

# COMMISSION OF THE EUROPEAN COMMUNITIES

SEC (89) 1929 final

Brussel, 15 december 1989

R E P O R T

ON SOCIAL DEVELOPMENTS

YEAR 1988

(presented by the Commission)

Commission of the European Communities

REPORT

ON SOCIAL DEVELOPMENTS

- Year 1988 -

Brussels - Luxembourg

(Addendum to the "Twenty-second General Report on the Activities of the European Communities 1988" in accordance with Article 122 of the EEC Treaty)

Document

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INTRODUCTION

In the course of 1988 the Commission gave new impetus to the social dimension of the internal market. On 14 September it adopted a working paper on the social dimension of the internal market<sup>1)</sup> stressing the importance of this element in the process of building the Community. This paper also indicates the measures which the Commission plans to take in this field. This is in line with the Single European Act (especially those provisions adding new Articles 118a, 118b and 130a to the EEC Treaty), which declares one of the Community's aims to be the strengthening of economic and social cohesion. It also follows on from the European Council in Hannover<sup>2)</sup>, where the Heads of State or Government stressed the importance of the social dimension for the achievement of the objective set for 1992. In the conclusions of the presidency, the European Council noted that, as the internal market had to be conceived in such a manner as to benefit all of the Community's citizens, it was necessary to improve working conditions and the standard of living, the protection of health and safety, access to vocational training and information, and consultation and dialogue with the two sides of industry.

The Commission paper thus has a twofold objective. First, it sets out the principles on which the social dimension of the internal market should be based: the promotion of employment, a strengthening of economic and social cohesion, and an intensification of the dialogue with management and labour. Second, it constitutes a work programme setting out the measures that have to be taken in the short term.

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1) SEC(88)1148 final, 14.9.1988.

2) Bull. EC 6-1988, points 1.1.1 et seq. and point 3.4.1.

The establishment of a Community social foundation entails the attainment of a multiplicity of different objectives: the formulation of an active employment policy, the achievement of genuine freedom of movement for persons, improved protection of the health and safety of workers, and the reinforcing of labour law, social solidarity and the social dialogue. The principles and essential elements of these objectives could be embodied in a Community charter of basic social rights. In November the Commission asked the Economic and Social Committee to exchange views and examine in detail the possible content of such a charter.

The social dialogue between the two sides of industry, initiated on the basis of conclusions reached at the Val Duchesse meeting on 12 November 1985 and developed under Article 118b of the Treaty, was actively pursued in 1988 with the encouragement of the Commission. The Working Party on Macroeconomics, which met on 16 February and 28 June, discussed a Commission working paper on the Community's economic situation and growth prospects and the relationship between growth and employment. On 6 December the representatives of the two sides of industry examined the annual economic report for 1988-89, the determinants of investment and differences in the level of wage costs, but no joint opinion was issued. The Working Party on New Technologies and the Social Dialogue met on 11 April, 5 July, 28 October and 9 December and finalized a draft joint opinion concerning the consequences of the new technologies in relation to the adaptability of the labour market, with a view in particular to increasing the competitiveness of European firms and working conditions and terms of employment.

In the face of continuing high levels of unemployment, the Commission continued to concentrate its efforts on the policy guidelines contained in the action programme on employment growth set out by the Council in its resolution of 22 December 1986<sup>1)</sup>. As regards the analysis of the labour

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1) OJ C 340, 31.12.1986.

market, the Commission began a detailed study of the new forms of employment, the integration of young people - particularly their role in setting up new businesses - illicit work and the use of Community surveys. The Commission also extended the LEDA programme<sup>1)</sup> on the analysis of developments at local level, prepared the implementation of the Council conclusions of 1 December 1987 on long-term unemployment<sup>2)</sup> and developed MISEP<sup>3)</sup>.

In the field of health and safety at work, the Commission transmitted a series of proposals to the Council on 11 March on the basis of its own programme<sup>4)</sup> and the Council resolution of 21 December 1987<sup>5)</sup>. These proposals comprised a framework Directive<sup>6)</sup> and five individual Directives to lay down minimum requirements for workplaces, equipment and machinery at work, personal protective equipment, workstations incorporating VDUs and work involving the handling of heavy loads. The Council (Labour and Social Affairs) approved a common position on the framework Directive at its meeting on 16 and 17 December.

On 9 June the Council adopted a Directive<sup>7)</sup> to protect workers by banning certain specified agents and/or work activities. In addition, on 16 December the Council adopted, on a proposal from the Commission, a Directive<sup>8)</sup> amending the Directive of 27 November 1980 on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work.

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1) Local employment development action programme: OJ C 161, 21.6.1984.

2) OJ C 335, 15.12.1987.

3) Mutual Information System on Employment.

4) OJ C 28, 3.2.1988.

5) OJ C 28, 3.2.1988.

6) OJ C 141, 30.5.1988; Bull EC 2-1988, point 1.2.4.

7) OJ L 179, 9.7.1988.

8) OJ L 356, 24.12.1988.

On 9 June the Council adopted a common position on the proposal for a Directive on the protection of workers from the risks related to exposure to benzene at work (fifth Directive under Article 8 of the Directive of 27 November 1980)<sup>1)</sup>. This was rejected by Parliament in second reading on 12 October<sup>2)</sup>.

In 1988 commitment appropriations available to the European Social Fund amounted to ECU 2 899.18 million. The breakdown by Member State shows that around 19.10% of the assistance approved went to the United Kingdom, 18.6% to Italy, 15.5% to Spain, 11.7% to France, 10.4% to Portugal, 7.6% to Greece and 6.7% to Ireland. It should also be noted that on 16 December<sup>3)</sup>, on a proposal from the Commission<sup>4)</sup>, the Council approved exceptional financial support for Greece in the social field.

As regards education and vocational training, the Council and the Ministers for Education meeting within the Council on 24 May discussed a Commission communication entitled "Education in the Community. Medium-term prospects: 1988-92"<sup>5)</sup>. They held an initial exchange of views on the topics and areas for priority action on which cooperation in the educational field should concentrate, especially in the run-up to 1992. In particular, following a discussion on the teaching of foreign languages, the Ministers took note of the Commission's intentions in this connection. On 21 December the Commission adopted, for transmission to the Council, proposals for decisions relating (i) to the establishment of the Lingua programme to encourage the study of foreign languages in the Community and (ii) to measures to encourage the teaching and learning of foreign languages under this programme.

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1) OJ C 349, 31.12.1985.

2) OJ C 290, 14.11.1988; Bull. EC 10-1988, point 2.1.82.

3) OJ L 362, 30.12.1988.

4) OJ C 209, 9.8.1988.

5) Bull. EC 5-1988, points 1.2.3. to 1.2.9.

The Lingua programme has two main objectives: firstly to increase the capacity of citizens of the Community to communicate with each other by a quantitative and qualitative improvement in the teaching and learning of the official languages of the Community; and secondly to ensure effective measures towards the provision of the necessary levels of foreign language expertise in the workforce to enable businesses to take full advantage of the internal market. The programme is planned to cover the period 1990-94 with a total budget estimated at ECU 250 000 000 and comprises measures in four broad fields: the promotion of language training for young people; a strengthening of the European university network and the initial training of foreign language teachers; the promotion of language teaching in economic life; and complementary measures to promote innovation for the improvement of foreign language teaching.

On 24 May the Council and the Ministers for Education meeting within the Council also adopted resolutions on the European dimension in education<sup>1)</sup> and environmental education<sup>2)</sup>, and conclusions on the second Community action programme (1982-87) on the transition of young people from school to working life<sup>3)</sup>. On the basis of these conclusions, the Commission transmitted to the Council on 18 October a communication on a work programme concerning the promotion of innovation in secondary education. On 23 November the Council and the Ministers for Education meeting within the Council adopted a resolution on health education<sup>4)</sup>

On 16 December, on a proposal from the Commission, which on 26 July had transmitted to it a communication containing a second proposal for extending the programme to cover the European Free Trade Association

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1) OJ C 177, 6.7.1988; Bull. EC 5-1988, point 1.2.2.

2) OJ C 177, 6.7.1988; Bull. EC 5-1988, point 2.1.76.

3) OJ C 177, 6.7.1988; Bull. EC 5-1988, point 2.1.76.

4) Bull. EC 11-1988, point 2.1.24.



countries (EFTA) and cooperation with international organizations, the Council adopted the decision on the second phase (1990-94) of the programme for cooperation between universities and industry in training for technology (COMETT II). In July<sup>1)</sup> the Commission selected 376 projects and grant applications, for which it made ECU 8.4 million available under the COMETT programme.

Under the ERASMUS programme for the 1988/89 academic year, the Commission decided on 15 June to grant over ECU 23 million to some 83 inter-university cooperation programmes. On 26 July it decided to allocate a further ECU 27 million in the form of grants for visits and support for university associations and publications. On 22 April and 23 November respectively the Commission transmitted to the Council the first annual report on this programme<sup>2)</sup> and a communication on the first results of the programme and the future outlook. The Commission notes that the programme, after its first two years of operation, has aroused great interest on the part of the universities, but that it is not possible to accede to all the applications for grants. It refers also to the ERASMUS Advisory Committee's evaluation of the programme, in which a number of changes are proposed, particularly concerning the procedures for the award of financial support.

On 16 June the Council took the Decision<sup>3)</sup> adopting the "Yes for Europe" action programme to promote youth exchanges in the Community<sup>4)</sup>.

On 11 July the Commission presented to the Council its first report<sup>5)</sup> covering the first three years (1985-87) of the third joint programme for exchanges of young workers<sup>6)</sup>.

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1) OJ C 326, 19.12.1988; Bull. EC 11-1988, point 2.1.127.

2) OJ L 166, 25.6.1988.

3) OJ L 158, 25.6.1988; Bull. EC 6-1988, point 2.1.143.

4) OJ C 72, 27.3.1986; OJ C 77, 24.3.1987.

5) Bull. EC 7/8-1988, point 2.1.89.

6) OJ L 331, 19.12.1984.

As regards vocational training more specifically, the debate at Community level launched by the Commission in its communication of January 1987 on adult training in firms<sup>1)</sup> was given further impetus by the European Council meeting held at Hannover on 27 and 28 June<sup>2)</sup>. The Commission presented a working paper on the subject to the Standing Committee on Employment; at the end of its 36th meeting on 25 November the Committee Chairman drew conclusions underlining the importance the Committee attached to this matter.

In the course of 1988, the Community's activities in support of vocational training were supplemented by an action programme on vocational training and the preparation of young people for adult and working life (PETRA). This programme, based on the Council Decision of 1 December 1987, entered its operational phase on 1 January 1988. It involves the setting-up of a European network of training initiatives and special assistance for innovative projects in relation to improved information on the transition from school to working life. It also aims to encourage projects fostering entrepreneurship, creativity and a sense of responsibility in young people. This programme, which encourages the active involvement of young people in projects concerning them, is backed up by a series of other activities designed primarily to give concrete form to Community achievements in this field and promote exchanges of experience between the Member States.

The Commission has also decided to promote free access to employment in the public service throughout the Community. The action undertaken will be aimed primarily at jobs involving tasks which are sufficiently far removed from the specific activities of the national public service to be covered

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1) OJ C 178, 7.7.1987.

2) Bull. EC 6-1998, point 3.4.1.

only in exceptional circumstances by Article 48(4) of the Treaty, which excludes employment in national civil services from the principle of freedom of movement for workers<sup>1)</sup>. The Commission intends to focus on the following areas: bodies responsible for running commercial services, public health care services, teaching in State educational establishments and research for non-military purposes in public establishments.

On 29 June the Commission transmitted to the Council a draft resolution on steps to combat racism and xenophobia<sup>2)</sup> which seeks to implement the Interinstitutional declaration of 11 June 1986<sup>3)</sup>. It contains, for the attention of both the Community institutions and the Member States, three sets of specific proposals in the field of legal and institutional action, information campaigns and education and training. The Economic and Social Committee delivered its opinion on the draft resolution on 23 November.

As regards social security and welfare operations, on 29 November the Commission sent the Council an interim report on the implementation of the Community's specific action programme on the fight against poverty<sup>4)</sup>. On 21 December the Commission also adopted for transmission to the Council a communication accompanied by a proposal for a Decision setting up a medium-term Community action programme for the economic and social integration of the least-favoured groups<sup>5)</sup>. This new programme, which it is proposed should run for five years, is designed to continue and extend Community efforts to combat poverty.

On 5 February the Commission sent the Council a proposal<sup>6)</sup> to amend Regulation (EEC) No 1408/71<sup>7)</sup> on social security for migrant workers (employed and self-employed) and members of their families moving within

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1) OJ C 72, 18.3.1988; Bull. EC 3-1988, point 2.1.94.

2) OJ C 214, 16.8.1988; Bull. EC 6-1988, point 2.1.146.

3) OJ C 158, 25.6.1986.

4) OJ L 2, 3.1.1985.

5) Bull. EC 12-1988.

6) OJ C 52, 24.2.1988; Bull. EC 1-1988, point 2.1.47.

7) OJ L 149, 5.7.1971; OJ L 74, 27.3.1972.

the Community. The Commission's proposal is designed to make the family benefits provided in the country of employment generally available regardless of the country of residence of the dependants concerned. This proposal was endorsed by the Economic and Social Committee<sup>1)</sup> and by Parliament<sup>2)</sup>.

In the field of equal opportunities for men and women the Commission continued implementing its medium-term programme (1986-90)<sup>3)</sup>, which received the Council's support in a resolution adopted in July 1986<sup>4)</sup>. On 15 December the Council adopted a resolution on the reintegration and late integration of women into working life<sup>5)</sup>.

The Commission also transmitted to the Council on 25 March a report containing provisional conclusions on measures taken by the Member States to implement the Council resolution of 7 June 1984 on action to combat women's unemployment<sup>6)</sup>, followed by a full report on 14 December.

On 5 July the Commission sent the Council a report on the implementation of the Council recommendation of 13 December 1984 on the promotion of positive action for women<sup>7)</sup>, and on 22 December a report on the application of the Directive of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security<sup>8)</sup>. On 15 December it adopted for transmission to the Council a communication on the social situation and employment of migrant women.

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1) OJ C 134, 24.5.1988; Bull. EC 3-1988, point 2.4.35.

2) OJ C 122, 9.5.1988; Bull. EC 4-1988, point 2.1.93.

3) OJ C 356, 31.12.1985; Supplement 3/86 - Bull. EC.

4) OJ C 203, 19.8.1986.

5) OJ C 333, 28.12.1988; Bull. EC 12-1988.

6) OJ C 161, 21.6.1984.

7) OJ L 331, 19.12.1984.

8) OJ L 6, 8.1.1979.

In implementation of its recommendation of 24 November 1987<sup>1)</sup>, the Commission developed a new scheme, known as IRIS, to set up a network of demonstration projects on vocational training for women<sup>2)</sup>. This scheme was officially launched at a seminar held on 12 and 13 December.

On 18 April<sup>3)</sup> the Council adopted the second Community action programme to promote social and economic integration and an independent way of life for disabled people (Helios)<sup>4)</sup>, the main objective of which is to set up a coherent and overall policy on all matters concerning the disabled.

With a view to improving harmonization between the various forms of assistance provided for ECSC workers in the Member States and ensuring better control over readaptation expenditure, the Commission adopted a new common system for ECSC readaptation aid<sup>5)</sup>. The new system provides for specific aid, which will henceforth be subject to uniform ceilings and limits in terms of duration, for the five standard situations in which workers who are forced to leave their jobs prematurely may find themselves: early retirement, (internal) transfer, unemployment, (external) redeployment and training. The Commission also decided to authorize extension of the scope of this assistance to cover the social cost of "rationalization" measures in the coal industry. To make the new scheme operational from 1989, the Commission, after seeking the views of the ECSC Consultative Committee, began the process of negotiating with the Member States so as to standardize existing bilateral agreements governing the granting of aid.

On 31 May the Council and the Ministers for Health meeting within the Council held an exchange of views on the progress of the schemes on which

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1) OJ C 342, 4.12.1987.

2) OJ C 184, 14.7.1988; Bull. EC 7/8/1988, point 2.1.91.

3) OJ L 104, 23.4.1988; Bull. EC 4-1988, point 2.1.92.

4) OJ C 257, 28.9.1987.

5) Bull. EC 3-1988, point 2.1.95; Bull. EC 6-1988, point 2.1.137.

they had agreed in May 1987. They adopted conclusions on combating AIDS<sup>1)</sup> and decided to set up a regular and rapid interchange of epidemiological data at Community level as well as an information clearing-house to report on measures taken in the Member States. The Ministers also adopted conclusions on Community action against cancer<sup>2)</sup> and, on the basis of a communication from the Commission, laid down guidelines for implementing the action programme on toxicology for health protection<sup>3)</sup>.

