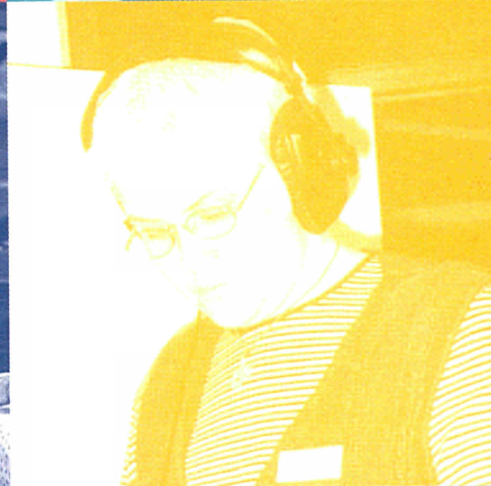


Social Europe magazine

March 1996 number 3



europaean
Forum

European Social Policy Forum Civil society speaks up

(p. 12 – 14)

EUROPEAN COMMISSION
DIRECTORATE-GENERAL V
EMPLOYMENT,
INDUSTRIAL RELATIONS
AND SOCIAL AFFAIRS



*Social
Europe*

Contents

- 3** Equality between women and men
1996-2000 : a fourth Community action programme
- 5** Social security
Security for frontier workers
- 7** Work inspection
Official recognition for the Committee of Senior Officials
- 8** Employment
The new frontier
- 10** Public health
A programme to train, inform and educate
- 12** European social policy forum
Civil society speaks up
- 15** Multi-ethnic society
Dealing with the challenges at city-level
- 16** Social action broadcasting
AIDS : 100 radio stations play it safe throughout Europe
- 19** Immigration, integration
Two inseparable policies
- 21** Employers and trade unions
Consultation, sector by sector
- 23** **Essential reading**

A magazine produced by the European Commission

Social Europe magazine is produced by the Information and Publications Unit of the Employment, Industrial Relations and Social Affairs Directorate-General (DG V) of the European Commission.

This magazine is published in German, English and French.

The activities of DG V range from employment and labour policy to all aspects of social policy, including health and safety standards and some of the key issues in today's society, such as equal opportunity, social exclusion and immigration.

DG V also manages the European Social Fund, the principal financing tool for programmes aimed at developing human resources.

Notice to readers:

The information contained in this publication does not necessarily reflect either the position or views of the European Commission

This publication was produced for the European Commission by Deloitte & Touche Europe Services Edited by Euro Media Services Design and layout by Made in V (Brussels)

Photographs: Isopress of the European Communities, 1995 ©ECSC-EC-EAEC, Brussels • Luxembourg, 1995 Reproduction is authorized, except for commercial purposes, provided the source is acknowledged

Printed in Belgium

Edito



It has always seemed to me that when it comes to making social policy, the starting point is with the people, the citizens of the European Union.

As far back as 1993, I had the strong conviction that there was a real need to give a voice to the many voluntary organizations and to the non-governmental organizations. These play an ever-increasing role in our society and their views need to be heard by all the others involved in the policy-making process. This led me to announce in the White Paper on social policy (1994) that we would convene a forum every 18 months to consult with the widest possible range of interested bodies.

This year, we are holding the first regular European social policy forum⁽¹⁾.

I see the forum, not as a conference, but as part of a continuous process. The Commission will bring together representatives of as many bodies as possible from the voluntary sector, as well as social partners, the EU institutions and other interested parties.

We will be there to listen, to identify the key issues surrounding such themes as employment, equal opportunities, social protection, and the future of working life, and to draw conclusions as to the role of the NGOs and other bodies in carrying this process forward.

I have asked Ms Maria de Lourdes Pintasilgo, a former Prime Minister of Portugal,

to work with a high-level expert group to prepare for the forum a report on fundamental social rights which will be a focus for our discussions.

The results of this forum will be a major contribution to the process of policy formation in 1996, a year which sees the Intergovernmental Conference to revise the European Union Treaty and during which we will be reviewing progress on the multi-annual social action programme (see *Social Europe magazine* No 1).

Pádraig Flynn
Commissioner for Employment and Social Affairs

⁽¹⁾ See article p.12.

Equality between women and men

1996-2000 : a fourth Community action programme

Equality between men and women is one of the areas of social policy in which the European Community has introduced the most legislation. This legislation has been backed up by a series of action programmes, the fourth of which was adopted recently by the European Union's Council of Ministers.

Equality between men and women is now most certainly recognized as a fundamental principle of democracy and respect for the individual. Strong in this belief, the European Union presented a united front at the Fourth World Conference on Women held in Beijing in September 1995. The Union seized this opportunity to highlight the need for a new partnership between women and men and to advocate the full and complete participation of men and women on an equal footing in all areas.

The commitments agreed at Beijing are crucially important as they not only affect women in the European Union but also in other developed and developing countries and in countries with a transitional economy. The concept of partnership has also become one of the key elements in the fourth Community action programme on equal opportunities for men and women, adopted in December last by the Council of Ministers of the European Union.

A mixed performance

The action undertaken since the very earliest years of the European Community in order to promote equal opportunities can be judged both significant and modest. It is significant as the inclusion of the principle of equal pay for the same work



Partnership

A key concept in the fourth Community action programme on equal opportunities for women and men.

in the founding Treaty of the European Economic Community, signed in Rome in 1957, made it possible to support one of the most significant changes experienced by all the Member States over the last 30 years: the increased role of women.

This support has remained constant. Only recently the Essen, Cannes and Madrid European Councils pointedly stated that promoting equal opportunities was, together with combating unemployment, a priority task for the Union and its Member States, at a time when some disgruntled

individuals would like to attribute responsibility for unemployment to the presence of women on the labour market!

On repeated occasions, the Commission has confirmed its desire to widen the impetus it can give at Community level. One example is the series of action programmes implemented since the early 1980s in order to promote the translation of legislation into practice.

Equality in all policies

The fourth action programme is designed to encourage the inclusion of the dimension of equal opportunities between men and women when drawing up, implementing and monitoring all policies, measures, and activities at Community, national, regional and local level.

Work on drawing up this programme was preceded by wide-ranging consultation with all the interested parties. The programme will be implemented in partnership with the authorities committed to promoting equal opportunities in the Member States, the social partners and the NGOs, all of which are to be represented on an advisory committee on equal opportunities between women and men.

The Commission is to report on the programme's implementation to the European Parliament, the Council of Ministers of the European Union, the European Economic and Social Committee and the Committee of the Regions. In particular, an annual report on equality will permit a public and visible appraisal of the actual progress the European Union is achieving in promoting equal treatment for men and women.

At the same time, the Community's action is most certainly modest – given the importance of the issue and the high expectations. It is also modest in terms of the resources allocated: ECU 30 million for five years, a very low budget when compared with the funds allocated to other Community programmes.

Six global objectives

The five-year programme (1996-2000) has six global objectives: to involve economic and social operators in actively promoting equal opportunities; to promote equal opportunities within a changing economy; to stimulate a policy of reconciliation between family and working life for women and men; to encourage women and men to be involved in decision-making; to improve the conditions for exercising equal rights; to support the implementation, follow-up and assessment of measures designed to achieve the stated objectives.

Here are just some examples of measures likely to be implemented as part of this programme: methodological, technical and financial support for integrated projects designed to identify and transfer good practice; observation and monitoring of policies relevant to equal opportunities; the widest possible dissemination of successful initiatives and any other pertinent information.

The Commission and Member States favour coherence and complementarity between initiatives under the present programme and those undertaken under the Structural Funds and other Community policies or actions.

Men too

Action to foster equal opportunities also requires an ambitious approach to promoting women and relations between women and men. This requires the active involvement of women and men in drawing attention to their respective responsibilities.

