.

Interviews were conducted with representatives from employers and employer organisations in each of the sectors. The interviews elicited detailed information on the policies relating to voluntary early retirement. Several conclusions were drawn from this research; there are strong indications that calculating behaviour prevails over the loyal behaviour which the legisla-

Comment

The Dutch publications in this issue of the Bulletin include a review of the differences in the design of the Labour Force Survey across the EU and judges how this can affect the comparability of the results.

The distinction between the survey conditions which validate the labour force estimates and those which increase the risk of bias has been recognised by the research literature in this field. The report by Van Bastelaer from the Central Statistical Office provides a methodical analysis of the effects of the survey conditions. The non-response error and the measurement error seem to increase the risk of biased outcomes of the surveys. Correction for the non-response error by manipulation of the data after the survey may result in an improvement in the data-set. While the measurement-error is the result of a combination of factors (including different definitions, composition of the interviewing team and the response rate), adjusting the definitions used in the questionnaires would be the most efficient way of improving the comparability of the data.

Further research is needed to draw more detailed conclusions on the comparability of the national surveys. However, it is likely that the results will call for greater attention to comparability of data by researchers and policy makers when utilising the survey results.

The view that higher wages lead to decreasing employment is a common strand within macro-economic analysis which deals with the relationship between wages and the growth of employment. Traditionally, insufficient light has been shed on the dynamics of this relationship at a micro-level. However, the 'OSA-arbeidsvraagpanel' represents an opportunity to explore this relationship at the micro-level. An interesting point to emerge from the analysis is that the functioning of certain aspects of the labour market can be explained by neo-classical economic reasoning. It also appears that wages are to a large extent determined by regulations. The survey concludes that employers can only partially use wages as a policy instrument for personnel selection and cost reduction.

The priorities of the government and the social partners regarding early retirement have shifted over the last decade. Current government policy is aimed at maintaining employment levels of older workers rather than encouraging early retirement. Contrary to the majority of the labour market research published by OSA (Organisation for Strategic Labour Market Research), the study by Bolweg and Dijkstra is based on a series of qualitative interviews with employers, employees and employer organisations and as such enables the authors to focus on attitudes towards early retirement rather than on the macro-economic consequences of the use of early retirement schemes. A range of diverging opinions emerge from the interviews with representatives of employers, employees and individuals from the unions and the employers' associations. For example, the employers' view of using the existing regulations in support of early withdrawal from the labour market of an employee is seen more desirable than firing employees. At the other end of the spectrum, the right to a (financially attractive) early exit is often highly valued by employees.

The interviews highlight methods for arresting the outflow from the labour force of older workers and therefore ways to reduce the costs of this outflow emerge. These include stopping or reducing external recruitment in favour of internal replacement and promotion, encouraging the selective outflow of inappropriate employees, reducing the costs of maintaining older workers in service, and improvements in employee flexibility.

tor expects with respect to the regulations that enable expelling redundant personnel. Firms prefer younger employees to elderly employees, even though the costs of the extended use of early retirement schemes rise. Although the costs of voluntary early retirement are growing, the reasons for continuing with the practice are strengthened by a number of structural constraints. These include technological changes, the

ongoing process of decentralisation - especially in large organisations - and the need for adaptability to new demands in organisational structure. Employers are nevertheless willing to implement the existing social security regulations with maximum efficiency when they are able to influence the exit decisions of individual employees.

Available from: Sdu DOP, Rooseveltstraat 52-56, 2321 BM Leiden, The Netherlands. NL.

Verschillen tussen de ontwerpen van de arbeidskrachtenquête in de Europese Gemeenschap en enkele effecten (*Differences in the Design of the Labour Force Survey in the European Community and Some Consequences*)

VAN BASTELAER A (1993)

This report provides an initial step in analysing the comparability of national labour force surveys across the EU. Differences exist in the survey conditions (at the data

collection stage) which, in addition to the sampling limits, should be taken into consideration in the interpretation of the indicators collected. Harmonization of the surveys exists across the EU with respect to the sample size and the time period. However, other design features vary across the Member States as they depend on resources allocated to the survey and also on the importance placed on the role of the national statistical office.