In anticipation of the launching of a European action programme against cancer, the Commission transmitted two proposals for Directives to the Council on 4 February designed to harmonize national regulations on the labelling of tobacco products and on the maximum tar content of cigarettes<sup>4)</sup>. The Economic and Social Committee issued opinions on these two proposals on 7 July<sup>5)</sup>.

After Parliament had given its opinion<sup>6)</sup>, the Council and the Representatives of the Governments of the Member States meeting within the Council formally adopted a Decision<sup>7)</sup> on 21 June instituting an action plan for 1988/89 which consists of an information and awareness campaign as part of the "Europe Against Cancer" programme<sup>8)</sup>.

As regards the control of drug abuse, following on from initial successes in customs cooperation against drug trafficking, 1988 saw the implementation of an operational Intra-Community cooperation programme with a budget of ECU 1 125 000.

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1) OJ C 197, 27.7.1988; Bull. EC 5-1988, point 2.1.85.

2) OJ C 50, 26.2.1987.

3) OJ C 184, 23.7.1986.

4) OJ C 48, 20.2.1988; Bull. EC 1-1988, point 2.1.48.

5) OJ C 237, 12.9.1988; Bull. EC 7/8-1988, points 2.4.65 and 2.4.66.

6) OJ C 68, 14.3.1988; Bull. EC 2-1988, point 2.1.85.

7) OJ L 160, 28.6.1988; Bull. EC 6-1988, point 2.1.148.

8) OJ C 50, 26.2.1987; Bull. EC 4-1988, point 2.1.95.

**B. Social developments in the Community in 1988**

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CHAPTER I

EMPLOYMENT

(Including migrant workers)

Trends within the Community

Employment growth in the Community stabilized at around 1.2% per annum in 1988, the highest level since 1973, but this is still insufficient, even in combination with current levels of economic growth, to absorb the surplus (actual or potential) labour supply, and the rate of total unemployment remains very high. Given that the expansion of the population of working age has declined from its historically high levels of the 1970s, the expansion of the labour force is due primarily to increases in participation rates amongst women. While the employment growth of recent years has been dominated by the creation of part-time jobs for women in the service sector, the share of women in total unemployment is still increasing, whilst that of young people under 25 years is now falling steadily.



Unemployment remains the major challenge facing the Community. After reaching 10,9% of the civilian labour force in 1985, it declined slightly to 10,5% in 1987. By December 1988 it had declined further to 9,6% and the average rate for the year as a whole is estimated at 10,0%, which is still almost double the rate for 1979 and more than four times the rate for 1973. Medium-term projections prepared by the Commission departments suggest that the unemployment rate in 1992, i.e. ten years after the end of the last recession, will not show any significant improvement.

The rise in long-term unemployment has continued. It is currently estimated that over half (52%) of the unemployed in the Community have been unemployed for more than one year, and one third for more than two years.

Community employment policy therefore emphasizes the need not only to reduce unemployment, but also for targeted measures on certain disadvantaged groups: women, the long-term unemployed, ethnic minorities and the handicapped, who are generally the last social groups to benefit from the upturn on the labour market. In 1988, in response to the request from the Council in its Decision of 1 December 1987 on action to combat long-term unemployment, the Commission drew up plans for an action programme to assist the long-term unemployed. Several countries have now started or strengthened measures aimed at better targeting of resources on these groups: virtually all expansion or reorientation of employment services has been concentrated on the long-term unemployed, whereas for the other disadvantaged groups the emphasis is more on training.

Governments continue to encourage more self-help in the sense of the unemployed persons finding work/training by themselves. This encouragement generally takes place via jobclubs, training access points and similar bodies providing the unemployed with access free-of-charge to the facilities necessary for their occupational reintegration. There would seem to be a tendency in some countries to move away from emphasizing corporate start-ups towards consolidating existing firms.

Development of the situation in the Member States

Belgium

The new Government's policy statement covered maintaining competitiveness, stimulating investment, holding down labour costs, redistributing work by measures in favour of part-time workers and encouraging social partner negotiations. Following the reform of the State, various national responsibilities for implementing employment measures are being devolved to the regions and language communities.

Remaining within the responsibilities of the national administration are the payment of and regulations for unemployment benefits. In the course of 1988 the Government started progressively to relax the requirement for the unemployed to report daily in order to receive unemployment benefit. Various groups of young persons are dispensed from reporting for up to four months and persons over 50 years of age - as well as others who have worked for more than twenty years - need only report once a week. The purpose is both to encourage the unemployed to undertake their own job search and to help to solve the human problems posed by unemployment.

At regional level, the Flemish Executive has drafted the "TOP Plan", which redirects employment and training measures towards the long-term unemployed. "Jobclubs" have been started in Flanders, also with the aim of helping the long-term unemployed to find their way about the jobs market more easily. The Walloon Executive has launched a new programme encouraging existing high-technology enterprises to expand and new ones to move into the region by covering 50% of certain selection and recruitment costs.

The new Government has decided to pursue a vigorous policy of promoting the integration of immigrants already living in the country. A Commissioner for Immigration is also to be appointed.

Given the apportionment of responsibilities under the new Constitution, the Government is primarily concerned to coordinate, monitor and support the migration policies pursued by the language communities, the regions and the local authorities.

In September the National Commissioner for Aid to Refugees and Stateless Persons submitted a preliminary assessment of the working of the new law on refugees during its first six months in force, drawing attention amongst other things to the measures taken to safeguard the rights of asylum seekers and the decline in the number of persons applying for refugee status as compared with the preceding two years.

#### Denmark

The new Government formed in the summer is continuing efforts to increase employment (with emphasis on export industries), achieve a balanced budget, lower taxation and reduce the balance of payments deficit. Particular attention has been paid to encouraging the long-term unemployed to search more actively for work. Training-cum-counselling courses lasting one to two weeks are being introduced to this end. The aid schemes available to unemployed persons after periods of six and twelve months of unemployment have been revised. An important aim in this respect is to encourage the unemployed to spend their time more actively in either creating jobs for themselves or improving their training.

Greater responsibilities, backed up by the requisite resources, have been delegated to the regional labour market boards. For each of them a single appropriation is now provided to finance employment projects, wage subsidies for the recruitment of unemployed persons and grants for relief projects relating primarily to training.

In 1988 the Government's attention with regard to immigration centred on the question of asylum seekers. Since 1 January 1988, the Government has in particular taken the step of introducing fines for airlines carrying passengers without papers. At the same time, the annual refugees quota has been raised to 500 and steps have been taken to improve reception facilities at Copenhagen airport.

It should also be noted that the Danish authorities are endeavouring to assess the policy conclusions to be drawn from two conferences held at the initiative of the Minister of the Interior - one on housing conditions for immigrants and the other on conditions of access to employment. Finally, after the Immigration Council's first five years in operation advising the Government, members - selected from amongst members of immigrants' associations - were appointed for its next term of office.

#### Federal Republic of Germany

Demographic trends in the Federal Republic have a substantial impact on the labour market. In particular, German industry, which has always played a major role in training, is finding it increasingly difficult to recruit young people under the "dual" system. This system enables young people to follow a training programme combining practical and theoretical elements but, for the first time in eight years, the 1987-88 training year ended (in September) with a large surplus of training places.

This is due both to the decline in the number of young people and to the increase in interest on the part of industry, aware of the danger presented by this trend. It should be noted that the Government has paid particular attention to attracting the children of foreign workers in Germany into training schemes.

The year under review also saw the 1984 Early Retirement Law lapse as provided in the Law itself. To replace it, however, a draft law was tabled on phased part-time retirement from age 58.

The Employment Promotion Law (AFG) was amended for the ninth time. The changes approved entail the consolidation of a number of schemes with a view to sustaining a high level of provision in relation to the promotion of employment and training. In particular, Article 49 of the Employment Promotion Law now provides for the payment of settling-in allowances to facilitate integration into skilled jobs for unemployed workers returning to working life after bringing up children.

Efforts to combat illegal employment, a phenomenon whose cost to the economy must be counted in the billions, continued during the report period.

With a view to making the campaign against illegal employment, social security benefit fraud and fraudulent exploitation of the contribution exemption for minimal employment, a social security card for all employees is to be introduced with effect from 1 July 1991. Workers in the sectors which have hitherto been plagued by illegal employment will have to carry the card and present it at the request of the authorities. Persons drawing social security benefits will be obliged to deposit their cards with the body paying benefit.

The new draft Aliens Residence Law put forward in 1987 formed the subject in 1988 of widespread comment from the political parties, the two sides of industry, the press, the churches and all interested groups, especially as regards the questions of integration, family reunion and the permanent residence permit (Aufenthaltsberechtigung).

As a result of the easing of exit controls by Eastern block countries, the flow of refugees from these countries has grown steadily. By virtue of Article 116 of the Basic Law, these refugees have the status of German nationals. As such, they enjoy a right of residence in the Federal Republic and are entitled to State benefits to facilitate integration. The Federal Government has therefore presented a detailed programme for assistance to such refugees. Their numbers are expected to increase further over the coming years.

At the end of 1988, the Federal authorities introduced at administrative level special hardship rules agreed with the Länder to allow young foreigners obliged to leave the country with their parents to take up residence in the Federal Republic again later subject to certain conditions. These arrangements, which have already been implemented in certain Länder, are to form the subject of statutory provisions within the framework of the reform of the aliens legislation.

Finally, in the vocational guidance field, the number of approaches to careers advice centres by young migrants rose by 17% as compared with the previous year. This trend is evidence of a sustained endeavour on the part of young migrants to acquire vocational qualifications and integrate into the working world.

#### Greece

The 1988 Job Creation programme made possible the creation of 16 000 jobs for persons up to 25 years and 26 000 for those over that age, 1 400 jobs for disabled persons and 12 500 self-employed positions. It is estimated that the changes in shop opening hours introduced experimentally in Athens and subsequently throughout the country will give rise to an additional 10 000 jobs.

As regards training, the 1988 national collective agreement made provision for 0.2% of wage increases to be set aside for the financing of general training courses or programmes in firms.

The Secretariat-General for Emigrant Affairs organized a multiplicity of operations for the benefit of Greek emigrants abroad during the year under review.

These operations - seminars, courses and reception initiatives in Greece - reached a large number of emigrants. In particular, steps were taken to identify problems and solutions for certain target groups of Greeks living abroad such as young migrants, emigrant women and elderly people.

The Government also announced its intention of adopting new measures to assist immigrants and political refugees. Finally, a unit was set up in the Ministry of Labour to study the problems of illegally employed workers.

### Spain

The procedures have been set in motion to revise and restructure the public employment service. The main aims of the reform are to make present structures more dynamic by enhancing manpower quality and training, providing more help to the needy and fighting fraud. In the absence of consent to the reform by the two sides of industry, the Government is implementing changes unilaterally. As a first step, the number of "workshop-schools", one of the prime training/employment instruments for integrating and training young persons, has been boosted from 150 to nearly 550. A new creation is the "casa de oficio" (vocational training and youth employment promotion centre), 750 of which were established in 1988.

The national training programme has been revised and brought in line with the European Social Fund. It thus now focuses particularly on real

recurrent training and on integrating young people and the long-term unemployed into employment.

In 1985 the Spanish Government introduced a law to encourage the recruitment of young people on open-ended employment contracts. Three years on, this law would appear to have had beneficial effects, since unemployment rates amongst the under-26s have dropped.

In its continued fight against illegal employment and work practices, the Government has enacted a law to enable the authorities to sanction employers and those receiving benefits.

A ministerial order of 15 January introduced a number of measures to assist returning Spanish emigrants, comprising in particular help for the elderly and infirm, action to promote the integration into employment of young returnees and support for community and cultural centres.

Aware of the presence of foreigners settled in Spain and wishing to help them, the Government has financed a large number of social integration programmes, language and training courses, primarily for Moroccan and Portuguese nationals. In parallel, the Spanish authorities are endeavouring to curb illegal immigration. The Law of 7 April 1988 on infringements and penalties in respect of social legislation includes provision for penalties to be imposed in the case of breaches of the immigration rules.

#### France

A new system for paying trainees undertaking vocational training (including the "allocation de formation reclassement" - redeployment training allowance) was introduced in May both to alleviate recourse to the financial resources of the unemployment benefit authority ("UNEDIC") and to foster more rapid integration of young persons into working life while at the same time stifling the growth of long-term unemployment.



An April decree covered the "crédit impôt formation": tax relief for enterprises which voluntarily fund additional vocational training of their employees. This takes the form of a tax credit equivalent to 25% of the annual increase in expenditure on training.

The new Government launched its employment plan in September. This plan continues and extends existing activities as regards contacting and training the unemployed. More generally, greater emphasis is being placed on training as a key feature of employment schemes and on convincing companies that training is a key element in their strategy.

The year under review saw the State increase the number of redundant workers for whom it finances training programmes: from 12 000 in 1987 to 30 000 in 1988 and an expected 42 000 in 1989.

Mobility agreements ("conventions de mobilité") have been introduced within the framework of the National Employment Fund. They provide 50-70% subsidies towards the expenditure incurred by companies paying the removal and settling down expenses of workers they have made redundant.

Certain workers aged over 60 have been able, from July, to combine a partial retirement pension with earnings from part-time employment.

The Commission for the National Plan has submitted a detailed report entitled "Immigrants: the duty to promote integration" on the situation of immigrants and ethnic groups created by immigration in France. Taking as its basic premise the idea that these groups must now be regarded as permanently established in the country, the report argues that there is a need for an active policy to promote integration and a long-term Government strategy clearly thought out and publicly stated.

As regards specific measures actually taken during the year under review, mention should be made of an agreement between France and Algeria entering into force on 1 August, which resolved the points of conflict regarding the custody of children and rights of access in the event of a mixed marriage ending in separation or divorce. It should further be noted that the law concerning a guaranteed minimum income the "revenu minimal d'insertion" (considered in more detail in Chapters 7 and 8) also covers nationals of non-member countries, but only subject to very strict conditions regarding period of lawful residence.

Finally, the President indicated in his end-of-year address that he would like the authorities to take steps to improve the legal situation of immigrants and revise the procedures for the expulsion of aliens.

### Ireland

The Government introduced a Programme for National Recovery enumerating actions to be undertaken in the period to end 1990. This Programme envisages in particular the creation of an additional 20 000 jobs per year in manufacturing over the ten-year period 1988-1997.

The 1988 Worker Participation (State Enterprises) Act supports the development of employee involvement at sub-board level and extends the number of semi-State enterprises required to hold elections for worker directors.

A new scheme ("Youthreach") was introduced. It offers unqualified early school leavers up to two years of further education and training. For the long-term unemployed, two pilot initiatives were extended to the whole country: the Part-time Job Incentive Scheme and the Educational Opportunities Scheme, whereas a Voluntary Work Option and a pilot grant scheme were introduced to enable voluntary groups to draw on the capacities of the unemployed.

The Government also introduced protective legislation on unfair dismissals, employment equality and the payment of wages.

The new Manpower and Training Authority, FAS, came into operation on 1 January 1988 and has taken over the functions of AnCO, the National Manpower Service and the Youth Employment Agency. It is also responsible for certain problems connected with emigration.

FAS has continued to operate a predeparture information service for prospective emigrants which involves the provision of guidance and counselling to discourage unplanned and ill-prepared emigration and the offer of advice on training schemes and employment programmes available locally.

The State grant-aid to voluntary bodies mainly based in Britain involved in emigrant welfare work was continued in 1988 and the amount of the grant was maintained at the 1987 level. Grants are paid on the basis of recommendations by a British-based advisory committee.

Finally, the Government has introduced a Bill in the Oireachtas (Parliament) to make it a criminal offence to incite hatred on grounds of race, religion, colour, national or ethnic origin. The Bill would also make it an offence to produce racist material for dissemination abroad.

### Italy

The year under review saw the establishment of a fund for reducing unemployment aimed at fostering job creation, especially in the South, by financing schemes with a high employment-creation propensity. In particular, certain types of firms in the South with fewer than 100 workers can receive grants-in-aid over the period 1988-92 when hiring additional workers on open-ended employment contracts.

A special scheme for the employment of young people registered on the placement lists is being funded for the three years to 1990. Employment must be part-time and the initiatives must be local and in the public interest. The 1986 special youth employment scheme has been extended to end-1988; enlarged to cater for young people with higher qualifications, it includes at least 200 hours of theoretical training. Social security contribution relief is being maintained as the key instrument in training/work contracts for young people.

District employment sections have been established as a major innovation for implementing an active employment policy.

At the end of the year a second national conference on emigration was held, providing a forum for some thousand delegates from around the world to discuss five major topics: the socio-economic role of emigrants, integration problems, education, training and cultural questions, information and leisure time, and civic and political rights. This conference was preceded by two legislative measures.