Equal opportunity is not solely aimed at women, and it does not solely relate to their fulfilment and claims for autonomy. It also concerns men and society as a whole, for which it can be a motor of progress and a guarantee of democracy and pluralism. The success of the fourth programme will ultimately be measured in terms of the real participation of the largest number of European citizens in pursuit of the aim of equal treatment and opportunities.

Equal opportunities?

Together with the fight against unemployment, the promotion of equal opportunities for women and men is a priority task for the European Union.



Social security

Security for frontier workers

As frontier workers know only too well, in a European Community with different social security systems it is not easy to live in one country and work in another. Enough to make you despair? No: the EURES network has set up a number of specific structures for the frontier regions which allow candidates for mobility to obtain the information and advice they require.



The pioneers

Frontier workers are very much in the front line when it comes to European legislation.

Who are these frontier workers? The 1971 Community Regulation on the application of social security systems to migrant workers defines the frontier worker as 'a salaried or non-salaried worker who works in one Member State but lives in another, to which he returns as a rule every day or at least once a week'.

How many of them are there? A good question. Some estimates put their numbers at 316 000 in 1990 when there were 12 Member States, which would mean 0.22% of the Community's working population. Where do they work? These same estimates report that four countries attract 80% of the Community's frontier workers, namely France, Belgium, Germany and Luxembourg.

In the front line

Confronted with the everyday reality of the juxtaposition of different legislation, when it comes to European regulations they are very much in the front line.

Community regulations simply coordinate social security systems in the European Union; they do not harmonize them. Each Member State remains free to determine the nature and amount of the benefits it is prepared to grant.

In general, with the exception of workers who are temporarily transferred abroad, migrant workers are subject to the legislation which applies in the country where they work, irrespective of where they live. 'In the area of sickness and unemployment benefit, however, certain special provisions apply to frontier workers', notes Michal Krejza, an expert in this field at DG V of the European Commission.

A frontier worker is in fact free to choose the sickness benefits provided by the country in which he works or by the country in which he lives. This freedom of choice, which only some Member States extend to family members, is, however, firmly linked to the actual exercising of a professional occupation. When the frontier worker retires, for example, he will be solely subject to the legislation of the country in which he lives.

Similarly, a frontier worker who loses his job, may only – save for some rare exceptions – claim unemployment benefit in the country where he lives. 'They have no choice, even if unemployment benefit is often higher in the country where they had been working', stresses Michal Krejza.

A practical guide

Frontier workers urgently need information and informed advice in order to discover the ins and outs of the present situation. 'This is, in fact, our principal weapon', confirms the Commission specialist: to date, any suggestions or proposals from the Community executive to improve the status of family members of frontier workers and to retain the frontier worker's freedom to choose where to

receive sickness benefit after retirement have been without effect.

The Commission recently published a practical guide for migrant workers.⁽¹⁾ It also supports the EURES network which was set up on its initiative in 1994 ⁽²⁾ and which includes specific structures for frontier regions, known as the cross-border EURES.

There are at present eight of these cross-border EURES, based on a partnership between employment services, economic and social partners, and local authorities. They concentrate their action in certain labour pools where there is a significant cross-border movement of workers.

Mini common markets

'Their aim is to set up a genuine common market in miniature', explains Lutwin Marchand, the official at the Commission's DG V. 'The Euro-advisers who are members of these networks have the great advantage of being familiar with and thus in a position to solve the concrete problems which arise in particular regions'.

The system is operating well. The Pôle européen de développement – the cross-border EURES covering Lorraine (France), the Grand Duchy of Luxembourg and the Province of Luxembourg (Belgium) – certainly has no time on its hands. 'I receive at least 40 telephone calls a day', says Vincent Jacquet, a Euro-adviser with the Confédération belge des syndicats chrétiens who works in Arlon.

In 1993, there were an estimated 15 000 Belgian frontier workers employed in the Grand Duchy of Luxembourg. Vincent Jacquet explains: 'Our job is to answer their questions and provide them with information, especially on the social security system in Luxembourg, and, on occasion, to help them solve specific problems'. Such as? Well, family allowances for one.

Jean and Marie

Jean and Marie live in Belgium, close to the Luxembourg border. Marie works in Belgium and Jean works for a bank in Luxembourg. As parents of three young children they are

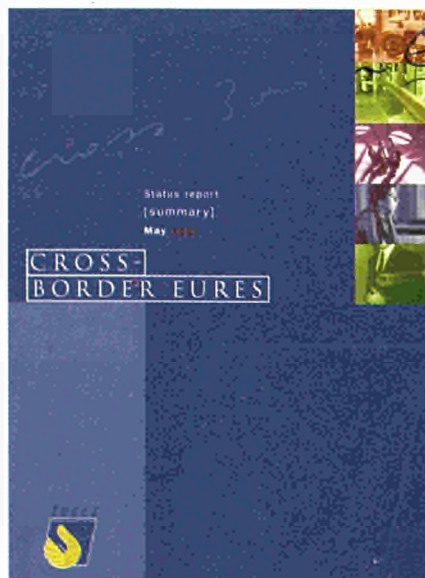
entitled to family allowance; this is paid to Marie through the Belgian fund.

However, this allowance is less than that the couple would be getting if they lived in Luxembourg. Can Jean, who, like all frontier workers, pays his social contributions in the country where he works, obtain 'a supplementary allowance' from the Luxembourg fund in order to make up the difference in the level of family allowances between the two countries. 'In this case, our job is to assist the individual in presenting his case to the authorities', explains Vincent Jacquet.

'The services we provide are tailored to the individual's needs', adds Agnès Dion, who as Euro-adviser at the Chamber of Commerce and Industry of the Belgian Province of Luxembourg deals with queries from self-employed workers or companies. 'People need information and practical advice on very specific cases. We are there to help them or, if necessary, direct them to somebody who can. There is excellent cooperation between the individual Euro-advisers'.

⁽¹⁾ *Your social security rights when moving within the European Union. A practical guide.* Information: European Commission. 'Social security for migrant workers', 200, rue de la Loi, b-1049 Brussels, tel. (32 2) 295 76 67 / 295 01 53.

⁽²⁾ For further information on the EURES network in general, see *Social Europe magazine* No 1, September 1995.



Cross-border EURES
EURES, the European employment services network launched by the Commission in 1994, includes structures specifically designed for frontier regions.

Work inspection

Official recognition for the Committee of Senior Officials

Over the years, the European Community has passed a great deal of legislation on health and safety at work. More recently, it has turned its attention, in particular, to the way in which this legislation is implemented in the field. Last summer it scored a major success in this key area of social Europe.

The Committee of Senior Work Inspection Officials is not new in itself. It has in fact existed since 1982, but was only awarded official recognition by the European Commission on 12 July 1995. This recognition is intended to give substance to its essential task of assisting the Commission with any problem linked to monitoring the application of Community law by Member States in the area of health and safety at work.

Common inspection principles

The Committee adopted joint inspection principles in 1995. These principles can serve as a basis for assessing different inspection systems in the European Union. A first pilot assessment has already been carried out. Even if it is too early to judge the results, it already seems that one of the objectives is being achieved, namely the exchange of experiences between Member States. Surveys carried out by a number of Member States in the field of agriculture and construction have allowed appropriate inspection methods to be identified. Similar activities are to be carried out in the motor vehicle sector, covering manufacturers and subcontractors. The results of activities of this kind will not only be of benefit to the countries concerned but also to the Union as a whole which will have an overview of the general situation.

Rapid information exchange network

The Committee of Senior Work Inspection Officials is able to draw on many years of experience. A network for the rapid exchange of information between the national work inspection services was first set up in 1990. Since 1995 a work programme has ensured increased cooperation with third countries, in particular those which have signed a Cooperation Agreement with the European Union, such as the Central and East European countries, the Baltic States and Slovenia. Work inspection representatives from these countries assist as observers at the technical and thematic days of the Committee's plenary sessions, further adding to the wealth of experience.