The report structure corresponds with the logical sequence of the main survey activities such as global design considerations, the sample frame and sample selection, data collection methods and data processing. The data used in the report are based on the statistics provided by the national statistical offices for 1988.

Available from: Hans Hesemans, Statistics Netherlands, Department of labour and wages, P.O. Box 959, 2270 AZ Voorburg, The Netherlands. NL. (Summary in EN)



Portugal

Políticas de Reestruturação. Emprego e Desenvolvimento Regional (*Restructuring Policies, Employment and Regional Development*)

RODRIGUES J, OLIVEIRA DAS NEVES A (COORDINATORS) ET AL (1994)

The focus of this book is a discussion of the problems of restructuring the productive sector in the case of the textile industry in a mono-industry region.

Methodologically, the analysis is based on official statistical information on employment and unemployment (sex, age, level of qualifications, sector of activity etc), on a documentary analysis of the relevant law, on publications by enterprises in the textile sector, on case studies, on studies of the career paths of workers leaving the sector and on the analysis of information collected through interviews with people responsible for the sector and the region.

The book starts with a reference to the process of restructuring in progress in Europe and the conclusion that it exhibits very different characteristics according to the industrial, technological, employment, and training policies involved and the social framework (entrepreneurs, workers, unions and other social actors).

The study shows how these factors rule restructuring of "defensive" and "offensive" types and what the consequences are of these options in terms of regional develop-

Comment
<p><i>The merit of the research carried out by CESO is that it takes a systematic approach to the principal recent trends in the Portuguese labour market, taking as a starting point the competitive capacity of the different branches of activity and its influence on employment and qualification structures. As such it provides a comprehensive background to the situation in Portugal.</i></p> <p><i>The document by Cardigos and Pizarro is a descriptive study of the Portuguese social security system. Its main contribution is to highlight the gap which still exists between social benefits in Portugal and those which exist in the other Member States. This document reinforces the opinion put forward by other authors that the principal problem of the Portuguese system is not that legal entitlements do not exist, but the rigidity of the access criteria, and the monetary value of the benefits.</i></p> <p><i>The book by Rodrigues, Oliveira das Neves and their team is interesting from several perspectives. It provides one of the rare references to restructuring in Portugal. Although centred on the textile sector in a particular region, it tackles the overall problem of restructuring and shows that the specifics of the local situation cannot be studied outside the more general economic and social dynamic. The study takes an interdisciplinary approach which enables the complexity of the theme to be appreciated, not just the economic factors. This could be a most important contribution to the scientific debate on restructuring. The methodological perspective is especially important, as the range of techniques used has enabled the gaps in official statistical sources to be overcome. This provides a useful diagnostic and support tool for public intervention on local labour markets, regions and sectors in the throes of restructuring.</i></p>

ment, renewal of the industrial structure, modernisation and competitiveness of firms, the dynamics of the employment systems and the social reconstruction of the population.

The most important questions posed by the study are as follows: how can the waste of resources be prevented; How can existing skills be built on and others be devel-

oped which can ensure restructuring that is able to link technological modernisation and competitiveness with a minimum of social pain.

Available from: IEFP, Rua das Picoas, 14, 1000 Lisbon, Portugal. PT.

O Sistema Português de Segurança Social face às Políticas de Segurança Social no Quadro da Comunidade Europeia (The Portuguese System of Social Security in Relation to Social Security Policies in the Framework of the European Community)

CARDIGOS S, PIZZARO S (1994)

This document was drawn up by specialists of the Ministry of Employment and Social Security in the framework of the working party on the "Single Market 1993". Based on the legislation which defines the social protection mechanisms, the study tries to analyse the impact or the effect of the conclusion of the Internal Market on social protection in Portugal.

Thus, after a summary of the main elements, notably of the Portuguese social security system, the analysis focuses on the predictable development of the reinforcement of the mechanisms for the co-ordination of social security legislation in the Member States, and on the problem of harmonisation of systems and the conver-

gence of social protection policies in the framework of European law.