The first - a law promulgated on 29 September - provides for a census to be taken of all Italians living abroad with a view to making possible the formulation and adoption of a more coherent policy on emigration. The second - a draft law - provides for the setting-up of a General Council for Italians Abroad to act as an institutional link between emigrants and Italy and endeavour to ensure that their rights are respected in both the country of origin and the country of residence.

On 30 December the operation to regularize the situation of illegal aliens who entered Italy before 27 January 1987 came to an end, having encountered a limited degree of success with the status of some 100 000 aliens regularized.

The position of asylum seekers remains somewhat precarious in Italy, since a geographical restriction operates which limits the protection available under the New York Convention on the status of refugees to those coming from European States; other refugees are officially regarded as in transit.

#### Luxembourg

The Unemployment Fund was transformed into an Employment Fund with a special unit providing financial support for training, in particular apprenticeships. State subsidies for apprentices have been set out in a Grand-Ducal order.

A draft law has been tabled in Parliament on various aspects of the contract of employment, particularly dismissals and the harmonization of the status of blue- and white-collar workers. It will give temporary workers adequate protection. With similar aims in view, the national minimum wage has been updated.

Policy vis-à-vis Sunday working has also been changed in Luxembourg with a view to permitting more intensive capital utilization.

The year under review saw confirmation of the revival in immigration already reported in 1987. In 1988 some 1 500 new work permits were issued (primarily for the building trade) to Portuguese nationals. Foreigners currently represent around 28% of the population. Such a situation is liable to generate conflict, and the Government continued its policy of promoting integration, notably in the form of an information campaign against xenophobia and action to improve housing conditions for immigrants through incentives designed to encourage them to buy their own homes; a widely distributed brochure provides details of how to obtain financing and of the various forms of aid available.

Netherlands

The counselling interviews policy was continued in 1988. These interviews (to be provided for some 45 000 people per year) are designed to help the long-term unemployed and had hitherto been provided under a series of separate national programmes. The year under review saw these various programmes streamlined into a single scheme, concentrating on encouraging the employment of women. Similarly, all wage cost subsidy schemes are being brought together in a single, "user-friendly" regulation.

The State-financed apprenticeship scheme (BVJ) has had its age limit extended to 25 years. The scheme for training unemployed persons as computer specialists was extended into 1988. A pilot scheme has been launched for temporarily replacing workers taking training leave with unemployed jobseekers. In addition, more discretionary funds are being made available to employment offices to enable them to help the unemployed to gain work experience.

In the light of experience to date, new measures were adopted with a view to improving assistance for ethnic minorities. These measures consist essentially of the transfer to local authorities of part of the responsibility for welfare policy in respect of minorities. The desire to reduce unemployment in the immigrant communities from the present high levels gave birth to a number of projects combining vocational guidance, education and training with a view to facilitating the integration into employment of participants.

Finally, the new rules for asylum seekers which had come into force in November 1987 would appear to have yielded satisfactory results, more especially in terms of reception activities, housing and local authority cooperation.

Portugal

The Portuguese parliament empowered the government to amend the legislation on the termination of individual employment contracts including the conditions governing the conclusion and expiry of fixed-term employment contracts as well as the procedure for the suspension and reduction of work.

Law 50/88 of 19 April 1988 extended the award of allowances designed to promote the integration of young people into working life. Claimants must be between the ages of 18 and 25. They must be in search of their first job, and at all events must not have been employed for more than 180 days in the year preceding the granting of the allowance. The resources at their disposal must not exceed 60% of the minimum wage, they must have been registered at an employment office for at least six months and they must possess a certain level of training. The allowance is equal in amount to an allowance from the non-contributory social security scheme.

Criteria determining priorities for the award of vocational training grants in 1989 have been published. They take account of the rules governing the European Social Fund. They aim at targeting support on training necessitated by restructuring, new technologies, retraining of workers and the need to create good occupational prospects. Priority is given to operations under government framework programmes and to those for disadvantaged groups and regions. A new two-year employment/training scheme will involve long-term unemployed people aged 25 and over and help to preserve the cultural heritage. A financial support scheme for young entrepreneurs (up to 30 years of age) has been introduced with the option of business management training.

As regards the policy of equal treatment for men and women in working life, Decree-Law 426/88 of 18 November 1988 extended the principle of equal treatment for men and women to the public administration.

At the beginning of the year guidance centres were set up for workers returning to Portugal (CARE) in which migrants associations, trade unions and the churches are represented.

The Government's objectives in relation to Portuguese nationals living abroad include the preservation of their native language and culture and a more sustained flow of information not only from Portugal to emigrant communities but also between such communities; in this connection, a protocol has been signed with the LUSA agency for experimental information dissemination by satellite.

#### United Kingdom

The placement and related functions of the Manpower Services Commission (MSC) were returned to the Department of Employment in 1988. The new Employment Service, responsible directly to the Minister, links placement and benefit payments; this necessitates integrating (the previously separate) Jobcentres and Benefit Offices. The tripartite MSC, which was entrusted with implementing government employment and training policy, was replaced in May by the Training Commission, which was in turn disbanded in September. Its activities have been taken over by the Training Agency, which is directly responsible to the Minister. The Employment Training Programme is intended to cater for 600 000 long-term (6 months and more) unemployed persons annually. Replacing two existing schemes, it provides for up to 12 months' training and practical experience with employers and on projects. A special allowance aims at attracting unemployed persons with dependants onto the programme.

Inner cities have been the subject of "positive discrimination", including the Action for Cities Programme, which is designed to promote local enterprise and initiative through advisory, training and financial actions. One approach has been to extend subsidized loans to small firms in



city centres; another is the training compact, which is an agreement between a school and local employers for mutual support, with one providing training and the other ensuring future employment.

New Immigration rules came into force on 1 August 1988, introducing changes affecting, in certain cases, family reunion and facilitating the prosecution of overstayers.

On 26 July, the Home Secretary announced that, in future, all immigrants able to prove their family relationship through a DNA test would be able to settle in the United Kingdom as long as other requirements were met (e.g., accommodation and financial support under a new law).

As from 1988, it was decided that people applying for asylum in the United Kingdom would not have an automatic right of appeal or guarantee that their case would be referred by the Home Secretary to an independent body, the United Kingdom Immigrant Advisory Service.

After a 25% increase in allegations of racial harassment the preceding year, a new campaign to combat racial hatred in London was launched by the Metropolitan Police on 29 February 1988. The cost of the campaign is estimated at UKL 100 000 and the measures envisaged include new police training, large-scale leaflet distribution, and the publication of a multilingual guide on fighting racial harassment.

CHAPTER II

EDUCATION

Trends within the Community

The contribution of education to the completion of the Internal Market in 1992 continues to be a topic of discussion in the Member States. The principal area of common concern is the need to raise the quality of full-time compulsory education. The Member States are confronting a vast number of common questions concerning the nature and objectives of basic education as well as the core curricula to be provided for all school leavers.

In order to face imminent developments, the Member States are making important changes in the management of their education systems. While some of the historically centralized systems are becoming more decentralized, others are moving towards a more centralized policy.

To enable young people to cope with the new technologies they will encounter in employment, efforts are being made everywhere to ensure appropriate basic education. This involves skilled training in information and communication technologies for those at school by introducing them to the various applications of computers.

Furthermore, efforts are being made to strengthen the links between education, training and industry through improved secondary school curricula, guidance programmes, work experience schemes and the in-service training of teachers.

In the field of higher education, Member States are revising their national policies in order to adapt them to the requirements of the Internal Market. This includes: widening access to higher education (although some universities are still suffering from overcrowding), reform of study programmes, mutual recognition of diplomas, exchanges of students and teaching staff, recruitment of international staff, etc.

Taking into account the trends within the Community and with a view to consistent Community action, the Commission produced a communication on the medium-term outlook (1988-1992) for education.

This was one of the main subjects examined by the Council meeting of Education Ministers in Brussels on 24 May. Three principal objectives are outlined in the Commission document:

- to determine the contributions of the education and training systems to the creation of the Internal Market by eliminating barriers to the free movement of persons and by encouraging initiative and innovation at all levels;
- to strengthen the links between education and the economy at all levels and in particular to pinpoint the changes necessary as a result of the Internal Market;
- to contribute, through educational policies, to a reduction in regional disparities and to the social cohesion of the Community.

The Council furthermore adopted:

- a resolution on the promotion of the European Dimension in education;
- a resolution on environmental education;
- conclusions on the second EC action programme (1982-1987) concerning the transition of young people from education to adult and working life.

The meeting also discussed a short communication from the Commission on foreign language teaching.

The European Community exchange programme "Youth for Europe" for the promotion of bilateral and multilateral exchanges of young people between the ages of 15 and 25 years, outside their school activities, was agreed by the General Affairs Council in Brussels on 24 May 1988 and formally adopted on 16 June.

The Commission Working Party on the action programme to promote equal opportunities for girls and boys in education met twice during the year under review. This Working Party is made up of representatives of the national Education Ministries and Equal Opportunities Commissions. Amongst the initiatives being pursued under the action programme, mention should be made of two in particular: an action research project begun in 1987 on the introduction of new technologies in schools and a second action research project launched at the end of 1988 on initial and in-service teacher training.

Development of the situation in the Member StatesBelgium

Undoubtedly the most important event of 1988 in Belgium so far as education is concerned was the approval given to the federalization of education. In particular, it was necessary to revise the Constitution in order to do this. Together with federalization, the guarantees which formed part of the schools pact (a political agreement dating from 1958) are at the same time to be replaced by guarantees under the Constitution, as provided for in the revised version of Articles 17 and 107(3).

In order to avoid a vacuum during the transition to federalized management of education, a number of emergency measures were taken by the central government for the 1988-1989 school year. This was done by means of the so-called "Law on emergency measures in respect of education" of 1 August 1988, and also by means of a number of Royal Decrees.

The existing employment levels for secondary education, primary education and non-university higher education have been maintained; in special education, the category of children whose parents are not Belgian taxpayers has been dropped; from now on, they will again be reckoned at 100% instead of 80% when employment levels are being defined. As far as the financing of education is concerned, the law, broadly speaking, has fixed the situation during the previous school/academic year as the status quo.

At the same time, the law of 1 August 1988 made three important amendments to the "Law on the award of academic degrees and the programme of university examinations" (1949).

The first was in the context of the reassessment of vocational training, where it has been established by law that from now on successful completion of the seventh year of secondary vocational education confers the right to an officially-approved certificate of upper secondary education.

Another important point is that the Community's ERASMUS programme has been given a legal basis, making it possible to operate it for university students. By Royal Decree (approved in principle by the Cabinet on 15 August 1988) participation in ERASMUS will also become possible for non-university higher education.

The third amendment to the law on academic degrees means that graduates from non-university higher education (short course) will from now on have direct access to university (i.e. without taking a proficiency exam).

It has also been decided to continue, during the next school year, work on the follow-up training of teachers and the experiments in part-time tuition.

Between September 1988 - January 1989 the further federalization of education, with transfer of educational administration to community level, will certainly be a priority.

Furthermore, the Government Agreement stipulates that an Autonomous Council for State Education be set up as quickly as possible. This Council, rather than the Minister of Education, will function as the constitutional power for State Education, thus making the education system independent of political change. At the same time, there are plans to decentralize decision-making as regards State Education, bringing it down to the level of the school community. This marks an important step towards greater autonomy as regards State Education.

Sums set aside for the in-service training of teachers have been substantially increased. This is geared to recent teaching and technological developments and has been brought into line with labour market requirements (Ministerial Circular of 24 March 1988).

Salaries for nursery school teachers have been upgraded in line with primary teachers' salaries (Ministerial Circular of 29 April 1988).

A Higher Council for Basic Education (pre-school and primary) has been set up, and the Committee for the Reform of Basic Education has been re-established. Funds have been increased for the reform of 5th to 8th year classes, and for the individualization of learning and psychomotor activities (Ministerial Circular of 29 July 1988).

The Royal Decree of 14.9.1988 (Belgian Official Gazette 6.10.88) lays down hours for administrative and teaching staff and for paramedical staff in State special education institutions and State homes.

The Royal Decree of 17 December 1976 governing the establishment and operation of the Approvals Committee was amended by the Royal Decree of 14.9.1988 (Official Gazette 6.10.88) which reconstituted the Committee.

The Royal Decree of 2.9.1988 provides for the establishment at lower and upper secondary vocational level of an experimental secondary course with a limited curriculum in order to provide for part-time compulsory education.

By way of derogation from the Royal Decree of 6 November 1987, as amended by the Royal Decree of 14.9.1988 (Official Gazette 6.10.88), conditions were laid down under which Belgian higher education students can take examinations at a university or post-secondary institution in another Member State of the European Communities.

Denmark

In spring 1988, the "Forecasts Committee" submitted a report on the basic knowledge and general values which schools should impart to Danish children in order to enable them to face the challenges of the 21st century.

This report emphasizes that the young must be familiarized with their cultural background as Danes. Furthermore, they must develop a sense of responsibility towards the community, society, nature and their own learning process.

The upper secondary school reform which was adopted by the Danish Parliament during the 1986/1987 session came into force from the beginning of the 1988-1989 school year.

In autumn 1987, the Minister for Education presented two draft laws to Parliament concerning reform of vocational education and training courses. One draft combines the three existing basic training systems (apprenticeship training, basic vocational education and training and the basic examination courses) into one system. The other gives greater autonomy to vocational schools.

Together these measures will provide increased training opportunities for the young, increased flexibility on courses and greater influence for individual vocational schools and management and labour at local level.

As a consequence of the May 1988 election, the two drafts were not approved by Parliament during its 1987/1988 session, and will therefore be presented again in the course of the 1988/1989 session.



In spring 1988, the government submitted a report to Parliament on vocational education and further training policies in the 1990s. The aim of this report was to prepare the way for greater consistency between basic, further and supplementary training. First of all, it proposes that experiments be carried out in cooperation with trade and industry which will ensure greater consistency between the different training courses.

In the field of higher education the possibility of introducing an intermediate qualification is receiving serious consideration. Efforts are also being made to introduce a general five-year maximum period of study for existing university courses. At the same time, it will be possible for students who commence their studies now to opt to complete their studies with an examination after 3 years thus obtaining an intermediate qualification, if they do not wish to follow the longer course.

In the spring of 1988, a majority of Parliament (excl. the government parties) adopted an amendment to the present law on educational grants.

This amendment increases considerably the amount of grant given and abolishes State-guaranteed loans. At the same time, the period for which students can obtain grants is reduced, as grants will henceforth only be available in respect of the officially stipulated period of study.

At the beginning of the 1988/89 parliamentary session the Minister of Education and Research once again presented the draft laws on reform of vocational education and training courses with a few amendments (the laws had not been approved in the previous session due to the elections which took place in May 1988).

New arrangements have been approved according to which students can obtain an intermediate qualification after 3 years of study, and this applies to the long higher education courses: the qualification will be in arts for humanities courses, theological and social science studies and in science for natural sciences and health education courses.

In December 1988, the Minister for Education and Research presented a general account to Parliament on the state of higher education. This account proposes an amendment to the rules on restricted entry (numerus clausus) which means that vocational experience will be abolished as a criterion for admission.

Another essential point in the above account is the question of the management and administration of higher education institutions. It is proposed that the autonomy of the institutions should be further underlined and extended.

From the beginning of 1989, the traditional structure of Ministries divided into departments containing a number of directorates will be abolished in the Ministry of Education and Research. This means that existing directorates will cease to be separate units and will become sub-departments of the Ministry on a par with existing sub-departments.

#### Federal Republic of Germany

The number of pupils in schools providing general education has risen slightly in the primary sector, but in the secondary sector it has further decreased by about 298 000 or 4.3%. The number of teachers has fallen by about 1%. In the debate on the content of education, the themes of work/industry, Europe, foreign languages, environment and cultural education are playing an increasing role.

By a decision of the Ministers of Education and Cultural Affairs of the Länder, general basic education has been reinforced at upper secondary level.

In addition, the former core subjects, namely German, a foreign language, History, Mathematics and Science, have now been extended to include Commerce and Technology.

Furthermore, the Land Education Ministers considered questions of teaching for pupils needing special remedial lessons. They are concerned to extend existing measures in the direction of prevention and integration and to revise the Recommendation by the 1972 Conference of Education Ministers on the system of "Sonderschulen" (special schools).

In the field of educational support, financial support for students was further improved by the amended Federal Law on educational support announced on 24 June 1988. This law also provides for foreign EEC nationals, who, as children of migrant workers with a claim to freedom of movement or right of residence, will in the future be placed on the same footing as German students, including as regards study abroad.

The Chancellor of the Federal Government of Germany and the Prime Ministers of the Länder approved, on 21 March 1988 and 30 May 1988 respectively, an "Overall concept for education in information technology" comprising the introduction of basic education in information technology at lower secondary level; more advanced information technology training in the form of computer science; job-related information technology training; courses on computer science and its applications; information technology in research and teaching; information technology training in further education and in particular the training of staff for these tasks, as well as questions of media education.