During this period of growth in its activities, the Committee is endeavouring to improve the tools at its disposal. It recently organized a study day on information technology as a means of boosting its efficiency. A number of other subjects have also been considered or will be in the near future: health and safety at work and the free movement of workers; health and safety at work and high-risk companies; work inspection and monitoring the application of the machines Directive.

Training in Community law

A guide to the various inspection systems in force in the Community is currently being prepared and a work on legal systems and existing penalties is already available. A training module on Community law for inspectors was published in 1992 and updated in 1995.

Since 1982, there have been 100 cross-border inspector exchanges, providing an excellent opportunity to exchange experiences in specific fields. The reports on these exchanges are subsequently circulated within the Committee of Senior Officials.

Construction: a pilot sector
Surveys carried out by several European Union countries in the construction sector have allowed adequate inspection methods to be established.



Employment

The new frontier

There is a need to explore new employment opportunities. Not in the West, not in the East – but at the very heart of the European Union, in the social fabric of each of the Member States.

Growth is not going to produce miracles. Essential as job creation may be, it alone will not be enough to defeat the hydra of unemployment. So should we therefore resign ourselves to the fact that high unemployment – currently standing at more than 11% of the labour force – is now a structural factor which European society is just going to have to get used to living with? Is it the Union's unavoidable fate to endure this two-stream society which condemns thousands of people to a multitude of trials and tribulations in their day-to-day lives?

No! Because the European Commission is determined to shoulder its responsibilities and to stimulate Member States to explore new and previously untapped sources of employment. And this 'new frontier' lies neither in the West nor in the East, but deep within itself and the social fabric of our countries ...

Unfulfilled needs

The crusade was launched in December 1993 when the Commission submitted its White Paper on growth, competitiveness and employment. This document was based on a simple truth: developments in European society and constraints inherent in the economy are creating considerable and evergrowing needs which market mechanisms alone are fulfilling poorly if at all. An attempt to satisfy these needs could not only result in new jobs but also in the emergence of a new development model.

One year later in Essen (Germany), when submitting the Commission's action plan for employment to the Heads of State or Government, the then Commission President Jacques Delors clearly stated

that the present concept of development had to be reoriented.

His message was evidently heard as the European Council subsequently decided to support the 'encouragement of initiatives, at regional and local level in particular, making it possible to create jobs which satisfy new needs, such as in the social services and environmental fields'.

1.4 million jobs a year

The background against which this concept of new sources of employment progressively emerged lies in the development of services in the European economy. Since 1971, service activities have stimulated an average annual increase of 1.4 million jobs in Europe, effectively bringing the Community's economy into the post-industrial age.

For proof of this change, simply look at the leisure, art and culture sector which today employs just as many people as the motor industry and more than clothing and footwear production. Or take another example: one and a half times as many people are employed in providing services for people, such as hairdressing, dry cleaning or whatever, as in the iron and steel industry ...

Two categories of service

This does not mean, however, that the services sector is homogenous. It is important to distinguish between two major categories of activity: those exposed to international competition and the rest which are sheltered from it by the fact that the very nature of the service requires the service provider and the beneficiary to be in close



Homecare

Since 1971, service activities have stimulated 1.4 million new jobs a year in Europe.

proximity in order for the service to be produced and consumed. It is the latter category which offers an apparently poorly-exploited source of new jobs.

Why? Because European society is changing! Without always being aware of it, it is experiencing a revolution in its habits and its customs. As the Commission's Forward Studies Unit explains: 'the deep-rooted demographic or economic changes currently at work in European society are giving birth to growing needs which are still poorly satisfied by the market, together with new needs linked to the breakdown of traditional community support or the capacity of the public sector'.

But what are these changes? They range from population ageing to the increased level of education, including the mass entry of women to the labour market, the growing urbanization of the European population and, above all, shorter working hours. Working hours in Europe are now 1 700 hours a year compared to some 3 000 a year a century ago. These are all fundamental changes which inevitably have a considerable impact on lifestyles and behaviour.

17 new sources of employment

These changes have led the Commission to identify 17 areas, each of which promises a new source of employment. First of all, there are the proximity services for people. Home-help services have a bright future due, for example, to the ageing of Europe's citizens and the way the modern woman organizes her time.

The latter factor also augurs well for child-care services, a need further increased by the often growing distance between the home and place of work. For similar reasons, the demand for proximity businesses in rural areas and, in outlying districts, for help with young people in difficulty and for increased security in apartment blocks is also likely to increase.

Film and Television, leisure activities, sport and culture are also fields of the future: shorter working hours and thus increased leisure time, the ageing population, and the increased level of education are all combining to allow an increasing number of Europeans to participate in these activities.

The improvement of the living environment is another avenue to be explored, whether in renovating old neighbourhoods and buildings or developing local transport

services in order to meet real needs. Finally, all activities linked to better environmental protection should ultimately be stimulated by the generally increasing awareness of their importance.

Three million potential jobs

Proximity services aimed at improving the living environment could alone help create three million new jobs. However, although the aim of combating unemployment is certainly part of the debate on proximity services, it must not be the sole engine for the development of these activities.

For the Commission, it is a question of reconciling the aspirations of individuals and communities to a better quality of life and work with the demands of competitiveness, while promoting, in each of the Member States, all local employment development initiatives which are based on the identification of unfulfilled needs.

But if these needs exist, why is the market not meeting them? For a number of reasons. First of all, the relative insolvency of the demand. This in turn results in a poorly structured supply, coupled with one aggravating factor: the rationing – due to budget difficulties – of public funding for certain social or community activities.

Finally, there is a certain residual culture resistance: we are still prone to 'industrial' thinking which regards certain service jobs as in some way degrading and the consumption of services as an unnecessary luxury compared to the consumption of durable goods ...

These are all obstacles which the Commission believes cannot be overcome at local level and which require new national development strategies and public measures in order to stimulate take-off in the field.

Neighbourhood renovation

One of the 17 areas likely to constitute just as many new sources of employment.

The service voucher scheme

The Commission is at present looking with great interest at the so-called 'service voucher' scheme which would help to stimulate the growth of targeted activities which meet those needs which are currently neglected, and thus to the creation of companies providing services – whether within the market economy or the social market economy – which would in turn generate employment under normal labour market conditions.

Is this going to be expensive? No doubt. Nevertheless, Jérôme Vignon, Head of the Commission's Forward Studies Unit, believes there are some very strong arguments in favour of launching such a scheme: 'It is 10 times less expensive to create jobs through local initiatives than by relaunching investment and five times less expensive if you compare local development or employment initiatives with the direct creation of public-sector jobs'.

Not forgetting the fact that – over and above purely economic considerations – we are also talking about the 'European model of society' for the 21st century!



Public health

A programme to train, inform and educate

Prevention is better than cure, as the saying goes. Determined to make full use of its new responsibilities in the area of public health, in 1996 the European Union will be launching its first five-year health promotion programme.

A wide range of information, education and training schemes will all be aimed at encouraging citizens to adopt responsible behaviour and thus a healthy lifestyle.

Health is an absolute priority. We are responsible for it and we have the means to preserve it: firm in this belief, the Directorate-General for Social Affairs (DG V) of the European Commission has drawn up a new health promotion programme to be launched by the Union in 1996.

Since the Treaty on European Union entered into force on 1 November 1993, the Community's competence in the field of public health has rested on a solid legal basis: Article 129 of the Treaty stipulates that the Community shall 'contribute towards ensuring a high level of human health protection by encouraging cooperation between the Member States and, if necessary, lending support to their action'; its action 'shall be directed towards the prevention of diseases, in particular the major health scourges, (...) by promoting research into their causes and their transmission, as well as health information and education'.

Until the year 2000

It was in response to these objectives that, on 1 June 1994, the European Commission submitted a Community action programme for health promotion, information, education and training. The programme covers the period 1996-2000



A vulnerable group

Elderly people are one of the groups targeted by the European Community's pilot projects.

and is to be adopted by the Council and European Parliament according to the codecision procedure.