Available from: MESS/SICT, Praça de Londres, 2, 1000 Lisbon, Portugal. PT.

Qualificações e Mercado de Trabalho (Qualifications and Labour Market)

KOVACS I, CERDEIRA MC BAIARRADA M, MONIZ AB (1994)

The document analysed is the result of a study carried out by CESO I&D (a private research centre) for the IEFP (Instituto do Emprego e Formação Profissional) (Institute for Employment and Vocational Training). The objective was to analyse the principal trends in the evolution of the labour market in Portugal, in comparison to the level in the European Union. The methodology was based both on documentary and statistical sources and on interviews with the entrepreneurs.

The authors first provide an exhaustive analysis of the recent developments in the labour market in Portugal looking at as-

pects of qualifications, changes by sector, region and gender, and unemployment. This is used to characterise the dynamics of the education/training system and its ability to respond to skill needs.

While accepting that a large gap exists between the supply and the demand for qualifications, the authors hold the opinion that this gap has a tendency to grow in the case of middle management and highly skilled workers in services and industry. However for senior management the relationship between supply and demand is much more balanced.

From the point of view of quality, the authors conclude that it depends on the technical and organisational models adopted by enterprises, since for each model a different system of developing qualifications exists.

Available from: IEFP, Rua das Picoas, 14, 1000 Lisbon, Portugal. PT.



United Kingdom

Competitiveness: Helping Business to Win

DEPARTMENT OF TRADE AND INDUSTRY (1994)

The present Government's policies towards the European Union and the position of the UK in relation to world trade are set out in this Department of Trade and Industry White Paper. It charts the progress made in the UK in terms of competitive position and highlights the shortcomings that need to be addressed. There are comparisons with other Member States (in particular France and Germany) and with the USA and Japan, set against the backdrop of freer world trade and increasing competition from the emerging nations of the world.

The basic message of this White Paper is that, although the competitive position of the UK has improved, there is still a considerable way to go if the UK is to match the performance of many of its competitors. This is emphasised in the report by comparing indicators such as per capita GDP,

where the UK performance ranks well below that of many other European countries.

A number of activities are set out in the paper which express the Government's view of the way forward. These include:

- Levelling the playing field by promoting 'proper and even-handed' enforcement of EU rules in all Member States;
- Encouraging job creation by reducing burdens on business;
- Trade policy based on fair and open markets;
- Cost-effective EU expenditure aimed at business needs;
- Encouragement of privatisation and liberalisation;
- Further reform of the Common Agricultural Policy.

Emphasis is placed on the role of the UK within the EU and the attempts to maximise available resources.

In terms of the approach to *employment*, the White Paper concentrates on en-

couraging business to flourish by a relaxation of rules and regulations as far as possible. The paper does not introduce any new measures to help encourage job creation but mention is made of the new *Jobseekers Allowance* (replacing Unemployment Benefit) and the childcare support measures currently being introduced. The established Government view of a voluntary approach by companies to good practice for employment and staff development is also reiterated.

Summary available from: Department of Trade and Industry, Ashdown House, 123 Victoria Street, London SW1E 6RB, UK. EN.

British Industrial Relations and the European Community

GILL C (1994)

The transformation of industrial relations in the UK over the past decade is attributed to many factors but the most influential are the impact of the Conservative Govern-

ment's legislation, the influence of EU membership and the competitive impetus of the Internal Market. This paper concentrates on the impact of the Internal Market and examines how European methods of conducting industrial relations currently pervade the UK model.

An examination of the recent history of industrial relations in Britain and the EU demonstrates that even from the earliest days of membership the UK government has attempted to curtail the impact of social directives. Shortly after joining in 1973 the UK Government met with a series of social directives including measures addressing workers' rights in cases of mass dismissals and the transfer of undertakings. These directives clashed with the impending restructuring of the UK economy and the author suggests that, for this reason, the UK Government attempted to reduce the employment implications of the directives. However, this attitude has not been overlooked in Europe and has resulted in a number of rulings on the UK's interpretation of the laws by the European Court.