In the field of higher education, university research funds and funds for the German Research Association were further increased under the 1988 budget, as were funds for university building.

To take account of the growing importance of further education, the funds available for the promotion of further education projects were considerably increased (by 26.7%) under the 1989 budget.

In view of the large number of people from the Soviet Union, Poland, Czechoslovakia and other East European countries emigrating to the Federal German Republic every year, the Federal Government has decided on a special programme for its area of responsibility, and this programme also includes measures in all areas of education.

### Greece

From the beginning of the 1988-89 school year the first class of the Music Academy (lower secondary school) began to operate at Palmi in Attica with 100 pupils. The Music Academy is oriented towards the general aesthetic training of children in all areas of intellectual and artistic activity, with special emphasis on music.

Lyceum (upper secondary school) pupils have been informed that the 5th option stream is to be abolished from the 1989-90 school year.

By a decision of the Minister of Education, additional support teaching has been extended to the Technical-Vocational Lycea for special subject lessons and practical work in the second class.

A further decision of the Minister of Education has defined details of the operation of the School Workshop Centres (S.E.K.) and the School Workshops; the special tasks of the heads of the S.E.K., those in charge of school workshops, of "sector" workshops, and of "orientation" workshops; and the responsibilities of the association of S.E.K. teachers.

The pilot phase of programmes to keep pupils/children of working parents occupied has begun to be implemented in primary schools.

Legislation has been adopted on remedial teaching in primary and upper secondary schools. 149 posts for these new departments have been created in special education units:

1. 17 places for speech therapists
2. 33 places for psychologists
3. 8 places for physiotherapists
4. 9 places for ergotherapists
5. 50 places for social workers
6. 32 places for supervisors.

A special Secretariat for Special Education has been created at the central offices of the Ministry of Education. This will coordinate the activities of all the competent services in order to develop fully the many facets of special education and to meet the requirements of modern society.

No changes have been reported with regard to private schools.

No changes have been reported with regard to church schools.

### Spain

The most significant developments between January and September 1988 concerned: the planned reform of non-university education, the reform of university specializations, and the National Plan for Scientific Research and Technological Development (PLANICYT) for 1988-1991. These policies were endorsed by the new Minister for Education and Science, Javier Solana, on his appointment in July 1988. The latter replaces José María Maravall, Minister from 1982 to July 1988.

The process of reform of non-university education has been rounded off with a proposal for technical-vocational education to be organized on three levels: vocational initiation programmes and modules II and III; it will also be more closely linked to the world of work. Modules II and III will correspond to EC vocational qualification levels II and III.

This latest proposal, like all the others concerning the reform, has undergone extensive discussion at numerous meetings organized by the Ministry, schools, trade unions and vocational schools, etc., to analyse the proposals.

Also in the context of the reform, the experimental programmes for educational and vocational guidance during basic education and bachillerato (pre-university education) have been broadened, and funding has been increased for the programme for the integration of children with special needs into ordinary schools.

A Ministerial Order on the incorporation, on an experimental basis, of a second foreign language into the bachillerato course, was issued on 8 June 1988. Changes have also been made in the curriculum of the University Orientation Course and the University Entrance Examinations.

During the last term of the 1987/1988 school year a negotiating process began between the teachers' trade unions and the Ministry of Education and Science, concerning salaries, civil liability, regulation of transfers, teacher training and the position of temporary and contracted staff. The negotiations were accompanied by a strike by state primary and secondary school teachers. By a Cabinet decision of 1 July teachers' salaries were increased, and in a Ministerial Resolution of 6 August the contract for an insurance policy covering the civil liability of teaching and non-teaching staff in State schools was put out for tender. Nevertheless, negotiations between the Ministry of Education and Science and the teachers' trade unions are continuing.

On the basis of proposals by committees of experts, the Universities Council has started a discussion process concerning university degrees, curricula and specializations. Spokesmen from the professional and business world are taking part in this debate as well as representatives of the different universities (including students and teachers).

The approval by the Cabinet of the National Plan for Scientific Research and Technological Development for 1988-1991 involves a significant increase in spending on research and for the first time an integrated and coherent scientific research policy.

In the context of the reform of secondary education, regulations have been published governing the level II vocational modules available to pupils who have completed the first stage of the reformed secondary course (14-16 years). (These apply to those participating in the experimental reform programme.) The qualification obtained on completion of the level II modules should enable students to begin work at the level of a skilled worker in a specific occupation.

A Ministerial Order of 20 December established a nationwide committee for university sport, determined its structure and defined the functions of its governing bodies.

An Action Plan for the Technical Inspectorate of the Education Service, for the school year 1988-89, was adopted in November. This lays down the criteria for organization and implementation and the guidelines for drawing up Provincial Action Plans, as well as the tasks to be carried out in the 1988-89 school year and their evaluation.

On 29 November the trade unions and the Ministry of Education and Science signed an agreement on teachers' rights, which lays down the foundations for the modernization and improvement of the Spanish education system.

This agreement entails improvements in salaries and provides the basis for future regulations on transfers, civil liability, teacher training, conditions of service, the length of the working day and the school year, temporary and provisional teachers and various kinds of unclassified staff.

### France

Education constitutes the French Government's top national priority. In June 1988, emergency measures amounting to FF 1.2 billion were decided upon for improvements at the start of the 1988-89 school year, in particular as regards school building activities, teachers' working conditions and the vocational integration of young people. An aid to innovation fund was created to permit primary and secondary educational establishments to finance new educational projects.

On aggregate, the number of schoolchildren is on the rise. Owing to birthrate fluctuations, numbers are decreasing in nursery schools and secondary schools and increasing in primary schools. Above all, the number of pupils at "Lycées" (upper secondary schools) is steadily growing: school attendance of 18-year-old pupils has climbed in six years from 30 to 47%.

In order to fight against social inequalities and to reduce the failure rate in schools, the necessary measures were taken to revive the priority education zones (PEZ) established in 1981. This programme, which concerns schools and secondary schools, is characterized by its overall approach to questions pertaining to education, i.e. teacher training, information for parents, links with the socio-economic world and educational guidance.



The renewal and development of special accelerated streams in technical schools are being continued and intensified with the dual objective of adjustment to technological change and the vocational integration of young people. 5 BEPs (certificates of vocational training) have been introduced or renewed. Courses leading to the vocational Baccalauréat diploma are more numerous: 5 new vocational Baccalauréat diplomas have been introduced, which brings their number to 19: the number of pupils has risen from 10 200 to 28 200 thanks to the opening of new sections. In-firm training, compulsory for pupils at vocational schools and pupils preparing for the vocational Baccalauréat, benefits from additional appropriations as part of the emergency measures.

An operation to equip schools with data-processing, office-automation and technological systems, the most important since the "Data-processing for all" plan, was introduced at the end of 1988. It concerns 3 400 secondary schools and more than 500 lycées which will receive 13 000 professional microcomputers. 52 technical and vocational lycées concerned with robotics will be equipped with systems adapted to computer-aided design and manufacturing (CAD-CAM). These equipment measures are accompanied by a plan relating to the continuing training of teachers.

The number of pupils attending lycées will continue to increase in the coming years. This upward trend will necessitate a large-scale recruitment of secondary school teaching staff. A campaign aimed at providing information on the teaching profession and incentives to take up this career was started in October 1988. It was accompanied by various financial and administrative measures aimed at improving the circumstances of these staff and of pre-recruitment conditions. A set of decrees reforming the status of the heads of secondary educational establishments and of their assistants entered into force at the beginning of the 1988 school year. The reform introduces new staff, provides for recruitment by competitive examination and better training, and decompartmentalizes access to these management posts.

Class exchanges and educational action programmes contribute to developing the European dimension of school education. A nationwide experiment on the early teaching of modern languages will be introduced, involving both State and local authorities.

Higher education policy remains inseparable from overall educational planning. Such planning was launched in 1988 and centred on immediate measures and on planned and coherent long-term action. This action aims to adapt higher education, bringing it in line with research and the economic world and placing it in a favourable position for entry into the 21st century.

The priority goal is to place an increasing number of Baccalauréat holders in education structures offering them the best opportunity of success. For this purpose, the intake capacity of establishments has been increased: eleven new I.U.T. (Technological University Institutes) departments have been opened and six D.E.U.G. courses (diploma in general university studies) have been set up in the provinces. An important impetus was given to reform policy, regionalization and diversification of the initial levels. This intake policy is accompanied by measures aimed at improving the situation of students: a 20% increase in scholarships and a 9.4% increase in hardship allowances. These measures are strengthened by the setting up of an "Observatory of Student Life" responsible for gaining a better understanding of students' needs and aspirations.

Efforts undertaken in relation to undergraduate studies have led to the enlargement of the number of centres of excellence, in particular as regards subjects with an occupational bias. The year has also seen the creation of a hundred or so national diplomas and twenty or so approved postgraduate courses.

In the longer term, two new programmes will be launched:

A post-Baccalauréat education development scheme. The idea is to ask the heads of the regional education authorities to give thought, together with the heads of establishments and the local authorities, to the matter of restoring the balance between training courses. By ensuring greater continuity between secondary and higher education, it will be possible to direct young people towards courses corresponding to both their aspirations and means as well as to the needs of the economy.

Contractual agreements are to be concluded with the universities. These overall concerted measures will make it possible to take into account both national goals and regional conditions and aspirations. A fundamental component of the genuine autonomy of higher educational establishments, it will increase the coherence of national efforts in the field of higher education. The first series of quadrennial contracts is planned for 1989.

### Ireland

At the request of the Minister for Education, the National Council for Curriculum and Assessment organized a National Symposium on the development of modern European languages on 25 January 1988. The Symposium was attended by educationalists and industrialists.

On 18 February 1988, the Primary Review Body was launched. This review will include the structures of primary education, demographic trends and their implications, the quality of primary education and school organization.

A Symposium on the development of technology in education was held on 1 March 1988. This Symposium was on the lines of the Symposium on modern languages held in January.

Following consideration of the Report of the Committee on Discipline in Schools, Rule 130 of the Rules for National Schools was amended and guidelines on discipline for Boards of Management and teachers were issued by the Department in March 1988.

In April 1988, copies of the Report by the School Guidance Committee were sent to all post-primary schools.

In May 1988, a Conference on the Experience of Work of Young People was held in Dublin. This Conference formed part of the EC Action Programme on the Transition of Young People from School to Adult and Working Life and drew on the experience of the Irish projects, other projects in the transition network and other parallel activities.

On 20 September 1988, the new Junior Certificate was announced. This is the new Certificate which will replace the existing Intermediate and Day Vocational (Group) Certificates. Pupils who have completed the approved three-year Junior cycle programme in post-primary schools will be eligible to sit the examination for the award of the Certificate. Pupils entering the first year of post-primary education in September 1989 will be the first to follow the Junior Certificate programme. They will be eligible to sit the examination for the award of the Junior Certificate in 1992.

In October 1988, the Ministers for Education and Labour jointly announced the introduction of a new programme for early school leavers. The programme, entitled "Youth Reach", is designed to give young people who leave school with poor or no qualifications the opportunity of special education and training programmes for up to two years.

Italy

The educational scene towards the end of 1988 was characterized first by the role assigned to education by the government in its programme, and second by continuing unrest among teachers.

In the programme it put before Parliament last March, the government underlined the need to concentrate action on the restructuring of education as it considers this to be decisive for the balanced economic and social development of the country. As the Prime Minister put it, the challenges that will have to be faced when certificates and qualifications are free to circulate require a thorough revision of the system aimed at a better quality of teaching and more rational use of human and economic resources. In the light of these requirements, the government has identified priorities which will be developed in the context of a long-term plan that will put into effect the various reforms involving schools of all types and levels. Some of the points in the government's programme have already been implemented, while others are in the study or implementation phase. The new primary school curricula were applied in the first-year classes from the 1987-1988 school year, and the draft organizational reform law is now before Parliament. The extension of compulsory schooling to the age of 16 and the reform of school leaving certificate examinations are under discussion, both of them having their origin in broader projects covering the revision of curricula and organization throughout the upper secondary school, and a committee is already looking into projected new programmes for the two-year secondary course.

In addition, the government has undertaken to present an outline law on the right to education, in order to establish a frame of reference for regional legislation. The regional authorities have been delegated to look into questions of school building and to review schedules.

The suggested innovations as a whole will form part of the gradual introduction of the organizational, administrative and educational autonomy of schools, which is currently under study.

With regard to higher education, the government has undertaken to ensure rapid passage through Parliament of the law that places the universities under the authority of the Ministry of Scientific Research.

The government's education programme closes with a statement of the substantive need to upgrade teaching staff qualifications by revision of regulations and action on salaries.

In the more general context the schools sector has been making its dissatisfaction felt for some months now. The year began with teachers demanding the application of agreements entered into by the government when signing the contract which expired at the end of 1987, and the opening of negotiations on the three-year working agreement for 1988-1990. There were months of considerable tension in the schools owing to the continuation of the teachers' strikes, which put a stop to assessment and other auxiliary teaching duties. The non-union organizations which came into being spontaneously among staff were particularly active in the protest movements. The contract was signed by government and union representatives in June and July, ending the negotiations with appreciable salary increases and new regulations.

As regards legislation, the government, in addition to implementing all the points in its programme, has undertaken to present a draft law on university training for all teachers, to rationalize the distribution of school units, to introduce new professional status in primary and lower secondary schools, and to devise ways of verifying the quality and operation of the service. The agreement also provides for changes in working hours: perhaps with an extension of the timetable or via part-time work. Working hours will be organized into teaching and activities related to the running of the school. The latter activity thus receives official recognition for the first time. In addition, possibilities of mobility within schools or to other areas of the civil service are mentioned.

Finally, the system of initial and in-service training of teachers will be improved, in view of the special importance which it assumes in the general process of restructuring: the university will be the principal point of reference for both aspects, and individual teachers will be responsible for drawing up their own refresher course schedules based on the national long-term plan developed by the Ministry of Education in conjunction with the unions.

### Luxembourg

The Ministry of Education has just drawn up the first version of the new curriculum for primary classes and also a revised timetable.

A Ministry of Education circular of February 1988, addressed to local authorities running extra 8th- and 9th-year classes or secondary leaving certificate classes, calls on the authorities concerned to introduce pupils in these classes to the new information technologies in the same way as pupils in secondary and technical secondary classes.

Discussions on the project to reform upper secondary education continued throughout the 1987/1988 school year.

The Ministry of Education's draft law on the organization of religious instruction and ethical and social training courses, and on the withdrawal of the option previously open to students not to attend either of these two courses, was approved by the Chamber of Deputies before the summer recess. However, the new regulations still permit pupils whose religious beliefs make no provision for religious and moral instruction courses within school hours to be exempted from attending these two courses. Such exemption may be granted by a National Council for Moral and Social Training, due to be set up under the new regulations. Pupils exempted from following the two courses are, however, required to occupy themselves usefully and may not leave the school grounds.

In view of the reservations expressed by the Luxembourg Council of State on the text of the draft law approved by the Chamber of Deputies and of the former's refusal to waive the second constitutional vote, deputies will have to vote again on the proposed law. This second vote, which took place in October 1988, conclusively approved the draft law. This law entered into force in November.

Few significant changes occurred in the field of secondary technical education during the period January-September 1988.

Certain amendments were made to the conditions of admission to apprenticeship training for certain trades and the conditions governing pupil promotion at the observation and guidance stage.

The Ministry of Education also proceeded with a reform of horticultural training at the occupational scheme level. This reform, which became effective from the start of the new school year in September 1988, provides for a full-time 10th-year class, followed by part-time 11th- and 12th-year classes, instead of 3 years' part-time training.

It should also be pointed out that the Ministry of Education is drawing up a project to reform existing technical and vocational education.

During the past four months, several Grand Ducal draft laws or regulations concerning primary education have been approved by the Government Council and submitted to the Council of State for its opinion.

1. Draft law establishing home economics teacher training as well as training courses for primary school teachers in charge of a particular subject (art teacher, music teacher, physical education and sports teacher and handicrafts teacher).
2. Draft Grand Ducal regulations defining in-service teacher training programmes and methods as well as the ways of obtaining the proficiency certificate.



3. Draft Grand Ducal regulations establishing the duties of pre-school, primary, extended primary and special school teachers.

In another connection it should be pointed out that, following the introduction of a new curriculum, work is continuing on the preparation of new textbooks.

In secondary technical education, there have been practically no new measures. On the other hand, the preliminary draft law reforming technical and vocational education was submitted to the Council of State and the professional institutes for their opinion.

From the beginning of the autumn term 1988, the Ministry of Education introduced basic general courses in the new information technologies for 8th and 9th grade in extended primary education. Henceforth, Luxembourg's entire school population will have received an introduction to the new technologies before the end of compulsory schooling. Furthermore, the Ministry of Education has recently introduced computer image processing in the training of technicians in the fine arts.