This general programme does not in any way duplicate the various measures which the Union has employed to combat specific diseases and health scourges (cancer, drug addiction, AIDS and other transmissible diseases, etc.). It supplements other measures as it is based more on health as such than a particular disease.

Disease ... We all appreciate the fact that infectious diseases have ceased to be the principal cause of mortality and morbidity in the European Community; their place has been taken by cardiovascular diseases, cancer, accidents and suicide.

The experts tell us that in all these cases, lifestyle – whether linked to individual behaviour and/or a particular socio-economic environment – plays a sometimes crucial and always important role. A poorly-balanced diet, smoking, excessive

alcohol consumption or a lack of physical exercise are all factors which are likely to undermine human health – some studies carried out in developed countries indicate that one third of all cancer deaths are due to poor diet. People must therefore be informed of these factors and educated to adopt responsible behaviour.

Information, education, training. The new health promotion programme is based on these three basic elements. Yet at the same time as seeking to contribute to a general improvement in the health of Europeans, it also wants to play its part in achieving what Europe's ageing population is going to render inevitable: a better management of the costs of medical treatment and care.

Before any individual can adopt a healthy lifestyle he must of course first be informed of the inherent risks and benefits of any given behaviour, stresses the Commission.

With limited competence and budgets, the Community will rarely be involved in ambitious European advertising campaigns. In structural terms, its main aim is to encourage the Member States to include health promotion in their national policies and thus contribute to the drawing up of common strategies. In practical terms, it wants to help improve methods of providing information.

The Community will therefore concentrate its efforts on the exchange of information, competence and experience between all those actively involved in promoting public health in the Member States – sector professionals and decision-makers alike. It will support the creation of networks between these various actors as a means of encouraging cooperation at Community level. Special attention will also be paid to vocational training in public health and health promotion. The important thing will be to improve knowledge of what training is available and better coordinate training content between the Union's Member States.

In the field

The Community also hopes to play an influential role 'in the field'. It will support pilot projects to promote health among underprivileged or vulnerable persons (the poor or excluded, immigrants, elderly people, young underprivileged) and certain communities (disadvantaged districts, suburbs, rural areas, etc.). It will also concentrate on education and health.

The Commission believes that health education must be the cornerstone of any health promotion policy. It sees this as the means to allow the individual to develop from a simple knowledge of the risks to an awareness of the actual effects on his or her own health, and ultimately to the adoption of responsible and positive behaviour and lifestyles.

In this framework, the Commission will, for example, support health education schemes at the place of work and encourage the introduction of health education programmes in schools as well as the exchange of experiences and teaching material. At the same time, it will continue to support the European network of

Screening for cancer

Moving from a simple knowledge of the risks to an awareness of the actual effects on health and ultimately to the adoption of responsible and positive behaviour and lifestyles.

health promotion schools, a joint scheme managed by the Commission, Council of Europe and World Health Organization which has been running for a number of years now. Finally, it will help various educational projects in the area of leisure or sports activities which are primarily addressed at young school-leavers.



European Social Policy Forum

Civil society speaks up

The 'European social model' is under strong pressure and is going to have to change. But civil society must have its say. The Commission wants to hear its message and have the opportunity to reply: hence the first meeting of the forum announced by the European Commission in its 1994 White Paper on the future of European social policy, to be held in March.

Nearly 1 000 people are expected in Brussels between 28 and 30 March 1996 for the first European forum on social policy. On the agenda: a wide-ranging debate with non-governmental organizations on the future of the European social model, employment, the role of the welfare state, and the review of the Charter of fundamental Community social rights.

This initiative did not appear out of thin air. It can even be seen to originate in the Treaty of Maastricht itself. Declaration No 23 stresses the importance of 'cooperation between the Community and charitable associations and foundations as institutions responsible for social welfare establishments and services'

The forum itself follows a number of previous initiatives by the European Commission. The NGOs (non-governmental organizations) were first consulted when preparing the Green Paper on European social policy, the dialogue culminating in May 1994 with a conference attended by some 500 people.

Every 18 months

In its White Paper entitled 'European social policy – a way forward for the Union', published in July 1994, the Commission proposed to set up 'a forum within which social policy issues will be discussed. (...) This forum will convene every 18 months to consult with the widest possible range of interested bodies'.

In April 1995, the medium-term social ac-

tion programme for 1995-97 set out the forum's content and goals. 'Voluntary and other organizations must be consulted on a whole series of questions, such as social exclusion, racism, problems of handicap, demographic changes and ageing'. The programme also stated that the forum should be consulted on the review of the Charter of fundamental Community social rights for workers.

The Commission believes consensus to be the only basis on which the social reforms essential to the preservation of the European model can be implemented. The principal means of achieving this consensus will be through a reinforced social dialogue between the Commission, the Member States and the social partners.

Four topics of discussion:
employment, social protection,
the future of working life and equal
opportunities.



While fully accepting the essential contribution to the European social model of voluntary and collective agreements concluded between employers and unions, voluntary and other representative organizations are clearly entitled to be consulted and to play their rightful role in this process of change. This role will be more in the nature of 'good citizenship' than any participation in collective negotiations. One of the main tasks of the Brussels forum will be to determine the future role of the NGOs in the process of social change in Europe.

Operational conclusions

Between 28 and 30 March 1996, the Brussels Palais des Congrès will be hosting this conference devoted to the major changes at work in the European social model and the challenges of the next few years.

The forum will allow participants – NGOs, social partners, national and local public authorities – to present and compare their opinions and experiences.

The Commission sees this as an opportunity to explain exactly what it is doing in the social field and, at the same time, to hear what these key participants in the European model of society have to report. The other Community institutions will also be present.

Four subjects have been selected for particular scrutiny at a number of parallel sessions: employment, social protection,

the future of working life and equal opportunities. In each case the participants will accurately assess the present situation and put forward proposals – so-called 'operational conclusions' (Why to act and how? Who should do what?).

These will then be presented in a plenary session attended by Commission President Jacques Santer and the Commissioner responsible for social affairs and employment, Pádraig Flynn. Leading figures will identify problem areas and highlight underlying trends.

There will be written communications on each subject, by the Commission, the Committee of Wise Men and any organizations which so desire.

An exhibition

An exhibition based on the conference themes and allowing the organizations to present themselves and their work will be open to the public from 27 March and throughout the forum.

This first forum will be followed by a second one to be held at the end of 1997 or the beginning of 1998. In the meantime, the Commission intends to pursue the dialogue within other bodies, or on the occasion of more restricted seminars. The forum's conclusions will also be reflected in the Commission's future proposals.

.../...

Information

TIMSHEL
Conference secretariat
rue de la Loi, 200

RP 11 2/70
B-1049 Brussels

When the wise men examine the Charter

One of the points to be submitted to the European Social Policy Forum is the question of the integration of the fundamental social rights of citizens into the Union's constitutional bases. The need for consultation on this subject became evident following the European Commission's many contacts with 'civil society' when preparing the White and Green Papers.

In its medium-term social action programme, the Commission clearly announced its intention to launch a debate on the question of fundamental social rights in the Union. In April 1995, a joint session with the European Parliament brought together national experts, Members of the European Parliament, representatives of Community institutions, the social partners and non-governmental organizations. Should the Social Charter's field of application be reviewed? Should the Charter be included in the future Treaty following the Intergovernmental Conference? What are the legal implications of this measure?

Following an initial debate, these questions will be on the agenda at the Social Policy Forum. The Economic and Social Committee will also be consulted. In preparation for this forum, in early October 1995 the Commission set up a 'Comité des sages' on social policy, charged with drawing up a report on the possible enlargement of the Social Charter to include the rights of citizens and its inclusion in the new Treaty.