The recent European Commission's objectives - expressing a need for a high level of social protection while simultaneously encouraging a flexible labour market - have been somewhat conflicting. Attempts to achieve these two objectives concurrently appear to have been the impetus for various measures in the first half of the 1980s. For example, measures to give atypical workers some mainstream employment rights had the additional rationale of making flexible working patterns more attractive to those in employment or seeking work. These measures were generally unpopular with employers and the majority were strongly resisted by the Conservative Government in the UK.

The development of the Social Dialogue which began to shape the current set of priorities that took shape at Maastricht is also discussed. The development and background of each provision are examined at length and the author suggests that the primary motivation for the social measures was fear of extensive *social dumping* after the Internal Market became a reality.

The author concludes that, despite the attitude of the UK government to the social provisions in EU industrial relations policy, the measures have still impacted upon domestic policy. Whilst it is unlikely that UK policies will be transformed due to the influence of EU policy, the steady flow of

Comment

Full employment as a fundamental goal of macro-economic policy has come to the fore once again in recent debates in the UK. This has largely been influenced by two factors; the 50th anniversary of the celebrated "Employment White Paper" of William Beveridge (1944) and the Labour Party leadership contest where defining full employment arose as an issue between the three contestants.

Although the Employment White Paper of 1944 established a goal of full employment it was less precise about the actual level. The White Paper in fact talked about the "maintenance of a high and stable level of employment" with expectations that the average unemployment rate would be as high as 8% for a time, but falling to 3% or so as jobs were created in the post-war boom. Nevertheless, the commitment and (more importantly) the right economic circumstances meant that extremely high levels of employment were maintained for many years afterwards, although the fact remains that it is some 30 years since Britain had an official rate of unemployment under 3%.

It is against this historical background that the present government launched its White Paper on Competitiveness (DTI 1994), much of which is concerned directly or indirectly with employment. However, the circumstances of the nation are inevitably somewhat different now from those in the 1940s: the need to be in a strong competitive position is much greater in today's freer trading world. The relatively poor performance of the UK amongst its European partners adds weight to the arguments for increased competitiveness, although the White Paper emphasises the positive side of elements in the UK economy (such as a flexible labour market, reformed industrial relations). The flavour of the White Paper is, nevertheless, essentially voluntarist with Government still striving for more flexibility for industry and in particular the labour market.

This concern for a free market is also at the root of the UK's tradition of opposition to the social dimension, as outlined in the article by Gill (1994). There is little doubt that the UK labour market has remained relatively unencumbered by restrictive legislation and at the same time has attracted the bulk of inward investment to the Union from Japan and the USA. However, there are many other factors which have been influential in such investment decisions, not least the language, cultural and established business links and, of course, the financial incentives available to incoming businesses.

However, despite this new inward investment, Britain, along with the other EU Member States, has still performed poorly in respect of sufficient job creation to compensate for the growth in unemployment. In the study by Michie and Grieve Smith (1994) the argument comes full circle in that much of the blame for this poor performance is put at the unwillingness of national governments throughout Europe to adopt full employment as a key strategy. Clearly there are many other factors which influence levels of unemployment and there is no suggestion that they should be abandoned. However, the suggestion is that an over-emphasis on monetary policy at national and EU levels simply serves to marginalise employment issues rather than placing them in the pivotal policy role they deserve.

ideas and provisions from Brussels will have a lasting effect.

International Journal of Human Resource Management, vol 5, no 2, May 1994, pp427-455. Available from: Routledge Journals, 11 New Fetter Lane, London EC4P 4EE, UK. EN.

Unemployment in Europe

MICHIE J AND GRIEVE SMITH J (EDS) (1994)

Two distinctive features of this book on *Unemployment in Europe* are that it relies on mostly British contributors and that it avoids the more traditional (but often less effective) method of classifying chapters by country. Instead, a series of key themes

are examined including inflation and unemployment; industrial strategy; and European employment policy.

Structured under the four key sections of unemployment and Government policy; lessons and prospects; regional and industrial policies; and combatting unemployment in Europe, the book aims to describe the problems and to offer guidance on the sorts of policies needed to combat unemployment on a European scale.