#### The Netherlands

Policy is increasingly concerned with enacting broad regulations, reducing the power of the authorities and emphasizing the responsibility of the most interested parties: the institutions and the schools themselves. This shift of emphasis has produced a wide range of legislation and action.

For primary education (b.o.) and special (secondary) education a package of specifically targeted and connected measures has been put together in order to achieve effective and responsible control of growth. Measures for the widening of care in normal education also come up for discussion as part of this package. At the beginning of 1988 the draft introductory plan for primary education was brought out, which included details of the age range covered by primary education. This draft law concerns not only primary education but also the basic years of secondary education.

As notified in the (draft) policy notice "OPSTAP" there is a follow-up to the Information Technology Support Plan (I.N.S.P.) which expired in 1988. "OPSTAP" provides a policy framework for activities in the field of information technology in education, up to and including higher vocational training, in the period 1989 to 1992.

The draft introductory plan for primary education states that initial activities in the field of primary education are to be carried out principally at national level. Emphasis as regards the introductory process is gradually coming to lie more with the schools. At the beginning of 1988 a draft law concerning revision of the system of financing, aimed at further deregulation and greater autonomy, was presented to the Second Chamber.

In March 1988 two draft laws (including the W.C.B.O. (Law on Continuing Vocational Education)) appeared, which promised a more intensive training policy for workers and the unemployed. Schools need to be given the funds to provide vocational and part-time courses. In addition to this, schools are to provide private courses for which the student (or a company or institution) pays - this is known as contract education.

In July 1988 the S.V.M. (Sectoral education and secondary vocational training) bill was brought out. Its objectives are to strengthen intermediate vocational education (m.b.o.), to offer schools scope for

educational reform and to improve links between the k.m.b.o. and business practice. Finally developments as regards the use of modules in secondary education, harmonization of examination regulations and the widening and structuring of subject groups at H.A.V.O./V.W.O. level are indicated.

The definitive Higher Education and Research Plan (H.O.O.P.) was presented on 22 March. The H.O.O.P. consists of an analysis of higher education financed by the authorities and scientific research. It also suggests the best ways for the sector to adapt to the far-reaching and changing demands of society. Flexibility through deregulation forms an important starting point. In the relevant draft law, which was introduced at the beginning of 1988, ideas from the H.O.A.K. memorandum (Higher Education: Autonomy and Quality, 1988), and the H.O.O.P. are extensively elaborated. In doing so, a legal basis is provided for reducing the powers of the authorities and giving the institutions more room for manoeuvre. The institutions themselves are primarily responsible for quality control. The higher education inspectorate monitors the system.

#### Portugal

In order to combat failure at school an important programme for promoting educational success at primary/lower secondary level was approved by a resolution of the Council of Ministers, and published in the Diario da Republica on 21 January 1988. This aims to improve the quality of education and teaching efficiency by promoting educational success among pupils in primary/lower secondary education. This would be achieved by giving priority to the first stage (primary education). The first phase of the programme has already been assessed, pointing on the whole to positive results.

In the area of availability of vocational and pre-vocational training, a joint committee was set up at the end of 1987 under the auspices of the Ministries of Education, Employment and Social Security, to promote feasibility studies concerning the creation of vocational schools.

In the interests of cooperation between schools and firms, a Council for University/Business Cooperation was set up (by Joint Order No 86/ME/88 of 17 May), which is responsible for defining a national policy for cooperation between universities (and other official research and development organizations) and business, as well as promoting any other related activity.

School autonomy: here, the most important measure has been the launching of an experimental project (Joint Order No 100/ME/88 of 4 May), involving 100 primary and secondary schools. Under this project, in the 1988 financial year, government grants for running schools were to be given as a lump sum, giving the schools greater freedom to decide how to use the money, provided they obey the principles of efficiency, effectiveness and economy.

Rationalized introduction of computers in schools (MINERVA Project): The number of schools included in this project has gone up from 154 in 1987-1988 to 234 in 1988-1989, an increase of 34.2%.

School network: Legislative measures have been taken to increase the number of schools. A Committee was set up (under Order No 53/ME/87 of 15 December) to evaluate the implementation of the "Special Programme for Building Primary and Secondary Schools". This programme includes the minimum measures necessary to start the 1988-1989 school year (Order No 63/ME/87, published in the Diario da Republica on 16 January 1988). A committee was set up to monitor the application of these measures (Orders Nos 76/ME/88 of 4 May and 28/SEAM/88 of 30 June).

Moreover, in the medium and long term, multiannual programmes must be progressively implemented to make the process of allocating teaching facilities more efficient. Sites for building school facilities should be selected carefully, according to set criteria. A list of priorities has been drawn up, including a set of objectives and criteria for establishing a school charter, conducting research into defining how to clarify the

relationship between the Ministry of Education and the local authorities, conducting research into setting up a body for coordinating and applying policy on educational facilities, as well as adjusting the planning criteria for the school network already in place, bearing in mind the 1993 deadline (Order No 76/ME/88 of 4 May and Joint Order No 28/SERE/SEAM/88 of 30 June).

Restructuring of the administrative apparatus of the education system is dealt with by Ministry of Education Law (Decree-Law No 3/87 of 3 January). Although this Law has not yet come into force, the Regional Directorates have already been given certain powers which previously belonged to the central services or their representatives, i.e. management of teaching facilities; management of teaching and non-teaching staff at non-higher education teaching establishments; school social work, support for the expanded provision of education; and even teaching content (Orders Nos 19-A/SEAM/88 and 16/SERE/88, of 18 April).

The National Education Council Chairman has taken office and most of the members have been sworn in. In July 1988, the Council became operational.

In the area of teacher training, a new system of in-service training has been implemented. It already applies for the 1988-1989 school year to teachers in temporary posts in primary and secondary education (Decree-Law No 287/88 of 19 August). In-service training is seen as the initial phase of the continuous training process; it will also include components aimed at teachers in permanent posts, also with a view to providing continuous training. In the same area, there is also a new regulation covering teacher training in the educational departments in the Arts Faculties at Coimbra, Oporto and Lisbon Universities, the Social and Human Sciences Faculty at the New University of Lisbon, and the Geography department in the Arts Faculty of Lisbon University (Decree No 659/88 of 29 September).

In the field of private and cooperative teaching, measures have been taken to bring the position of teachers in these areas closer to that of

teachers in State schools. The aim is to integrate all teachers into the same common professional career structure. The measures in question concern pension and sickness benefits (Decree-Law No 321/88 of 22 September 1988).

Finally, a Law has been passed defining the autonomy of universities (Law No 108/88 of 24 September). This law defines the universities as collective public law bodies enjoying statutory, academic, pedagogic, administrative, financial and disciplinary autonomy.

As regards access to higher education, Law No 354/88 of 12 October approved a new system for access applicable to State higher education establishments coming under the Ministry of Education. The main characteristics of this new system are:

- approval of a general entrance examination during the 12th year of schooling intended to assess intellectual development, mastery of the Portuguese language (comprehension and expression) and the cultural maturity of candidates;
- fixing, for each higher education institution, specific secondary education qualifications which candidates for each course should possess, and arranging, for higher education institutions, where considered necessary, examinations for classifying candidates in groups for each of their courses;
- organizing a national applications system under which each applicant will indicate, in order of preference, the course/establishment he wishes to attend;
- fixing and applying, for each higher education institution, criteria for classifying candidates in groups for each course;
- subject of first choice to be indicated by the student;
- placement of candidates using criteria combining the order of preference indicated by them with the position in which they were ranked for each higher education institution in relation to the courses for which they apply.

Also emerging in the field of higher education is the integration of Higher Institutes of Engineering into the network of polytechnics, since "our essential aim is to train, at higher level, technicians qualified in their respective areas of activity and to promote experimental development in this field, with a view to linking education with productive and social activities" (Law No 389/88 of 25 October).

Finally, still in the field of higher education, we refer to the creation of the Open University, as a higher education establishment intended specially to teach, using its own methodology, by correspondence teaching, defined as "the combination of means, methods and techniques used for providing education to adults who are self-taught using teaching materials, both written and in other media, and regular correspondence between the students and the system responsible for providing education" (Law No 444/88 of 2 December).

In the field of educational administration, we refer to the setting up, by Law No 397/88 of 8 November, of the Gabinete de Educação Tecnológica, Artística e Profissional (GETAP), as a service for planning, guidance and coordination in the higher education system and in the field of technological, artistic and vocational education. This is increasingly emerging as one of the priorities for government action, with a view to participation and qualification of young people in social life.

In the field of private and cooperative education, we refer to the restructuring of the Conselho Coordenador do Ensino Particular e Cooperativo, which exercises its functions at all levels and grades of education and which has just been allocated the minimum technical structures for full performance of its duties (Law No 484/88 of 29 December).

United Kingdom

ENGLAND AND WALES - The year was dominated by the passing in July of the Education Reform Act 1988, a major element of the Government's continuing policy of raising educational standards and assigning responsibility for their performance to schools themselves. The Act is wide in scope, extending the process of reform begun by the Education (No 2) Act 1986, through measures relating to curriculum, school management and finance, pupil enrolment and other innovations.

The main reforms of the Act relating to schools in England and Wales are:

- the introduction of a National Curriculum of three core subjects (mathematics, English, science) and seven other foundation subjects (plus Welsh in Wales), with associated assessment and testing at 7, 11, 14 and 16;
- the definition of the place of religious education and religious worship in the school curriculum, and of the principle and extent of free education;
- the delegation to most schools of responsibility for managing their budgets;
- a requirement for schools to admit eligible children up to the level of the school's physical capacity, to increase parental choice;
- the creation of an opportunity for schools to leave local authority control and be funded direct by central government as grant-maintained schools;
- authorization for the Secretary of State to undertake funding agreements with sponsors of a new type of independently-managed secondary school, City Technology Colleges (CTCs) and Colleges for the Technology of the Arts. (The first CTC opened in Solihull in September.)



Three new bodies were set up to advise on and assist with the development of the National Curriculum, the complementary programme of pupil assessment and school examinations more generally: the National Curriculum Council, the School Examinations and Assessment Council, and the Curriculum Council for Wales.

In August, the results were announced of the first examinations for the General Certificate of Secondary Education (GCSE), taken by about 700 000 16-year-olds of all levels of ability who began their courses in 1986. The new system is based on nationally-determined criteria and lays increased emphasis on practical, oral and experimental work.

On post-school education, the Act provides for:

- reforming the governing bodies of colleges of further education, to strengthen employer representation and increase their powers;
- establishing polytechnics and other major colleges in England - at present maintained by local authorities - as self-governing higher education corporations; in Wales, comparable institutions will remain in the local authority sector;
- setting up new planning and funding arrangements for higher education with a Universities Funding Council (UFC) - replacing the University Grants Committee (UGC) - and, for England, a Polytechnics and Colleges Funding Council (PCFC);
- bringing employment conditions for academic staff in universities into line with those in other professions;
- ending the trade in bogus UK degrees.

The two new higher education funding councils and the body of commissioners needed to update universities' employment arrangements were appointed after the passing of the Education Reform Act.

The Government allocated up to UKL 83 million for the first five programmes under its LINK initiative, which aims to stimulate collaboration in significant research and development between industry and the scientific community. Higher education/industry cooperation also benefited from the announcement of a further 56 UK-led technology training projects in Europe through the EC COMETT scheme. A UK agency - to be operated jointly by the University of Kent and Thames Polytechnic - was established for making UK awards under the EC ERASMUS programme.

SCOTLAND - Consultation was undertaken on proposals to reform curriculum and assessment in schools for the 5 to 16 age group.

The School Boards (Scotland) Act was passed in November. The Act provides for the establishment of an individual Board for each publicly maintained school. Boards will have a majority of parents, with representation from the local community and the staff of the school. The Boards will have a voice in the running of their schools and will be able to seek to extend these responsibilities. The first Board elections will be completed by the end of October 1989.

In April the Government announced a new initiative to widen access to higher education. Under the Scottish Wider Access Programme, funds will be made available to regional consortia of education authorities and higher education institutions to stimulate developments aimed at increasing the number of mature students and of people without traditional school-leaving qualifications who enter higher education.

Parliament began consideration of draft legislation to strengthen employer representation on further education college councils, to delegate substantial financial and management responsibilities from education authorities to councils and to allow the further education sector to engage in education-related commercial activities.

A consultation paper was issued in August about whether Scotland should come within the remit of the National Council for Vocational Qualifications, which is establishing a framework for vocational qualification in the rest of the United Kingdom.

NORTHERN IRELAND - In October, following extensive consultations, the Government announced decisions on a range of education reforms in Northern Ireland. Draft legislation will be laid before Parliament in 1989 to give them effect. The reforms will follow similar lines to those in the Education Reform Act 1988 for England and Wales, but will include provisions specifically geared - in the Northern Ireland context - to facilitating the expression of parental wishes for integrated schools, in which Protestant and Catholic children can be educated together.

CHAPTER III

VOCATIONAL TRAINING

Trends within the Community

In nearly all countries, 1988 saw a substantial effort to adjust training systems to the demands of accelerated economic development. The prospect of a single European market and growing awareness of the shortcomings of existing systems were the clear motivations behind a series of initiatives in this field. Some of these were aimed at the introduction of new forms of training, but the majority were directed towards incorporating in the various systems the elements hitherto lacking.

The approaches followed were in some cases of an innovative character, especially where it proved possible to adopt measures within the framework of a reform of the education system. In particular, certain Member States endeavoured to formalize the curricula and goals of training programmes outside the education system, with a view to both increasing the numbers of young people helped to gain access to employment and facilitating skill

adjustment and retraining for adults. Much attention was therefore devoted by a number of Member States to both transition education and the regulation of apprenticeship schemes. Elsewhere, the emphasis was on the reorganization of existing systems through a redistribution of responsibilities frequently inspired by a desire to decentralize.

Many of the programmes implemented during the report period are aimed at reintegrating unemployed persons into working life and, more generally, helping members of all disadvantaged groups to find employment.

Gradually, training programmes based on an introduction to the new technologies are being brought in across the board - a policy followed by many national education systems. This involves revising curricula on the basis of the new skill requirements for each occupation. The importance attached to this aspect of a worker's skills can be expected to increase substantially over the coming years.

Development of the situation in the Member StatesBelgium

As far as vocational training and occupational integration are concerned, 1988 was essentially a year of development for the various possibilities offered by the measures taken in 1987. These related to training in the occupations pursued in an employed capacity - known as industrial apprenticeships, the employment-training agreement establishing a system of linked work and training for young people between 18 and 25, apprenticeship firms approved by the relevant language-community Ministers, the French-language Community's training periods agreement which offers practical experience to young people training as heads of undertakings under the auspices of the Ministry for Small Businesses, and finally the adult vocational training system also falling under the umbrella of the French-language Community.

To these measures should be added those encouraging the training of unemployed persons indirectly. These include in particular the arrangement whereby a person who has been drawing unemployment benefit for at least a year may, with the approval of the unemployment benefits inspector, attend higher education courses whilst retaining entitlement to unemployment benefit. Mention should also be made of the assistance available for self-employed persons and small and medium-sized businesses, and of the opening of part-time education centres for young jobseekers (whether in receipt of benefit or not) between 18 and 25.

The year under review also saw the implementation in various sectors of measures to promote the training and employment of women. Notable in this context is the operation to promote industrial apprenticeships for girls over 16 in the metalworking, mechanical and electrical engineering industries.

Finally, 1988 may also be seen as an epoch-making year in the field of training and occupational integration in the sense that, for the first time in the history of multisectoral agreements, the two sides of industry devoted a major chapter of the agreement to the training of young people. This chapter included a commitment to finance such training partially by means of a levy on firms.

### Denmark

The Danish Government is currently preparing an overall reform of the structures and content of basic vocational education, apprentice training and the management of vocational schools. Two draft laws (one on vocational training and the other on vocational schools) have been tabled in Parliament and should be adopted in the spring of 1989.

The draft law on vocational training aims to set up a single-stream training system comprising a basic structure and a common framework for apprentice training, basic vocational education and the basic training of technicians.

The draft law on vocational schools aims to establish new rules to govern the legal status, organization and management of vocational schools (management structure, financial management, etc.). In particular, the new system of financial management is founded primarily on the principle of a subsidy set by law and intended to cover direct teaching costs. This subsidy would be calculated in proportion to the numbers of pupils undertaking the relevant types of training each year.

Finally, it should be noted that, following on the 1987 Law on the training of advanced technicians, the Government is in the process of drawing up new rules regulating the examinations, management and content of training for such technicians.