The 'Comité des Sages' is chaired by former Portuguese Prime Minister Maria de Lourdes Pintal Silgo. Its six other members are: Shirley Williams, former British Education Minister and now economics Professor at Harvard University; Louka Katesel, Economic Adviser to the Prime Minister and Economics Professor at the Athens University; Beng Westerberg, former Social Affairs Minister and Deputy Prime Minister in Sweden, now Chairman of Swedish Telecommunications; Helmut Keable, History Professor at the Berlin Free University; Garcia de Enterría, former judge at the European Court of Human Rights and now Administrative Law Professor at Complutense University in Madrid; and Frédérique Pascal, Chairman of SCIC, President of FONDA and former Vice-President of Amnesty International.

In the interests of dialogue

The European Social Policy Forum is the provisional culmination of a wide-ranging and continuing dialogue with the social partners which opened up a few years ago to include other elements of civil society.

1993: after the adoption of the White Paper on growth, competitiveness and employment, Pádraig Flynn, the Commissioner responsible for employment and social affairs, made a tour of Europe's capitals to complete the Commission's study.

Prior to the publication of the Green Paper on the future of European social policy, an announcement was published in the *Official Journal of the European Communities* inviting interested persons and organizations to contribute to the study. The Commission received several hundred replies.

November 1993: publication of the Green Paper. The Commission already announced its intention to publish a White Paper setting out concrete proposals. It repeated its request for external contributions. Discussions ensued, at national and European level. More than 500 contributions were received.

May 1994: big seminar in Brussels on: "The future of European social policy: options for the Union", with representatives of governments, European institutions, social partners, NGOs, universities and research bodies.

July 1994: publication of the White Paper, 'European social policy: a way forward for the Union'. The document takes into account opinions expressed during contacts in the course of preceding months.

April 1995: adoption of the medium-term social action programme for 1995–1997.

March 1996: European social policy forum.

Multi-ethnic society

Dealing with the challenges at city-level

Since 1993, the European Commission has been supporting a network of local authority officers and civil servants of city administrations dealing with the challenges of a multi-ethnic society: Elaine.

With percentages of ethnic minority populations often 10 times higher than at national level, it is at city level that some of the most direct, pragmatic and innovative policies are developed to meet the challenges of a multi-ethnic society.

Since 1993, the European Commission has been lending its support to a network of cities called Elaine, which was launched in 1990 by the European Centre for Work and Society. The Elaine member cities (see box) pool their expertise by comparing their approaches to policy and by reporting on the progress, success and failures of local initiatives.

The aim of Elaine is to promote an interactive exchange of experience between the local authority officers and civil servants of the city administrations. These are the professionals who are at the forefront of developing ethnic minority policies at the local level.

Interactive learning process

Elaine uses an interactive learning process based on the exchange of experience among professionals. The process is stimulated by providing local officers with learning opportunities and tools for exchange on the challenges of culturally diverse cities and by supplying them with practical information on how these are being met throughout Europe.

The Elaine coordination unit assures the interactive element of the learning process by organizing practical, useful forums and tools that optimize an interactive transfer of experience and know-how.

During Elaine workshops, participants from all over Europe debate specific policy examples and visit local policy actions in the hosting city. There have been 11 Elaine workshops to date, on the following themes : pre-school and primary education, political participation, combating racism (two workshops), vocational training, ethnic youth, housing and social insertion of ethnic minorities, elderly ethnic minorities, the reception of newcomers, ethnic minority women and intercultural education focusing on language teaching.

Ethnic minority entrepreneurs

The 1996 workshop topics will be ethnic minority entrepreneurs and public services in a multicultural city. New instruments and services are being developed to focus future attention on recording and monitoring the results of exchanges of expertise, facilitating the transferability potential of professional know-how, disseminating Elaine expertise to other sectors in the migration field and enhancing EU cooperation through dissemination of information.

An increased qualitative contribution by cities that regularly participate in Elaine has been identified. This is particularly significant because the interactive learning process relies heavily on the type of data provided by member cities to the coordination unit. It is from that point on that the expertise of the coordination unit comes into play, as it transforms the gathered data into pragmatic information that is both responsive and transferable.

The second generation: one of the 11 workshops organized by Elaine was devoted to them.



The rapid development of the Elaine network confirms that cities from all over Europe are reaping the benefits of interaction and exchange of practical experiences. And, although a policy cannot be simply transferred from one city to another without taking into account the different contexts, the long-term intensive exchange which occurs among cities is very important.

Elaine cities

BELGIUM: Antwerp, Genk, Brussels

GERMANY: Leipzig, Mannheim, Stuttgart, Ulm.

SPAIN: Barcelona, El Ejido, Roquetas de Mar,

FRANCE: Roubaix,

ITALY: Bologna, Turin,

LUXEMBOURG: the city of Luxembourg,

NETHERLANDS: The Hague, Deventer, Rotterdam, Utrecht,

PORTUGAL: Amadora, Loures,

SWEDEN: Göteborg,

UNITED KINGDOM: Birmingham, Bristol, Edinburgh, Leicester, Manchester, Newcastle upon Tyne, Nottingham, Sheffield, Waltham Forest.

Social action broadcasting

AIDS: 100 radio stations play it safe throughout Europe

For 21 years, a British charity called CSV Media has been leading the way in social action broadcasting: working with the media to enable people to take action for themselves and others and to play an active role in their communities. On 7 February, CSV launched a media information campaign on AIDS, 'Play safe in Europe 96', financed by the European Commission and involving 100 radio stations in 18 countries. We asked Hannah Jones, who runs CSV Media's Brussels Office, to explain how CSV works and what social action broadcasting is all about.

Janet lives on a housing estate in the East End of London. She is 17 years old, unemployed and isolated by her poverty. She is not sure what unemployment benefits she can claim, and is not confident with administrations and bureaucracy, having dropped out of school early with no qualifications.

On Radio Thamesmead, her local radio, the music is interrupted by a one minute bulletin: someone from the East End talking about how they found out about their rights to housing benefit and training schemes from the Citizen's Advice Bureau, and at the end, a telephone number to call and an address to write to for more information.

Janet calls that number because it sounds accessible, anonymous and friendly. She spends time talking to a trained counsellor, which gives her the courage to go into her local Citizen's Advice Bureau, and find out about her rights. Janet is now on a training scheme, and receiving housing benefits.

This is social action broadcasting in action – information campaigns going out on radio stations across the UK, every week, every day. Mixed in with the music,

the travel news and the weather comes clear, down-to-earth information about a range of issues affecting local communities. Your rights to the new benefits, housing, drug and alcohol abuse, environmental action, AIDS and HIV, the list goes on ...

For 21 years

Social action broadcasting is founded on the belief that any information given out on the airwaves should be backed up by telephone helplines or written information, so that listeners can always follow up the information being given, and take action for themselves. Working in partnership with radio and television stations across Europe, CSV Media has been leading the way in social action broadcasting for nearly 21 years.

We are a British charity, working with over 90 stations in the UK running action desks, telephone helplines, producing social action broadcasting campaigns and providing media training for young disadvantaged people. For the past two years, CSV Media's Brussels office has been building a network of over 100 Youth radio stations across Europe that work together on a range of different projects.

CSV Media's mission statement is 'to work with the media to enable people to take action for themselves and others, and to play an active role in their communities'. CSV Media Europe sees the European Union as a vital extension of the local community – and seeks to promote active citizenship within both these communities.

To date we have over 400 radio stations on our mailing list for *Wavelength*, our bimonthly newsletter for Radio broadcasters on European affairs, and over 100 stations have already joined 'Play safe in Europe 96', our main campaign, making it the biggest radio campaign ever to take place in Europe.

'Play safe in Europe' is an AIDS information campaign going out on Valentine's Day on youth radio stations across Europe, and is now in its third year. It is worth looking a little closer at this campaign to demonstrate how we perceive the role of social action broadcasting in communities across Europe.