A key suggestion from various contributors is that tackling unemployment has not been given the priority it deserves amongst the range of macro-economic goals pursued by governments. It is suggested that

this stems partly from the lack of consensus amongst economists on the best approach which is, in turn, a reflection of the complexity of the problem. The Maastricht Treaty comes under particular criticism for being too obsessed with monetary policy achievements as Member States move towards *convergence* rather than achieving high levels of employment consistent with low unemployment. The assumption that monetary control will lead to job creation is much too simplistic.

It is not possible in this short abstract to convey the richness of the contributions to this book. However, the continuing debate

over labour market regulation versus deregulation permeates much of the text. Here some of the authors clearly fall into the *regulatory* camp advocating that a low wage, flexible labour force will lead to an unstable, low quality employment situation with a sustained financial burden on the welfare system. Contributors show that, even in highly regulated labour markets, jobs can be sustained and even created, albeit slowly.

The book concludes with a review of the possible ways that unemployment in Europe could be combatted. Arguments vary but the issue of political objectives

overriding all others dominates the debate. Monetary policy comes under particular criticism because it is perceived to suppress demand and generally stifle employment growth. Strong arguments are put forward that radical policies are needed if the current rates of unemployment in Europe are to be dented. A reinstatement of the goal of *full employment* is needed in combination with a co-ordinated policy approach across Europe.

Available from: Academic Press Ltd, Harcourt Brace & Co, Publishers, 24-28 Oval Road, London NW1 7DX, UK. EN.

Forthcoming events

The 6th Forum of Work Councils will take place on 7-9 March 1995 in the Grande Halle de la Vilette in Paris. To celebrate the 50th Anniversary of the creation of work councils, the Forum will have as its theme **Employment and the fight against all forms of exclusion**.

For further information contact: Francis Mano, Forum, 35 rue Compans, 75019 Paris, France. Tel: +33 1 42 49 89 99.

The Portuguese Industrial Association is organising the **4th Eurotraining 95 Forum** which will take place in Lisbon on 19-21 April 1995. The Forum will cover growth and training for new skills; training in the context of industrial and skill changes; the education system and vocational training; the relationship between training and employment; competitiveness and training; and international co-operation concerning vocational training.

For further information contact: Associação Industrial Portuguesa, Praça das Indústrias, Apartado 3200, 1304 Lisbon, Portugal. Tel: +351 1 36 20 100; Fax: +351 1 36 39 047.

The Skills Focus National Conference is to take place on 9 December 1994 in York, UK. Entitled **Future Skill Demand and Supply: Trends, Shortages and Gluts**, it will be chaired by Sir John Cassells, Secretary, National Commission on Education.

The conference will address both economy wide issues and skill needs in specific occupations.

Presentations will cover: Skill needs to the end of the century; Scientists and technologists in an international economy; Graduates: shortage or glut? The future of lower skilled jobs; Current shortages: the

employers' view; Can our vocational education and training system deliver? Britain's comparative performance and; Training policy for competitiveness.

For further information contact: Conference Administrator, Policy Studies Institute, 100 Park Village East, London NW1 3SR, UK. Tel: +44 71 387 2171; Fax: +44 71 388 0914.

Empowerment, Diversity and Control is the title for the annual conference on The Strategic Direction of Human Resource Management (HRM) which will take place on 14-15 December 1994 at the Forte Crest Hotel, Nottingham, UK. The conference will have the following themes: Standardisation and diversity in HRM; HRM strategy and change, including the relationship between HRM, HRD (Human Resource Development), personnel and general management; The rhetoric and culture of HRM; Values, ethics and HRM and; Empowerment, control and resistance.

For further information contact: Dawn Albery, The Commercial Administrative Centre, The Nottingham Trent University, Burton Street, Nottingham NG1 4BU, UK. Tel: +44 602 486409; Fax: +44 602 486536.

The **1995 EALE conference** will be held on 7-10 September in Lyon, at the Ecole Normale Supérieure (ENS). It will be organised by ECT, CNRS, Université Lumière Lyon 2. Three keynote speeches on important aspects of labour economics will be given and a panel discussion on a topical labour market subject will be arranged.