#### Federal Republic of Germany

In the course of 1988, the number of applicants for apprenticeship places fell significantly (by around 10 %), whilst the number of such places available through the employment agencies was much higher than in 1987. These two developments can both be ascribed to demographic trends, with a steady decline in the number of young people matched by attempts on the part of employers - fearing the consequences of this trend - to attract applicants by offering them more places.

The majority of unfilled training places are to be found in the most economically developed regions, whereas other regions invariably have a surplus of applicants.

Aside from regional differences, it is also worth noting that the greatest shortage of applicants is to be found in the more "manual" trades, whilst the number of applicants continues to exceed the supply of places substantially in the majority of service sector occupations.

As far as young women are concerned, the chances of finding an apprenticeship place continue to improve. It should also be pointed out that the main reason why they experience greater difficulty in this respect than men lies in the fact that they frequently restrict their choice to an excessively limited number of occupations.



For this reason the Federal Ministry for Education and Science is planning to launch an information campaign covering the period 1989-91 to encourage a broader range of occupational choice on the part of girls and young women.

The Minister also incorporated in the 1 January 1988 Employment Promotion Law a programme to promote the vocational training of disadvantaged young people. This programme is aimed primarily at providing a training for former special school pupils, pupils leaving lower secondary schools without any certificate, young foreigners and the other categories of disadvantaged young people.

#### Greece

During the year under review, the Ministry of Education implemented a broad panoply of measures in the field of education and training. In particular, courses in computer studies were provided in 150 schools following the organization of training seminars for the teachers involved. To date, courses in programming have been introduced in 27 technical upper secondary schools. Mention should also be made of the preparation and trial implementation of a programme of vocational guidance initiatives within the framework of PETRA. This programme, involving ten schools, is being conducted under the supervision of its designers, the Ministry of Education and Religious Affairs, the Manpower Office (OAED) and the Secretariat-General for Youth Affairs.

In the field of further training, the OAED placed the emphasis on certain programmes for workers, above all in the sectors affected by the introduction of computers.

The programmes available to date relate to the training of specialists in computer-assisted design (CAD), the training of accountants in the use of computers and an introduction to office automation for clerical staff.

In 1989 the OAED is planning to open new computer studies sections for workers and unemployed persons in the major provincial towns (Thessaloniki, Patras and Larissa).

Throughout the year under review, the OAED's training services stepped up their efforts to inform young people of the training and guidance opportunities open to them. At the same time, a programme of active careers guidance for young people reaching the end of their nine-year period of compulsory schooling was set up and benefited some 3 000 young people during the year under review.

#### Spain

The most significant development during 1988 was the promulgation of two Orders on the organization of vocational education by the Ministry of Labour and Social Security. The first (dated 22 January) covers the national training and occupational integration plan (PLANFIP) and the adult training courses to be given in the centres cooperating with the National Employment Office (INEM), whilst the second (dated 29 March 1988) regulates the curricula of the workshop schools and linked work and training centres (Casas de Oficios).

A Ministerial Order was adopted on 22 January repealing the Order of 9 February 1987 which had regulated continuing training until then. This Order makes major changes designed to bring the rules into line with the

guidelines desired by the European Social Fund for 1988. It also improves the management of training and occupational integration operations by means of better coordination and increased administrative flexibility.

Finally, this Order also strengthens provision in the field of instructor training, the special programmes for young people, the long-term unemployed and women, encourages adult training in firms, increases the average duration of courses by incorporating modules on the new technologies, increases the number of scholarships and grants for certain students, and increases the involvement of the two sides of industry in the management, operation and monitoring of the PLANFIP.

For its part, the Order of 29 March regulates the activities of workshop schools and centres for linked work and training. These provide programmes of linked work and training intended to combat youth unemployment by improving the qualifications of unemployed people under 25. Preference is given in this context to operations also fostering employment in work connected with the restoration and promotion of the architectural, cultural or natural heritage, urban renewal, the improvement of the quality of life and the revival of craft workshops through the introduction of new technologies.

#### France

The two keystones of the Government's policy with regard to vocational training are the fight against inequalities and the need to equip the French economy to meet the challenge of the single European market.

These two concerns match those of nearly all involved in the vocational training process, having long formed the object of a broad consensus and constituting a prime field for collaboration at all levels.

As regards efforts to promote the employment of young people, very substantial progress was made during 1988 in developing linked work and training programmes for young people in difficulty. Efforts to modernize the apprenticeship system also continued, in close cooperation with the regional authorities, with a view to transforming it into a fully self-contained training path complementing rather than competing with technical education.

With a view to facilitating the reintegration into employment of the long-term unemployed, the Government also stepped up the operations aimed at this group. The new training formulas introduced by the Law of 10 July 1987, taking the form of linked work and training contracts/periods, rapidly achieved a real measure of success (tripling the number of participants).

The two sides of industry made training opportunities available for all jobseekers in the context of implementation of the agreement of 30 December 1987 reforming the UNEDIC unemployment benefits scheme. The training of jobseekers is encouraged in order to speed up reintegration into employment and shorten periods of unemployment. Tripartite agreements have been concluded to this end between central government, the regional authorities and the associations administering training provision.

The year under review also saw the introduction of new arrangements for the payment of trainees permitting harmonization with unemployment benefits. These new arrangements took the form of a training/reintegration allowance (AFR) established by a collective agreement on unemployment insurance concluded on 26 February.

Operations aimed specifically at certain of the most disadvantaged groups were initiated in July. These include occupational integration, reintegration and training measures aimed at handicapped persons, refugees, immigrants, French nationals of Moslem origin (especially those of the second generation) and convicts (a measure deriving from the reform of the penal system).

The instruments establishing the training credits system are in the process of being drafted. The aim of this system is to enable any person who left school early or was unable to attain the level he/she could reasonably have expected within the framework of initial training to take up the learning process again. Such an objective can, however, only be achieved by stages. The main effort will initially centre on young people leaving school without a certificate, but new opportunities will also gradually be made available to persons who are already working.

Special attention was also devoted to the fight against illiteracy during the report period, owing to the discovery that very large numbers of people are afflicted by this problem, including the young - some 9% of each age cohort.

The efforts undertaken by companies have grown steadily since 1972 in spite of the slowdown in economic growth. The real rate of employer contribution towards the funding of training is estimated at 2.54% of the wage bill for 1987. To encourage this trend, the Government pursued a policy of incentives in 1988 for employers in certain sectors such as the engineering, building, furnishing, textiles, clothing and paper and board industries. In addition, a second strand was added to the programme of support for investment in training - tax credits for training.

The year under review also saw preparations for renewal of the plan agreements between the national and regional authorities for the period 1989-93 and the regional prefects received their negotiating brief. The main elements of this brief in relation to vocational training are as follows: the development of aids to decision-making (regional monitoring units, mechanisms in support of advice and information provision), strategic action programmes for the regions, the modernization of training facilities, a reform of apprenticeship training and specific programmes implemented for the Adult Training Agency (AFPA).

Finally, a series of calls for tenders from training bodies and firms in relation to the establishment of multimedia training programmes, the development of instructor training, innovation in the use of new technologies in training and the development of progress and skill assessment mechanisms were published. This initiative has made a definite contribution to adapting and modernizing the French training system.

#### Ireland

The main event of 1988 in relation to vocational training was the establishment on 1 January of the Labour Services Authority (FAS - An Foras Aiseanna Saothair). This body was set up under the Labour Services Act (1987) to bring together the work of the three former organizations - AnCO (the National Training Authority), the Youth Employment Agency and the National Manpower Service.

During the year, a total of 44 860 participated in training courses run in FAS training centres or contracted out by FAS to external trainers, an increase in activity over previous years. In addition, FAS provided employment opportunities for approximately 11 600 persons who were long-term unemployed and a further 2 100 persons under 25 benefited from participation in Teamwork Schemes.

The FAS has drawn up and implemented a streamlined, integrated and rationalized structure. The country has been divided up into ten autonomous regions with the aim of providing locally based services in tune with local needs, and each region has produced a regional plan for 1989.

In mid year the North East Enterprise Pilot was set up to test out a new integrated approach involving the provision of a more tailored response to unemployed individuals and community groups. Based on this experience, a nationwide programme will be introduced in 1989.

In October, following consultations with FAS and other interested bodies, a "new deal" for early school leavers was launched by the Ministers for Labour and Education. FAS will deliver 2 400 places for the most unqualified group in 1989, and an additional 2 000 places for those with Intermediate/Group Certificate level qualifications.

Substantial progress has also been made on extending the range of certification arrangements across all FAS programmes.

Finally, FAS has developed an integrated programme specially designed for areas of acute deprivation. The programme involves collaboration on enterprise and the promotion of enterprise with all State agencies and local voluntary bodies and groups in the designated areas. It is initially being run on a pilot basis in the Tallaght area of County Dublin.

Italy

The programme of the Fund for the Reintegration of the Unemployed ("Fondo per il Rientro dalla Disoccupazione") has been finalized. For the period 1988/89, it provides for the funding of employment support projects for the disadvantaged groups and projects aimed at breaking up periods of long-term unemployment for all groups of unemployed persons. The total budget for this period amounts to LIT 1 600 000 million.

The year under review also saw a major reform within the framework of the Ministry of Labour. The commune placement offices were abolished and replaced by some 500 area offices, each covering a particular employment catchment area. These offices are administered by tripartite boards and are intended to provide a more effective link with the labour market. Regional employment offices have also been set up. There are 21 such offices and their role is to act as the executive bodies for their respective regional employment boards.

At regional level, given the radical worsening of the situation in the Mezzogiorno in recent years, the local authorities have endeavoured to lessen the impact of the poor economic outlook on the job market for young people. Work on the implementation of the De Vito Law of 1986 therefore continued in 1988, and subsidies totalling LIT 500 000 million were granted. In addition, since 1986 the Mezzogiorno has benefited from a special programme of state support to promote two-year employment-training contracts and encourage their conversion into permanent jobs. Finally, a three-year plan to promote the employment of young people for 20 hours a week was launched in 1988, with an annual budget of LIT 500 000 million. Participants will receive a wage of LIT 500 000 per month and benefit from an initial introduction to working life.



Luxembourg

The report period saw a continuation of the process of reforming vocational training policy in the Grand Duchy. The central aim of this process is to bring technical secondary education more closely into line with market needs. The Government is endeavouring to identify these needs more clearly and provide better educational and vocational guidance for pupils. The current mismatch between supply and demand is most evident in the craft and industrial sectors. Steps have therefore been taken to encourage close collaboration between technical schools and firms.

An overall reform of the training for certain occupations was also adopted in the course of 1988. The trades of tiler, metal roofer, construction carpenter and insulator were grouped under the heading of "roofing trades". The first year of apprenticeship will in future be common to these four trades, with the more specialized matters not being tackled until the second year. Training in the horticultural trades was also reorganized, with the first year in future to take the form of full-time vocational education.

Netherlands

The crisis in the 'seventies saw a sharp decline in the number of persons on apprenticeship contracts (generally combined with a contract of employment). Thanks to the joint efforts of the public authorities and the two sides of industry, this situation was turned around as the result of an operation aimed at doubling the number of apprentices as compared with 1982. In essence, this goal was achieved. Given present demographic trends, however, the number of apprentices is likely to decline again unless new

target groups can be reached. With this in mind, the authorities and the two sides of industry are making a combined effort to encourage the members of cultural minorities, women and girls - and indeed adults in general (both employed and unemployed) - to join apprenticeship programmes.

As regards vocational education, a far-reaching reform has been initiated in the context of the "Collaboration and Reform in Upper Secondary Vocational Education" operation (SVM - Samenwerking en Vernieuwing Middelbaar Beroepsonderwijs). The aim of this reform is to establish large-scale establishments covering a range of sectors and capable of providing both short and long courses. These establishments will enjoy a greater measure of educational autonomy in the sense that they will be able to decide for themselves the range of programmes they are to offer. They will also enjoy greater financial independence.

As regards adult education and training, the Law on Employment stipulates that responsibility will lie with the tripartite directorate at national and regional levels in relation to vocational courses. Young people will, however, also be able to attend. The Framework Law on adult education governs the planning of all adult education provision. The role of placement is also taken into account.

In conclusion, mention should also be made of the Guaranteed Work for Young People Plan (Jeugdwerkgarantieplan), which is still under discussion. The basic aim of this plan is to give young people the opportunity of acquiring work experience, but participation in vocational training (apprenticeships and ordinary education and training courses) will also be encouraged.

Portugal

The Portuguese Government continued to lay considerable stress on the question of vocational training in 1988. It should be noted in particular that the broad guidelines set out in the medium-term plan (approved at the end of the year) provide for substantial investments in this field.

Amongst the legislative texts adopted in the field of vocational training, mention should be made of the Decree-Laws of 7 July and 23 November. The former regulates the legal situation of persons no longer within the educational system participating in vocational training operations and lays down their various rights and obligations. The latter amends the 1984 Apprenticeships Law with a view to improving the functional efficiency of the apprenticeship system's organizational structure. It also makes changes in the training grants scheme for apprentices, certain of the funding arrangements and the structure of curricula with a view to achieving a greater measure of flexibility in general education content.

As regards relations with the European Social Fund, the structure and organization of the relevant department were revised and on 15 June a Ministerial Order was published setting out the priorities to be followed, both for training operations to be financed with the assistance of the ESF and for operations to be supported under national legislation. The purpose of this Order is to lay down a clear policy framework for vocational training in Portugal.

As regards the state education system, the year under review saw the National Education Council start work with a view to applying and refining on the provisions of the Basic Law on the education system (Law No 46/86 of 14 October 1986).

In addition, Decree-Law No 397/88 published on 8 November established within the Ministry of Education an Office for Technical,

Artistic and Vocational Education responsible for planning and coordination work in relation to all provisions in these fields outside higher education.

Finally, an interdepartmental committee comprising representatives of the Ministries of Education, Employment and Social Security has been given the task of launching a scheme for the setting-up of vocational schools at local level. The purpose of these schools will be to foster the vocational preparation and qualification of young people. The vocational preparation stage will be aimed at young people who have either completed the sixth year of schooling (second stage of compulsory education) or have left the third stage early and are under 18 years of age. The qualification stage will be open to young people who have either completed the third stage of compulsory education (ninth year) and wish to undertake studies directed towards the world of work or have completed the vocational preparation stage.

#### United Kingdom

In 1988, the Training Agency (TA) continued to direct national developments in vocational training in order to achieve the main objectives of the New Training Initiative (NTI). Several schemes have been activated within this framework.

In the field of vocational qualifications, a National Council has been established and is making progress in its task of approving qualifications on the basis of skills required in work. To this end, the Training Agency is conducting a national programme to develop standards of competence defined by industrial bodies. It is taking steps to incorporate the new standards-based qualifications into its Youth Training Scheme (YTS) and Employment Training Programme.

The two-year Youth Training Scheme, launched in April 1986, provides 16-year-old school leavers with two years' basic occupational training (one year for 17-year-olds), each offering the opportunity to obtain a recognized vocational qualification or credit towards a qualification. Around 400 000 young people received YTS training in 1987/88. The main theme during the year was the continuing drive to improve its quality. YTS, which includes both employed and unemployed young people, is increasingly being established as the normal route from school into work.

In 1988, a new training programme was introduced to provide adults out of work for six months or more with up to one year of training. It is a programme of planned and supervised training designed to meet the individual needs of unemployed adults and help them to acquire the skills and experience they need to compete for jobs. The programme will offer participants a chance to obtain a recognized vocational qualification or credit towards a qualification. Employment Training is designed to replace a number of existing programmes including the Community Programme and the Job Training Scheme.

The Training Agency has promoted awareness of the benefits of training and sponsored in 1988 the first National Training Awards for Employers. It also continued to negotiate with colleges of further education to draw up agreed development plans for their work-related provision (NAFE) to help link it as closely as possible to labour market needs.

An initiative aimed at enterprise in higher education was launched in December 1987 to enable higher education to produce graduates with greater qualities of enterprise.

Chapter IV

SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS

Multi-sectoral social dialogue at Community level

By far the most outstanding event of 1988 was the active continuation of the talks between workers' and employers' organizations at Community level fostered by the Commission.

The two working parties set up on the basis of the conclusions of the meeting held at Val Duchesse on 12 November 1985<sup>1</sup> met on a number of occasions during the year.

The "Macroeconomics" Working Party met three times under the chairmanship of Mr Schmidhuber:

- on 26 February and 28 June, the working party discussed the economic situation, development and prospects of the Community and growth and the completion of the internal market;
- on 6 December, the working party examined three Commission documents: the 1988-89 Annual Economic Report, investment factors and differences in the level of wage costs; while welcoming the positive trend in the Community economy, the two sides of industry did not feel that a joint opinion should be drawn up.

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<sup>1</sup> Social Report 1985, point 94.