Financially supported by the European Commission's 'Europe against AIDS' Unit, 'Play safe in Europe' was launched in Brussels on 7 February and will run through to Valentine's Day on over 100 radio stations, in 18 countries. Each station is working with local AIDS organizations in order to give the campaign that vital local dimension.

'Play safe' is based on the principles of consultation, participation and cooperation: consultation and cooperation between radio stations and the AIDS service organizations and helplines; and active participation of our target audience – young people – in the campaign. Different cultures, different audiences, different religions, mean that what is acceptable in one country is forbidden in another. We can learn from each

other, but we will not dictate. This is the added value of the European dimension – this is the principle of subsidiarity in broadcasting!

One of the sweet sadnesses of broadcasting is its ephemeral nature. One minute it is there and then it is gone. Miss a picture or a sentence and you will probably never see it again. However, social action broadcasting can provide a key to the forging of partnerships that have a longer life than the breakfast show. We bring together the broadcasters, the voluntary sector with the expertise, institutions and the target audience. We believe this is the key to a successful campaign. Not only because the on-air material then reflects the expertise of the people working in the field, or the needs of the target audience, but because it creates a basis for future partnerships.

Forums for shared experience

DG V's 'Europe against AIDS' Unit has facilitated these exchanges of know-how and expertise at a European level by creating working groups. Each working group represents a different area of work with AIDS prevention – from the working group on prostitutes to the working group

on offenders. The idea is to create forums for shared experiences and the development of models of good practise. The working group on media campaigns will then work with each of these groups to develop strategies for prevention campaigns targeting the different groups. In this way, different experts can collaborate and work together both at a local and a European level. This ties in with the whole philosophy of social action broadcasting – the underpinning of any media work with research, consultation and cooperation.

In the UK, our training schemes lead, for the most part, to qualifications, with 80% of our trainees going on into employment or further education. Within the courses, we place a strong emphasis on learning by doing, attempting to integrate trainees into the production and campaign work we do with the station. Much of this training can only take place to the European Social Fund and Community Initiatives such as Horizon and now.

For 'Play safe in Europe', partner radio stations sent young reporters and trainees to Brussels in November 1995, to participate in a training week, during which they were taught radio skills, trained in issues around AIDS and HIV, and were responsible for recording audio

material for all the stations, thereby giving the on-air campaigns a truly European dimension. As in the UK, we hope that this training will have a positive impact on the trainees themselves.

Last year, two young unemployed people from Liverpool were chosen by their radio station (City FM) to travel across Europe and report back from partner radio stations. Every day they filed back reports, from phone booths in Budapest, train stations in Paris, bars in Amsterdam. By the time they came back, 10 kilos lighter and exhausted, they had gained so much experience, so much confidence, that they have both been recruited by the station to work there.

A model for other pan-European campaigns

We hope to use 'Play safe' as a model for other pan-European campaigns – ranging from other public health issues such as youth suicide, drug and alcohol dependence, to 'Your rights in Europe'. Next year, we are planning a campaign on 'Opportunities in Europe for young people' – aiming to inform and mobilize young people into participating in European Commission funded programmes such as Youth for Europe III.

.../...



'Play safe in Europe'

In November 1995, young reporters from several Member States of the European Union attended a training week at the Belgian office of the Act Together Association.

AIDS: 100 radio stations play it safe throughout Europe

Last Christmas saw the launch of 'Towards equality', an anti-discrimination manual and guidelines for youth media, produced for the European Commission's DGXXII (Directorate General for Education, Training and Youth) as a support for Youth for Europe III initiatives. The manual provides a framework for youth media to work within, containing guidelines, training, examples of good practise and a directory of contacts.

As a part of 'Play safe in Europe', we run workshops for broadcasters on AIDS, in which they work with trainers on related issues, from 'reasons young people give for not practising safer sex' to 'discrimination'. Whilst part of the aim of this training is to ensure broadcasters produce accurate, clear information, it is also to bring broadcasters together with trainers from the field, a first bridging of that ravine!

The other attempt to smooth the way for partnerships between the media and the voluntary sector is through training for the associations themselves. We run training for the voluntary sector on 'how to work with the media – putting them in the broadcasters' shoes and training them in managing an interview.

We would like to further the work done in 'Towards equality' by a series of anti-racist media initiatives, and we aim to run regular training courses for young Europeans and the voluntary sector, whilst beginning to provide radio reports to our partners across Europe, who have neither the time nor the resources to cover European issues. In this way, we hope to provide the information, training and support that is needed in order to facilitate and promote active European citizenship.

Young Finnish journalist in action

As part of the Europe Against AIDS campaign, each radio station is working with a local organization involved in combating AIDS.



Immigration, integration

Two inseparable policies

Can we dissociate immigration policies from integration policies? No, is the European Commission's clear reply. Despite its limited powers and the co-existence within the Union of sometimes very different national traditions, the Commission actively supports many projects designed to ensure that non-Community migrants are able to feel at home in the Europe of Fifteen.

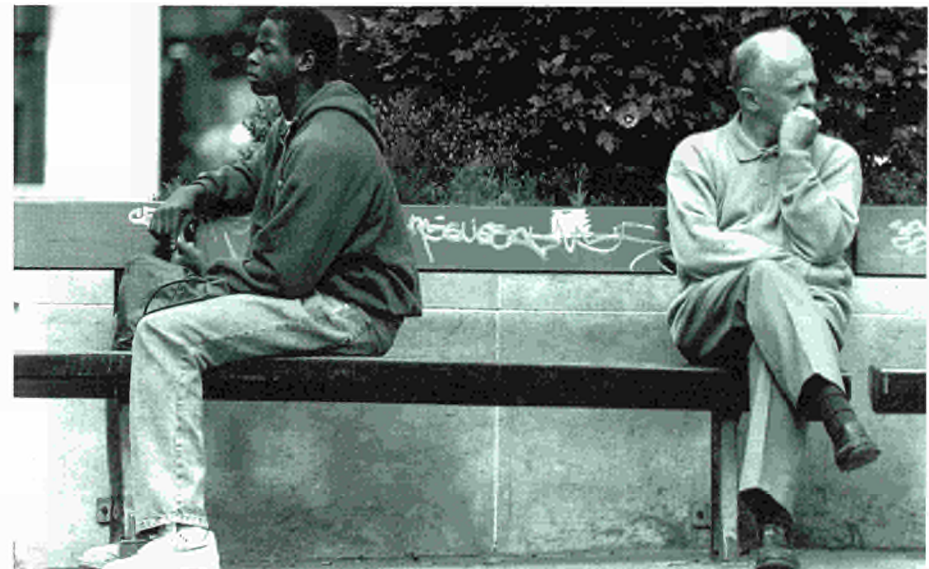
'In the Union, each country moulds its immigrants in its own way, if not in its own image', remarks an official at the Directorate-General for Social Affairs (DG V) of the Commission. This effectively sums up the whole problem: although the need to apply an active integration policy is now generally accepted in all the Member States, can we decently deny ethnic minorities the option of living 'normally' in their host countries? The diversity of national traditions, especially in the area of naturalization and nationality, makes the search for common solutions difficult to say the least.

11.5 million foreigners

There are an estimated 11.5 million nationals of third countries – meaning non-Union countries – legally present in the 15 Member States. Some 8 million of these come from the so-called less developed countries and, together with citizens from Central and Eastern Europe, form the migrants group most likely to experience exclusion.

'Third-country nationals', 'migrants': the terminology is deliberately cautious; the integration models vary considerably from one Member State to another.

Being persecuted for the colour of your skin – to put it crudely – is not something you find everywhere. Although some countries freely recognize the notion of ethnic



Promoting dialogue

The European Commission is concentrating its integration policy on promoting dialogue, the exchange of information and the creation of a favourable economic and social environment.

minorities, and treat their immigrants accordingly – allowing communities to organize themselves as they like – others only recognize the individual and reject any notion of a collective identity, whether cultural, religious or ethnic.