For further information contact: Marie-Claire Villeval, ECT, 93 Chemin des Mouilles, 69 130 Ecully, France. Tel: +33 72 29 30 79; Fax: +33 72 29 30 90.

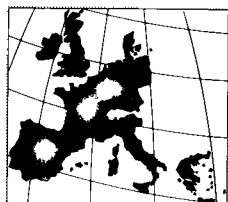
The next major ERIDO (European Regional Industrial Development Organisation) event is to be held on 24-26 September 1995 at the Hilton Hotel, Brussels. It is entitled, **Solving the Unemployment Problem through Co-operation with the Investors, the European Union, the Regions of Europe and the Union Representatives**. A committee is to be set up to propose the programme and the speakers, the theme will be based on the White Paper published by President Delors last year. Two European Union Commissioners and several top European representatives are expected to take part in the academic session. The names of speakers and the programme will be published in early January.

For further information contact: Prof MJ De Meirleir, Resident Director, ERIDO, Leopoldstraat 95, 2800 Mechelen, Belgium. Tel: +32 15 42 38 20/42 39 08; Fax: +32 15 42 36 19.

The next **United Nations World Summit for Social Development** is to take place on 6-12 March 1995 in Copenhagen. The main purpose is to increase public awareness of the continuum between peace, security and economic and social development. Heads of State and Government, and non-governmental organisations from all parts of the world, will come together to discuss global social developments. The Summit will concentrate on three general themes: preventing and alleviating poverty; combatting unemployment and; promoting social integration.

For further information contact: Ministry of Social Affairs, Slotsholmsgade 6, 1216 Copenhagen K, Denmark. Tel: +45 33 92 33 77; Fax: +45 33 93 25 18.

EMPLOYMENT OBSERVATORY



Trends

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EMPLOYMENT OBSERVATORY

The Employment Observatory of the European Commission currently produces five series of regular reports covering different aspects of the Community's labour market. The Employment Observatory complements the Commission's "Employment in Europe" report published annually in all Union languages.

Policies

The series inforMISEP "Policies" presents those measures, policies and instruments adopted by the Member States which are aimed at promoting and improving employment within the European Union. The reports are compiled on the basis of information provided through the Mutual Information System on Employment Policies (MISEP). MISEP was created to meet the need for an exchange of information on employment policies and institutions within the European Union. A bulletin of recent developments in employment policies is published quarterly in English, French and German. Basic Information Reports describing the national employment institutions, measures and procedures in each Member State are updated and published periodically. In addition, comparative reports on the effects of labour market policy measures will be published at regular intervals.

Trends

The series on "Trends" contains summaries and analyses of employment developments in the European Union on the basis of published work (books, reports and scientific papers) throughout the Member States. It disseminates the information collected by the European System of Documentation on Employment (SYSDÉM), which aims to collect, analyse, synthesise and disseminate available information on employment in the Union. "Trends" is published quarterly in English, French and German.

Research

The "Research" papers present the results of studies on specific themes carried out jointly each year by the Commission and the Member States. The themes for these studies are chosen by the Commission in consultation with the Member States and the social partners in the light of the contribution which can be made by the national co-ordinators and of their relevance for on-going policy analysis. They are published annually in English, French and German.

Central and Eastern Europe

The "Central and Eastern Europe" bulletin is a new addition to the Employment Observatory, containing regular reviews on labour market and social conditions of Central and Eastern Europe. It aims to present up-to-date information on labour market and social conditions in these countries. It contains not only the latest statistical labour market indicators, but also analytical articles on employment developments in the six countries currently covered: Bulgaria, Czech Republic, Slovakia, Hungary, Poland and Romania. It is published twice a year, in English only at present.

East Germany

The aim of the series on "East Germany" is to present analytical and up-to-date information on the transformation process and its implications for the labour market in the one part of the former Eastern Bloc which has already become a part of the European Union: the new German Federal States (Länder). The publication is aimed at persons and institutions in Western, Central and Eastern Europe who have an interest in the transformation process from a planned to a market economy. This newsletter is published quarterly in German, English and French.