Under the chairmanship of Mr Manuel Marín, Vice-President of the Commission, the Working Party on "New Technologies and Social Dialogue", meeting on 11 April, 5 July and 28 October, continued its detailed examination of questions relating to flexibility and adaptability of the labour market and the search for points of alignment in this area, so that at the end of the meeting on 9 December the representatives of UNICE, CEEP and the ETUC were in a position to finalize a draft joint opinion concerning the new technologies, organization of work, adaptability of the labour market.

That draft opinion was submitted to the deliberating bodies of the three organizations with a view to its adoption. The ETUC Executive Committee considered that it could only be accepted by the trade union organizations if those satisfactory compromises were reached on certain specific points and proposed to UNICE and CEEP, which agreed, that the dialogue be continued.

#### Social dialogue at sectoral level

At sectoral level, the social dialogue was stepped up in the transport, agriculture, fisheries and industry sectors and expanded in the services sector.

In the case of certain sectors, particularly transport, agriculture and fisheries, the Commission invited delegates from representative trade union organizations not affiliated to the ETUC to take part in the work of the committees.

The Joint Committee on Road Transport approved the proposal for a directive on uniform procedures concerning the application of social regulations, but rejected the proposal for a Regulation amending the said regulations.

The Joint Committee on Inland Waterways adopted an opinion on the proposal for a regulation on structural improvements in inland waterway transport, particularly as regards social support measures.

The Joint Committee on Railways adopted opinions on the reorganization of railway undertakings, the development of railway infrastructures and the development of multimodal transport.

The Joint Committee on Maritime Transport held its inaugural meeting and concentrated mainly on an evaluation of the study "A social Survey in Maritime Transport", prepared by the Maritime Economic Research Centre and published by the Commission.

Discussions were held with management and labour in the civil aviation industry with a view to setting up a joint committee for this sector in 1989.

In agriculture, the joint committee concentrated on the health and safety Directives. Harmonization of working hours (particularly in Portugal) and the equivalence of qualifications also occupied its attention. From a practical point of view, the committee concluded a survey of producers and published statistics on collectively agreed working conditions in this sector.

In the hotel and catering industry the informal working party discussed the conclusions of the survey on employment and work in this sector carried out on behalf of the Commission.

The sugar sector took note of all the latest Community developments, particularly the Directives on sweeteners, labelling and the new Lomé forecasts.



The Joint Committee on Social Problems in the Fisheries Sector has been developing specific programmes on vocational training, safety at work and medical assistance.

An important seminar was organized in Seville in 1988. The participants included public administrators, civil servants, vocational instructors and experts from 11 Community countries, as well as 20 employer and trade union members of the Joint Committee on Social Problems in Sea Fishing.

The seminar analysed the vocational training programmes developed in the last five years and debated vocational training priorities for the future with a view to influencing Community action in this field.

More than 15 proposals were approved and transmitted to the Secretariat of the Joint Committee for further examination and action.

In the course of 1988, four new ad hoc working groups were set up to examine the following points:

- social consequences of the common fisheries policy
- internal market and fisheries
- social consequences of sea pollution
- international conventions.

The two sides in the shipbuilding industry held extensive talks on all the industrial, regional and social aspects of the restructuring of shipyards and made joint representations to the Council of Ministers calling for the adoption of the specific programme of social support measures.

The two sides in the construction industry assessed with the organizers the interim results of demonstration projects selected for the EUROTECNET Network in that sector.

In the services sector informal working parties have been set up on a very flexible basis and provide important contributions in the area of industrial relations. The Working Party on the retail trade worked throughout the year on training and its work led to an agreement which it is generally felt heralds the era of European collective agreements.

A new working party was set up in the insurance sector, at the same time as the study on the influence of information technology and the Single Market on employment and qualifications in this sector. This working party joins that already operating in the banking sector; together they form a "financial services" bloc which represents approximately 5% of employment in Europe.

### Collective bargaining and industrial relations

#### Trends in the Community

Going beyond differences attributable, depending on country, to the effects of economic and technological constraints, the development of the labour market and the role and economic policy of the public authorities, the collective bargaining process showed its vitality in the various national contexts during the year under review.

Naturally, traditional matters such as wages (wage negotiations were held against a much improved economic background and witnessed the development of arrangements linking part of remunerations to the profitability of the undertaking) and working conditions generally remained at the centre of the collective bargaining process.

At the same time, however, there is a convergent trend for collective bargaining to extend to new areas: employment, the adaptability of the labour market, work organization, technological innovation, efficiency of the undertaking, vocational training, the occupational integration of young people, etc.

The speed of this process varies according to the specific situation in each Member State and gradually produces changes in attitudes and behaviour on the part of the parties involved.

Collective bargaining has confirmed its full potential as a flexible, free and rational method of social regulation in our advanced industrial societies and is also showing itself capable of dealing with economic, productive, technological and socio-cultural changes by avoiding major industrial disputes.

As regards the structure of collective bargaining, while there is indeed a trend towards decentralization, one should however acknowledge the coexistence of several levels of negotiation, the proper coordination of which is a matter for the social partners themselves.

The social partners attempt to define what could be termed "new rules of the game" which will lead to the emergence of behaviour patterns consistent with economic, productive and technological constraints and safeguard the basic rights of workers. On these occasions, they devote increasing attention to the objectives of Community economic and social policies.

Development of the situation in the Member StatesBelgium

During the first few months of 1988, the two sides of industry examined progress on the implementation of the multisector agreement of 7 November 1986, which concerned three points: the promotion of employment, general application of the 38-hour working week, and the raising of the minimum wage. The National Labour Council found that about 86% of workers were actually covered by the agreement.

As this agreement was in force only for the period 1987-1988, the two sides of industry began negotiations in June on a new agreement for 1989-1990. These negotiations revealed differences of opinion but the agreement was signed on 18 November and its main points are an increase in the minimum wage, greater efforts regarding vocational training, the possibility of early retirement for all at 58, and increased unemployment benefits for the elderly unemployed.

The conclusion of multisector agreements in 1986 and 1988 does not however mean a return to absolute freedom of negotiation. A law "safeguarding the competitiveness of the country" still allows the government to intervene in wage formation when competitiveness is threatened, although this option is subject to a number of conditions.

Although the 1989 budget was prepared without official consultations with the two sides of industry, they made their positions known in a number of statements. The trade unions reacted fairly positively, while the employers expressed their concern that the savings proposed were inadequate.

The law of 7 December 1988 brought in a tax reform and lightened the tax burden on earned incomes. The two sides of industry were not consulted officially on the draft law, but the trade unions adopted a generally positive attitude to this reform. In contrast, the employers felt that it simply represented a shifting of the tax burden to the detriment of firms.

As regards industrial disputes, the last few months of 1988 were characterized by extreme discontent among the 800 000 or so public service employees and many strikes broke out. After difficult negotiations, provisional agreement between the government and the unions was reached at the beginning of December. The agreement provides for pay increases of some 3% in 1989, but the unions are calling for further negotiations for 1990.

Finally, it should be noted that on 7 November the National Labour Council began discussions on the social aspects of the 1992 European Single Market.

#### Denmark

In 1987, tripartite meetings had produced some results in supporting government decisions to help Danish export industries and in improving the unemployment income situation.

During 1988 they have focused on a proposal for a pension reform put forward by the Social Democratic Party and the unions. This reform proposal may lead to both improvements in the pension system (sought by the trade unions) and increased savings (sought by the government). Nevertheless, the possibility of compromise on this issue is being undermined by opposition to the fact that the trade unions may play a leading role in the management of pension funds on the grounds that it would lead to an indirect form of socialization.

On the labour market, 1988 has been characterized by the absence of political strikes for the first time since 1981.

#### Federal Republic of Germany

Unemployment and flexibility of working time were the main sources of conflict between the two sides of industry in 1988. In the course of the year, the question of how the single European market would influence economic and social development became more and more important. The main focus was (and still is) on the issue of social standards and codetermination in a united Europe. The unexpectedly favourable economic trend leading to above-average economic growth and further increases in workers' incomes was the main reason why there were no dramatic conflicts or tensions.

On 24 February 1988, the Federal Government called a "Ruhr area conference" during which it agreed to release subsidies totalling DM 1 000 million to create replacement jobs in the affected regions. In addition, the Federal Government announced investments by the Federal Post Office in those regions totalling some DM 500 million. Employers' associations as well as trade unions considered this conference to be a great success. It is estimated that about 50 000 new jobs will be created. After the failure of the so-called "Concerted Action" in 1977, this was the first tripartite conference where economic policy measures were agreed.

Most of the negotiations on collective agreements had already been concluded in the first or second quarter of 1988. Negotiations have mainly focused on wages and working time. The public service finally reached an agreement with the government, leading to wage increases for 1988, 1989 and 1990 as well as a reduction in weekly working time (39 hours from 1 April 1989 and 38.5 hours from 1 April 1990).

Similar agreements on wage increases and reductions in working time were also reached in other industries and in the banking sector.

Another issue has been the question of production on Saturdays and Sundays. In many large manufacturing firms, agreements between works councils and management led to working time arrangements allowing the undertaking to make continuous use of the available capacities, including Saturdays, although the issue is still very controversial.

On the social problems related to the establishment of a single European market, a national conference on Europe, organized by the Federal Government and chaired by the Federal Chancellor, was held on 6 December 1988. Representatives of industry, trade unions and other associations reached agreement in principle not to use the single European market as a pretext for abolishing workers' rights or abandoning protective standards in the Federal Republic of Germany.

### Greece

The wage freeze introduced in 1985 as part of the policy of stabilization adopted by the government to remedy serious macroeconomic imbalances<sup>1</sup> came to an end, as planned, on 31 December 1987.

A multisector collective agreement was therefore signed on 26 January 1988, without recourse to the compulsory arbitration procedure, by only the Confederation of Greek Workers, the trade union confederation whose views most closely approximate those of the Socialist Government. This agreement increases wages by 4% by way of automatic pay indexation and 5.5% to compensate for losses incurred by workers during the years of austerity. It also contains provisions on the training of trade unionists and calls for agreements on health and safety.

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<sup>1</sup> Social Report 1985, point 101, and Social Report 1987, point 103.

However, the novelty of this agreement lies in the approval by its signatories, on the government's initiative, of a call for the development of a social dialogue linked to productivity. Pay would be linked within undertakings to increases in productivity. This initiative was criticized by non-signatory trade union organizations, who fear that, by this means, the pay indexation system will be abolished.

In the public sector, however, the government attempted to abolish this automatic linking of wages to productivity. This gave rise to certain disputes, particularly in electricity generating undertakings.

Industrial relations were further marked by a law providing for the introduction of works councils in firms with more than 50 employees.

Moreover, in the current discussions on the reform of the law on collective agreements, the government stressed the need to reduce the role of the public authorities and declared its intention of not using in the 1989 negotiations the provisions of Law 3239/55 on compulsory arbitration, the repeal of which is still pending.

### Spain

Collective negotiations were held in the absence of a framework agreement. It had not been possible to conclude such an agreement because of the deep divisions between the trade unions and the public authorities.

With a view to these negotiations, trade union demands centred on wage increases, reduction of the working week to 38 hours, the development of wage and investment funds capable of turning productivity increases into new jobs, and improved protection for workers. For their part, the employers proposed wage increases of between 3 and 5%, but stated their opposition to opening negotiations on investment funds.



The ground for this refusal was that there is no legal reference framework for such negotiations.

In the private sector, collective agreements produced an average wage increase of 5.28% and in many cases provided for wage adjustments in line with the consumer price index. In the public sector, the government decision to grant 4% wage increases gave rise to tensions among the trade union organizations representing public service employees.

Relations between the government and the trade unions became strained. This situation is due to differences of opinion on wage restraint, social expenditure, employment of young people, and on the nature, role and powers of an economic and social council which the public authorities are planning to set up.

Employers' organizations declared their readiness to open negotiations with a view to reaching agreement on the participation of employees in the management of private sector undertakings and relations were re-established between the two trade union organizations.

Following the general strike on 14 December, the government announced that it was withdrawing the plan for the employment of young people and renewed its invitation to a tripartite meeting, whereas the trade unions want only a bilateral meeting with the government.

### France

As regards collective bargaining, the most important agreement at national and multisectoral level, apart from a new agreement on unemployment insurance in February, concerns the problem of technological changes (13 September).

At Industry level, the reorganization of working time was the subject of agreements in the wholesale wine trade (27 June), the catering sector (2 March 1988) and in the kaolin industry (31 March 1988).

Finally, as this year the question of wages was a central issue after the summer break, the Government wanted the two sides of industry to use the overall improvement in the economy to redefine the bases for these negotiations.

The reversal in the first half of 1988 of the decrease in the number of industrial disputes observed for some years is an important factor. The overall figures (a monthly average of 80 400 strike days at the beginning of 1988 compared with 42 700 for the same period in 1987) are explicit in this regard.

In September, the situation came to a head in the public sector, where employees had suffered a reduction in purchasing power. The unrest was limited to the public service sector (prison officers, RATP, SNCF, PTT and particularly nurses) and the main aim of all the action taken was the restoration of purchasing power. These events reveal the decisive role that low-paid non-union employees can play. They took the initiative and called on the unions to help them to assert their demands where they are not themselves organized "on a coordinated basis" in the same way as nurses and prison officers.

#### Ireland

As far as pay bargaining is concerned, the rates suggested in the Programme for National Recovery and concluded in October 1987 (between 2% and 3%) appear to be applied almost universally. Although localized collective bargaining continues in the private sector, it seems that (in over 95% of all cases) there is an automatic application of the increases put forward in the Programme for National Recovery.

Moreover, among negotiations on issues other than pay, several agreements have been concluded at company level on productivity and flexibility.

In the public sector, the Government is striving for greater rationalization, which would enable the number of public service employees, and hence the budget deficit, to be reduced. A plan was in operation during 1988 which combines manpower reductions with a certain number of people taking early retirement (with compensation). Similar plans have also been put into effect in the private sector.

The Programme for National Recovery has led to a continuing improvement in the industrial relations climate and the numbers of strikers and days lost through industrial action were at their lowest levels for 25 years.

Finally, mention should be made of the proposals on industrial relations made by the Department of Labour in February 1988. The proposals provide for changes in trade dispute legislation covering such issues as picketing, secret ballots and injunctions. There will also be a restructuring of the official dispute-settling institutions including the establishment of a new Labour Relations Commission.

### Italy

Collective bargaining operated in certain major public sectors and in the private sector of industry and the distribution trade, where it took place mainly at company level. It covered principally problems of technological innovation, working conditions and the formulation of criteria linking pay to productivity or the profitability of the company.

In the public sector, the Government recognized the need to introduce certain criteria for pay increases, stimulate productivity and

Improve the quality of services. It proposed certain wage incentive mechanisms.

In the private sector, the intention of employers to introduce or extend the proportion of variable pay generally linked to profitability brought negative reactions from certain trade unions. These reactions even led to divisions among the trade unions in certain major national companies.

Multisector bargaining was stepped up during the second half of the year.

First of all, the agreement in the craft sector provides for the introduction of an income support fund where undertakings are facing difficulties, the promotion of positive measures for female employees and the establishment of specific forms of trade union representation of employees.

An agreement for small and medium-sized undertakings made possible a number of improvements to the existing rules on training/work contracts, laid down a minimum number of hours of work per year and introduced joint committees for vocational training.

Finally, the multisector agreement for private industry of 18 December also established new rules on training/work contracts. The new provisions include differing lengths of training, more restrictive conditions for applying these contracts, fixed remuneration and the introduction of a bilateral technical committee whose task is to set up joint bodies responsible for planning and promoting vocational training activities.

Moreover, aided by the good relations between the two sides of industry, talks began on amending specific aspects of the industrial relations system: a definition of respective powers at the various levels of agreement, the introduction of technological innovations, the identification of criteria for the representativeness of trade unions and the

reform of the wage Indexation system. It is now established that meetings will be held on these different topics from the beginning of 1989.

Likewise, in the public sector, multisector negotiations achieved an important result with the overall agreement reached in July: It covers questions such as increased productivity, greater recognition of skills, equal treatment of men and women, vocational training, etc. ...

### Luxembourg

Of the collective agreements renewed in 1988, mention should be made of the steel industry agreement. It provides for wage and salary increases of 1.5% on 1 January 1988 and 1% on 1 January 1989, the payment of a productivity bonus amounting to 1% of gross annual wages or salary on 30 June 1988 and of a similar bonus of 0.5% on 30 June 1989 and finally the payment of a share of gross company profits for 1988 and 1989 (depending on the size of those profits, the share is between 0.83% and 2.50% of annual income).

The new collective agreement in the construction industry provides for wage increases of 7% over three years, i.e. 3% on 1 May 1988, 2% on 1 January 1989 and 2% on 1 January 1990. The new agreement also introduces from January 1989 an end-of-year bonus amounting to 3% of gross annual wages.

Finally, mention should be made of the conclusion of collective agreements for the employees of three supermarket chains. This is a new development on the collective agreement front in Luxembourg.