In this context, the question of integration is posed in very different ways depending on the particular country and its traditions and constitution...

In any event, the Commission has strictly limited powers and responsibilities in this area. Although on signing the Treaty on European Union, Member States undertook to cooperate in certain areas deemed to be of common interest (including asylum and immigration policy), and

the Commission has a right to initiate in this area, the actual competence of the European Communities is limited to the famous Social Chapter of the Treaty.

Signed by all except the United Kingdom, the agreement on social policy specifically includes the possibility of adopting directives concerning the conditions of employment for third-country nationals legally residing in Community territory.

Right to free movement?

Using its power to initiate, in February 1994 the Commission submitted to the Council and European Parliament an ambitious communication on immigration and asylum policies. Among other ideas



The way forward
The Commission wanted governments to grant security of residence and the right to free movement to all immigrants legally residing in a country of the European Union to date, to no avail.

designed to deepen integration policies, this once again suggested that Member States should grant security of residence and the right to free movement to all immigrants legally residing in a country of the Union, irrespective of nationality. To date, this has brought no result.

Undeterred by the lack of response, the Commission is at present concentrating its integration policy on two objectives: meeting the need for information and promoting dialogue; and helping to create an economic and sociocultural environment which is favourable to successful integration.

'Integration policies necessarily involve society: it is society as a whole which is trying to live with the cultural diversity which follows immigration', stresses a Commission official. 'We therefore avoid treating this as a sectorial issue'.

The European Commission believes that the dissemination and exchange of information and experiences make a significant contribution to improving the know-how of persons actively involved in integration.

In addition to the Elaine network (network of local authority officers and civil servants of city administrations dealing with the challenges of a multi-ethnic society – see article in this issue), the Commission also supports the RIMET information network on migration from third countries.

RIMET publishes an annual summary report on migratory flows recorded by the Member States. 'In future, we will focus this more on legislative or administrative measures adopted in each Member State, and their effects when quantifiable,' explains the same official.

Migrants Forum

It is out of this same desire to ensure the exchange of information that the Commission allocates ECU 800 000 a year in order to finance the Migrants Forum. This politically independent body was set up by the European Parliament in 1991. It serves as a kind of advisory/consultation body for immigrant populations whose voice would not otherwise be heard by the European institutions.

Its aims are many and varied, including promoting the interests of migrants and refugees, improving interethnic relations, and granting the right to vote and to take up residence.

At a decidedly practical level, the Commission also supports various initiatives which are specifically designed to promote the integration of immigrant populations.

Immigrants clearly still do not enjoy equal opportunities on the labour market. One of the reasons most commonly given as an explanation is the unsuitability of their occupational qualifications or an insufficient knowledge of the host country's

language. But there is also another reason which is mentioned much less frequently: discrimination.

Eliminating all discrimination

Following a suggestion by the Commission, the social partners recently adopted a joint declaration calling for the elimination of all discrimination based on race, ethnic origin, etc. This is a vast programme – but no less important for that.

The European Social Fund has set up the employment-horizon initiative with this aim in mind. This allows it to cofund transnational projects designed to provide vocational training for groups of people who are threatened with exclusion, including migrants. The Commission has an annual budget of ECU 9.6 million which allows it to support a wide range of local initiatives designed to promote the social integration of ethnic minorities, in areas such as eliminating illiteracy, language learning, legal assistance, help in finding or renovating housing, and schemes to assist specific groups such as women.

'Our budget is almost exclusively devoted to the support of non-governmental organizations', stresses the Commission official. 'We have the advantage of being able to manage it in a way which involves very little red tape; decisions are taken very quickly.' So much to Europe's credit.

Employers and trade unions

Consultation, sector by sector

Social dialogue ... For the record⁽¹⁾, it all began with the start of European integration itself, when social progress was identified as one of the main aims. Today, it describes a twofold process: consultation with European trade unions and employers' organizations – interprofessional or sectorial – on the policy the Commission is drawing up; and negotiations between the various social partners possibly leading to the conclusion of agreements. In this article, we will be shedding the spotlight on sectorial social dialogue – or SSD for short.



European tax disc

For lorry drivers, Europe also means labour and management sitting down together to analyse the difficulties facing the sector and to reflect on the future.

In the 1960s, the European Commission wanted to help build up a system of professional relations designed to produce greater social harmonization. The cornerstone of this system was to be

the creation of consultation bodies at two levels. Firstly, the interprofessional advisory committees within which the social partners appointed by the Member States discussed the main thrust of Community policy. Secondly, social dialogue involving consultation with the social partners at interprofessional and sectorial level (interprofessional social dialogue was the subject of a previous issue of *Social Europe* magazine). This parallel development of sectorial dialogue was a means of focusing the general debate on the actual situation in each sector.

The joint committees

In order to organize this consultation, the Commission set up joint committees (equal representation for labour and management) in those sectors where integrated policies were being developed – coal and steel (1955), agriculture (1963), road transport (1965), inland waterways (1967) sea fishing(1968), railways (1971), etc. The Commission's idea was to involve the social partners as closely as possible when developing policy which was inevitably going to have a social impact. These bodies permitted the discussion of major

issues and also led to the adoption of two Community agreements, on working hours in the arable and stock-farming sectors.

In the 1970s, as the joint committees proved too rigid for certain situations, informal and much less institutionalized joint working parties were set up. These were designed to achieve a more flexible approach to economic and social issues in a given sector and reflected the social partners' desire for debate and cooperation plus their awareness of the necessary Community dimension to their work.

Climate of confidence

There are currently nine joint committees and nine informal working parties, all of which fulfil more or less the same role and perform the same functions in regard to the Commission. They assist in drawing up and implementing Community sectorial policy in order to improve and harmonize working and living conditions in the various sectors and their economic and competitive positions. Most importantly, they make it possible to create a climate of confidence between the social partners as they jointly analyse a sector's difficulties and reflect upon its future.

The Commission consults the social partners within these joint committees or informal working parties on proposals being drawn up. At the same time, the social partners may take the initiative and submit their opinions to the Commission so that they can be taken into account right from the inception of policy.

Each joint committee and informal working party operates in the same way. The partners decide on the main direction of policy and priority subjects for discussion at the annual plenary sessions, the working parties, assisted by experts, then study these subjects and draw up proposals.

A hundred joint opinions

SSD has to date led to the adoption of approximately 100 joint opinions by the social partners. These are of a political nature and allow the social partners in a given sector to adopt a position on the Union's policy in that sector. For example, in 1993 the social partners in the agriculture sector issued an opinion on the social consequences of common agricultural policy reform. Similarly, in April 1995 the social partners in the postal sector expressed their opinion on the development of Community postal services. Nearly all sectors have submitted joint opinions on vocational training, a field which is very much a model of consensus.

These opinions do not of course have binding force on the Commission. The extent to which they are taken into account in fact depends on the political will of the social partners to make their views heard. The trend is for this process of consultation to be increased and since the adoption of the Protocol on social policy annexed to the Maastricht Treaty it is in fact obligatory to consult the social partners on policy.

Partnership projects

Another product of SSD can be found in a number of projects jointly promoted by the social partners with the support of the European Commission. One example is in the cleaning sector where a vocational training project for cleaners is currently being prepared. Before developing a training course, the promoters of this European project first had to agree on a definition of the term 'basic level cleaner' and the duties and tasks involved. Training activities are now being decided on the basis of this definition in order to provide protection for cleaners and render cleaning more effective, such as by training staff in the use of dangerous products and certain machines, etc. Studies are currently being carried out in the framework of SSD on employment and, in certain sectors, new sources of employment.

Finally, some sectors organize round tables in order to bring SSD to the

attention of actors at the local and regional level. The seriously depressed footwear sector, for example, would like to encourage action on the part of all the links in the footwear production chain in regions which are very dependent on this activity.

In future

Notwithstanding its achievements, the sectorial social dialogue is being looked at as part of an overall review of the effectiveness of social dialogue mechanisms and structures at European level.

(1) See article on social dialogue in the previous issue of *Social Europe magazine*

Protection and efficiency

A vocational training project for premises cleaners is at present being drawn up at European level.





Essential reading

Social dialogue

The long march

Issue N° 2/95 of *Social Europe*, the thematic review published by DG V (Directorate-General for Employment, Industrial Relations and Social Affairs of the European Commission), makes a very valuable initial assessment of the progress achieved in 'social dialogue' – dialogue between labour and management at European level – since 1957. Europe's founding fathers sought to involve the social partners in European integration right from the very start and from the signing of the Treaty of Rome. Over the years, social dialogue has developed in two distinct but complementary areas: sectorial social dialogue and interprofessional social dialogue. The former emerged back in 1963 with the creation of the first joint committees which allowed the social partners to come together to express their views. The latter received its real impetus at the time of the Val Duchess Agreement, signed by the social partners in 1985. This latest issue of *Social Europe* looks back at the achievements of these 30 years of social dialogue and includes the texts of the various opinions and recommendations adopted by the social partners – who, significantly, were themselves closely involved in preparing this issue. After tracing the history of social dialogue – in particular in an interview with Mr Carlo Savoini, Director of the 'Social dialogue and freedom of movement for workers' Directorate of the European Commission – *Social Europe* reveals the mechanisms and partners involved in interprofessional social dialogue. In a wide-ranging report, it then goes on to assess sectorial social dialogue by looking at the economic situation in the various sectors, together with their structure and future prospects for social dialogue within the individual sector. This issue of *Social Europe* is most certainly going to prove an invaluable tool for anybody involved or interested in the

process of dialogue, consultation and cooperation, which is essential to the success of the social dimension of European integration. 'Social Dialogue: the Community situation in 1995, *Social Europe* 2/95, Office for Official Publications of the European Communities, L-2985 Luxembourg (at the time of going to press, this issue of *Social Europe* was due out in February 1996)'.

Social policy

A European appraisal

'The European Community and the social sphere, the state of knowledge and its application': this is the title of the colloquium organized by the French Senate and the European Commission in June 1994 in Paris, a report on which has just been published in a bilingual French-English version. Very well presented with a whole series of tables, this document reports on the very frank debates on the following subjects: trends in public policy on social affairs, actors and levels of decision-making, observatories and European social challenges, what knowledge for what social applications? 'Social policy in the European Community', report on the Senate colloquium, 2 to 4 June 1994, Paris, MIM Conseil, 21 rue de Turbigo, F-75002 Paris.

Homeworking

Towards a coordinated strategy

Homeworking in the European Union is the subject of a special supplement of *Social Europe*, the thematic review published by the European Commission. As early as 1986, the transnational dimension of homeworking and its importance for the promotion of equal opportunities between women and men on the labour market led the Commission to publish a series of reports on the subject. Between 1992 and 1993, an *ad hoc* working party was set up to look specifically at homeworking. This *Social Europe* supplement presents the results of their work. In particular, it recommends the adoption of a coordinated, Europe-wide strategy on homeworking. 'Homeworking in the European Union', *Social Europe*, Supplement N° 2/95,

Office for Official Publications of the European Community, L-2985 Luxembourg.

Flexibility and work organization

Proposals for Europe

This supplement to the *Social Europe* review contains proposals by a group of experts of the Member States, submitted at the request of the European Commission, on how to improve the internal and external flexibility of the labour market and work organization in Community enterprises. This is a highly technical document, packed full of tables, and guaranteed to delight and fascinate the experts! 'Flexibility and work organization', *Social Europe*, Supplement N° 1/95, Office for Official Publications of the European Communities, L-2985 Luxembourg.

Sexual harassment

How to combat it

In 1994, the Equal Opportunities Unit of the Commission's DG V published a guide to implementing the European Commission code of practice for combating sexual harassment, drawn up after the Council of Ministers of the European Union adopted, in May 1990, a resolution on the protection of the dignity of women and men at work. Contents include: how to define sexual harassment, legislation and the responsibility of employers, collective negotiations, recommendations for employers (prevention and procedures), recommendations for trade unions and responsibilities of employees. This is a very well produced, compact guide which presents extracts of general policy documents, programmes to promote equal treatment for women and men, laws and cases brought before tribunals, together with examples of real-life situations. Highly topical, considering the vast amount of European Community legislation in the area of equality between women and men. *How to combat sexual harassment at work, a guide to implementing the European Commission code of practice*, Office for Official Publications of the European Community, L-2985 Luxembourg.



Essential reading

Disabled People

The United Nations and Europe

The regulations of the United Nations for the equality of chances for disabled people: a poli-

tical instrument for the European Union? this is the question posed on the front page of the sixth edition of *Helioscope*, the quarterly magazine produced by Helios (action programme of the European Community in favour of disabled people, (see the first two editions of the *Social Europe magazine*) and distributed freely in the 11 official languages of the European Union. 'Whatever the outcome of the Intergovernmental Conference of 1996 on the revision of the Treaty on European Union, the debate which will take place here at the heart of the society can only make the population more sensitive to the legitimacy of the demands of disabled people', writes Philippe Lamoral, Director of the team of Helios experts. In the words

of the editorial staff, 'This debate is furthermore the bearer of hope for disabled people; it gives hope to all those who are engaged in giving optimal possibilities for developing and reforming the structures which hinder the equality of chances'. Outside of the central dossier sanctioned at the United Nations, there are articles in the summary of this edition on 'from words to actions: the interest of the European Union of the regulations', 'the regulations for the equality of chances as a political instrument and news of the intergroup of the European Parliament for disabled people'. *Helioscope* No6, winter 1995, Helios team of experts, avenue de Cortenberg 79, B-1040 Brussels.

Questionnaire

What do you think of *Social Europe magazine* ?

Social Europe magazine is produced by the Directorate-General for Employment, Industrial Relations and Social Affairs of the European Commission with the aim of providing a lively and comprehensive picture of the Commission's activities in the field of employment, social affairs and health.

Social Europe magazine is currently published in limited numbers three times year, in French, English and German. Before moving up a gear, we would like to hear your opinions.

Dear readers, who are you?

- What country do you live in?
- Do you work in the social or health field? YES NO
- Are you active in the social or health field (within an association, a non-governmental organization, trade union, etc.)? YES NO
- Are you studying in one of these fields? YES NO
- Other

Do you know who we are?

- Do you know anything about the European Commission? YES NO
- Do you know anything about DG V (Directorate-General for Employment, Industrial Relations and Social Affairs) of the European Commission? YES NO
- Do you know anything about the other institutions of the European Communities:
 - Council of Ministers YES NO
 - European Parliament YES NO
 - Economic and Social Committee YES NO
 - Committee of the Regions YES NO
 - Court of Justice YES NO
 - Court of Auditors YES NO
 - European Investment Bank YES NO

Would you like to know more about?

- European social policy? YES NO
- Employment policy? YES NO
- Health policy? YES NO
- Other

What do you think of *Social Europe magazine*?

- The articles are:
 - informative YES NO
 - understandable YES NO
 - pleasant to read YES NO
- The design is:
 - clear YES NO
 - attractive YES NO
- The number of pages is sufficient YES NO
- The frequency of publication is sufficient YES NO
- Other comments

Please return this questionnaire to Francis Whyte, Information Unit, European Commission, Directorate-General for Employment, Industrial Relations and Social Affairs, 27 rue Joseph II, Office 1/240, B - 1040 Brussels, Belgium. Fax (+32-2)296 94 29.

OFFICE FOR OFFICIAL PUBLICATIONS OF THE EUROPEAN COMMUNITIES L-2985 Luxembourg

For further information on DG V and its publications, but not if this concerns sale or subscriptions, please ring the following Brussels number: (32-2) 295 33 22/49 88/63 93 or send a fax to: (32-2) 296 23 93