Generally speaking, there is a growing tendency in Luxembourg to take account of productivity or seniority: performance bonuses, tonnage bonuses, turnover payments, seniority payments, single end-of-year bonuses, productivity bonuses, to which should be added the establishment of the thirteenth month and holiday pay as fixed components of remuneration.

In the public service, an agreement between the Government and the trade unions led to a 1% increase in the wages and pensions of public service employees and an increase in family allowances from 1% to 7.2% from 1 January 1988.

Finally, mention should be made of the growing number of disputes brought before the National Conciliation Office. It should also be noted that they were resolved by means of conciliation agreements without the need for strikes.

### Netherlands

Although the Dutch economy has progressed very favourably, the major problem remains the high unemployment rate (around 10%) which the growth in employment over the last few years has been unable to offset. Apart from the fight against unemployment, reform of the tax system and revision of health care insurance are central issues in the socio-economic field. On 21 October 1988, discussions were held between representatives of the Government, workers and employers on income trends, the minimum wage, the problem of long-term unemployment and wage restraint.

The trade union representatives pointed to the need for greater alignment of the incomes of private sector workers, public sector employees and persons receiving social benefits. The Government undertook to improve the incomes of the latter category by granting them an extra HFL 200 million in 1989. The positions of the different parties regarding the way in which to reduce the costs of the minimum wage were diametrically opposed. It should be noted, however, that they all recognize the need for such a reduction.

The three parties acknowledged the seriousness of the problem of long-term unemployment and considered it unacceptable, from a social and economic point of view, that of the 650 000 unemployed, some 300 000 should have been out of work for more than two years. They also recognized the need for wage restraint as the Netherlands exports some 60% of national output. Moreover, such restraint is considered necessary in the fight against unemployment and inflation. The trade unions, however, expressed certain reservations to the effect that they would accept wage restraint only if agreement was reached on the other points.

The results achieved by these discussions became known at the beginning of December.

As no agreement was reached on how to reduce the cost of the minimum wage, the choice was left to the Government and Parliament. By contrast, agreement was reached on the solution to the problem of long-term unemployment. Under this agreement, the Government is to grant a subsidy to enterprises for the purposes of job creation provided that such vacancies are filled by persons who are long-term unemployed. This agreement will be implemented through collective labour agreements or under the control of the regional employment offices, which are managed by the public authorities, employers and workers. In 1989, it is hoped in this way to find new jobs for 20 000 to 25 000 long-term unemployed persons.

Moreover, because of the stable political situation, there was no major change in relations between employers and workers.

Portugal

There were a number of major developments in 1988.

First, as from 2 November 1987, the General Confederation of Labour (CGTP-IN) took its place on the Standing Council for the Social Dialogue, thereby strengthening the fundamental role of this representative body in the social dialogue.

Next, a second social pact, i.e. an agreement on incomes policy for 1988, was signed by the various parties with the exception of the Confederation of Portuguese Industry and the CGTP-IN.

This agreement sets out the principles of incomes policy, in particular those of wages policy. The General Union of Workers (UGT) accepted that wage increases should remain moderate in real terms, in order to prevent excessive consumer spending, help the fight against inflation and encourage investment.

It proved difficult to observe this social pact during collective negotiations since in real terms inflation in 1988 had exceeded the forecasts in the pact. As the Government did not agree to adapt wages to real inflation, the UGT rejected the pact and declared its readiness to negotiate with the public authorities and employers on the basis of a compromise geared to the medium-term consequences of the completion of the Single European Market. This proposal brought no formal response from the Government.

The year under review will also be remembered for the growing links between the various trade union organizations and for the first general strike in opposition to the revision of the law on dismissals.



United Kingdom

During 1988, the number of days lost as a result of industrial disputes continued to fall despite significant disputes in the Channel ferry services, postal services and the National Health Service.

In April, one of the two principal cross-Channel ferry companies withdrew recognition from the seamen's union and sacked 900 of its members. Faced with financial ruin, the union withdrew its support for the strike which followed and the dispute petered out.

In the postal services, the first national dispute for seventeen years took place in September. The dispute snowballed at national level as local management sought unilaterally to bring in casual staff to clear the backlog of mail.

Similarly, and despite an imposed pay settlement in June, unrest has continued in the National Health Service, leading to strike action taken by groups of nurses.

While national-level collective bargaining continues to be the norm in many sectors, the Government has continued to encourage a move away from national agreements to local agreements. In the public sector, the local authorities have begun moving towards local bargaining as a result of the contracting-out of many services previously carried out by directly-employed workers. This shift to local agreements has also been made by a number of multi-plant companies, notably in the construction and engineering sectors.

CHAPTER V

WORKING CONDITIONS AND LABOUR LAW

Trends within the Community

There have been national institutions or bodies responsible for improving the quality of working conditions in the majority of Member States since the nineteen-seventies.

Some countries have since also introduced programmes relating to more specific aspects of this question, more especially health and safety at work.

Alongside the national bodies, there are also - in nearly all countries - private bodies and institutes sponsored by the employers' associations and trade unions which carry out significant work in this field.

The administrative structures of the national bodies vary quite widely. Some enjoy a measure of autonomy, whilst others are subject to the authority of a particular Ministry.

In general, their brief covers the quality of working conditions, the management of social change due to the introduction of new techniques and the raising of productivity levels.

Projects aimed at improving working conditions are under way in various sectors and at various levels in almost all the Member States . The results are actively disseminated through a variety of publications, events, publicity campaigns, exhibitions, information days, etc.

Debate in the field of working conditions currently centres on the development of flexibility in the organization of work and, more particularly, of working time. There is also considerable debate regarding the management of change - especially technological change - and the social effects of the development of new technologies.

Development of the situation in the Member States

WORKING CONDITIONS

Belgium

Collective Agreement No 42 of 2 June 1987 related to flexibility in the organization of work (working time, night work, work on Sundays, etc.) stipulates that, during an initial phase, flexible working arrangements should be drawn up by the joint committees at sectoral level, with arrangements devised at company level to follow in the second phase.

The number of sectors for which implementing agreements have been concluded remains very limited - the main exception being a major agreement concluded by the Ancillary Joint Committee for Salaried Employees, which covers some 250 000 such employees. Under this agreement, a choice of three working time regimes is offered:

- Sunday working for six Sundays each year;
- four ten-hour days per week;
- three twelve-hour days per week.

There has also been considerable growth in the volume of part-time work - up from 10% in 1983 to 16% in 1988. Approximately half of the workers concerned combine partial unemployment benefit with their wages - a right which is regularly called into question. Indeed, the two sides of industry are currently considering in a more general way the question of the extent

to which part-time employment should give rise to social security benefit entitlements. Since 1 October 1987, any part-time job, even one with a duration of less than two hours per day, is subject to the payment of social security contributions, but entitlement to benefit is conditional upon the performance of a certain volume of work.

The supply of temporary workers by private employment agencies is also on the increase in Belgium, with such workers now accounting for some 0.5% of the total.

Finally, the possibility of making the rules regarding night work for women more flexible is being discussed.

#### Denmark

The activities of works joint committees have centred on the problem of the information needed by the workforce in the event of the introduction of new technology and of the consequent change in company structures. Such information should contain detailed indications regarding the direction and content of the changes and the demands they will make in terms of training, retraining, relocation, etc. The joint committees must be closely involved in order to ensure that this work is well done on both sides and that the workforce is actively involved.

A new agreement has strengthened the employers' obligation to supply the employees with all relevant information concerning their working conditions and environment.

Mention should also be made of the spread (in both the public and the private sectors) of a managerial system based on an "enterprise culture", whose aim is to take advantage of the specific characteristics of the firm in order to achieve maximum flexibility in the organization of production processes and management methods. This also implies specially tailored

recruitment methods unhampered by the strict application of standard criteria, individual wage bargaining procedures with various forms of bonus and a higher degree of flexibility in working time including the possibility, within certain limits, of individual adaptation. Within this context trade unions are transformed into enterprise unions. New patterns of employment based on specialized labour and hiring on fixed-term and part-time contracts have been introduced in both the public and private sectors. All these forms of flexibility were previously unknown in the Danish labour market and were viewed with suspicion by the unions.

#### Federal Republic of Germany

The year under review saw a continuation of the pattern of collectively agreed reductions in the working week. In the steel industry the working week was cut from 38 hours to 36.5 hours with effect from 1 November (under an agreement expiring on 31 October 1990). For the first time in the public service - and in many industries and services - the working week was reduced to less than 40 hours. In most cases, this reduction - in conjunction with wage increases - was scheduled to take effect in stages: one hour less from the middle of 1989 and another half hour less from the middle of 1990. By the end of 1988, collective agreements providing for a working week of less than 40 hours covered in all some 14.6 million workers spread over almost all areas of economic activity, and the average working week for these workers will be around 38.5 hours in mid-1989 (as compared with 39.5 hours at the end of 1987).

The reduction in working time is normally combined with a flexitime system at plant level as demanded by the employers.

There are indications that Saturday working - and in some cases even Sunday working - is on the increase.

As far as annual leave is concerned, there has been only limited growth. Around 94% of workers are covered by agreements entitling them to annual leave of five weeks or more; 68% are entitled to at least six weeks. The average annual leave entitlement is now approximately 29 days.

As in the preceding year, some 94% of workers were entitled to supplementary holiday pay. Collective agreements on early retirement have declined in significance in the Federal Republic and no such agreements were concluded during 1988.

The trend towards collectively agreed regulation of the terms of employment for part-time workers continued in 1988. As a result of amendments to the agreements for the public service, workers with a regular working week of at least 18 hours have been fully covered by the collectively agreed rules since 1 January 1988 (the threshold having previously been 20 hours). In addition to other benefits, part-timers are entitled to normal leave, proportional Christmas benefits and supplementary holiday pay.

In the course of 1988 several unions decided to demand the regulation of part-time employment by collective agreement.

Agreements on continuing training for workers are becoming increasingly important. A first collective agreement of this kind was concluded in February for the Baden-Württemberg metalworking industry. Under this agreement, the works council and the employer must jointly determine and reconcile the need for training and the workers' interests in training programmes. According to the agreement, such training leads to upgrading and hence better pay; this constitutes an important incentive to participate in the programmes.

Greece

The year under review saw little improvement in working conditions for the great majority of wage and salary earners, but the situation was different for farmers and some groups of self-employed persons.

As regards working time, it should be noted that Saturday working has been abolished for further categories of workers under sectoral or occupational agreements. Efforts are also being made to reduce working time in certain large firms.

Spain

Contracts of fixed duration and temporary contracts provisionally introduced under the government measures to combat unemployment have become widespread. The employment flexibility inherent in such contracts is the recruitment condition for the majority of entrants on the labour market.

Among the bodies concerned to bring about an improvement of working and health and safety conditions, reference should be made to one of the four national centres depending on the National Health and Safety Institute. The aim of the Institute, which is in Barcelona and was recently renamed the "National Centre for Working Conditions", is to increase the awareness of the two sides of industry and of the public in general as regards working conditions in the broad sense of the term (i.e. not limited merely to health and safety conditions).

This centre has carried out the first national survey of working conditions in Spain, based on a sample of 4 000 workers and covering the majority of sectors of activity.



France

In accordance with Directive 86/188/EEC of 12 May 1986 on the protection of workers from the risks related to exposure to noise at work<sup>1)</sup> (which must be transposed into national law in all Member States by 1 January 1990 at the latest), new rules on noise protection for workers were incorporated in the Labour Code by a Decree of 21 April 1988. The key provisions of this Decree - supplemented by two orders of 22 and 25 April and with a commentary set out in a circular of 6 May - are as follows:

- compulsory measurement of daily noise exposure and instantaneous sound pressure every three years or whenever there is a change of installation or working method;
- in the case of workers whose daily personal exposure exceeds 85 dB or an instantaneous sound pressure greater than 135 dB, the provision of personal ear protectors, medical monitoring and adequate information and training on the risks and preventive measures;
- where the daily personal exposure of workers exceeds 90 dB or the instantaneous sound pressure is greater than 140 dB, in addition to the measures cited above, the display of appropriate signs at the workplaces/stations concerned together with the implementation of a programme of technical or organizational measures aimed at reducing exposure to noise;
- an obligation to reduce the level of noise produced by a machine right from the design stage and to provide full information on noise levels.

All these provisions enter into force on 1 January 1989, except for those relating to the reduction of machinery noise emission levels, which only come into effect on 1 January 1990.

To complement these provisions, a further order has yet to be adopted in respect of medical checks for workers subject to daily noise exposure of 85 dB or more and the technical recommendations and instructions to be followed by the competent doctors.

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1) OJ No L 137, 24.5.1986, p.68.

Ireland

An increasing number of employers are looking for more flexible working practices, whereby workers agree not only to perform their own tasks but to become more multifunctional.

Another key issue is "contracting out". In 1988, a number of employers decided to replace employees with independent contractor services in certain areas of work. For example, in May, Ergas in Wicklow decided to contract out security and is also considering contracting out transport activities (to its own lorry drivers as independent contractors).

One of the most significant developments in 1988 was the publication by the Bank of Ireland of its "Plan for Improved Competitiveness", which, amongst other things, envisages the creation of a new "clerical assistant grade".

Finally, it should be noted that, under the Programme for National Recovery, talks are currently being conducted between the employers and trade unions regarding a shortening of the working week. This is being called for by the unions but has to date been resisted by the employers. The talks will continue in 1989.

The Minister for Labour initiated a review of conditions of employment legislation dating from the 1930s, in consultation with the two sides of industry. He has already begun a review of protective legislation insofar as it affects part-time workers.

Italy

The most significant new developments in the field of working conditions concern working time in relation primarily to the new requirements for flexibility and the possibility of reductions in working time varying over the year and linked to the pattern of organization (daywork, shiftworking, etc.). For civil servants, there is scope for flexibility at the beginning and end of the work cycle, but subject to predetermined limits.

Part-time, fixed-term, temporary and similar forms of contract appear to be becoming more common, even in the absence of an officially recognized formal basis. With a view to limiting this trend, the two sides of industry are endeavouring, by means of the multisectoral agreements referred to above, to promote flexibility within the framework of the officially recognized forms of contract and introduce rules to regulate the new patterns of employment (homeworking, telecommuting, etc.).

The demand for increased flexibility, arising notably as a result of the introduction of technological advances, has brought about changes in classification systems and led employers and workers to set up joint committees to investigate this phenomenon and determine the necessary changes in collective agreements.

At company level, technological innovations have been given special attention in the agreements signed, notably through the setting-up of joint committees to tackle the problems arising in connection with working conditions, new occupations, employment monitoring, etc.

#### Luxembourg

Discussion during the year under review centred on the improvement and reorganization of working time arrangements. The two main trade union federations (the OBG-L and the LCGB) are demanding the introduction of a sixth week of statutory paid leave, together with a phased shortening of the working week to 35 hours.

As regards efforts to achieve increased flexibility of working time, Parliament adopted a law on 1 August concerning weekly rest periods for salaried employees and manual workers. This Law sets out the conditions under which continuous shift working may be adopted as a pattern of working in order to amortize production installations.

The prohibition on Sunday working may now be waived under company agreements separate from the general collective agreement in the interests either of improved equipment utilization or of increasing the number of jobs or safeguarding those already in existence. Such agreements must be negotiated between management and all the nationally representative union organizations represented on the staff delegation of the establishment concerned and can only take effect after endorsement by the Minister of Labour.

Should at least one of the unions entitled to be a party to the agreement refuse to sign, the Minister of Labour may choose to endorse the agreement following consultation of the workers involved by means of a secret ballot. The reform extends to manual workers the principle of a 70% increase in remuneration for every hour worked on a Sunday.

It should also be noted that a protocol signed on 26 May under the auspices of the National Conciliation Office brought to an end a dispute between Goodyear (Luxembourg) and the unions which had been running since 1986.

The agreement reached, which is based on continuous four-shift working, entitles workers to payment at double time for Sunday work and reduces the working week to 37 hours, including 6.5 days of unpaid compensatory leave.

As regards overtime and paid leave, many collective agreements provide for rates of increase in excess of the statutory minima for overtime (25% for manual workers and 50% for salaried employees) and Sunday working (70%).

Some agreements, notably in the wholesale and retail trade sectors, also provide for increases in wage rates for Saturday working.

Finally, the year under review saw confirmation of the already observed trend towards an increase in annual holidays through the granting of additional days of leave.

Netherlands

The Labour Foundation is currently preparing a detailed memorandum on ways and means of promoting part-time working more intensively. This memorandum is intended to help and encourage the parties to the collective bargaining process and businesses.

On 1 August, the statutory minimum leave entitlement was increased. Agreement was reached at Philips on the introduction of new holiday and leave arrangements to replace the existing rules on ordinary leave, additional leave days granted in compensation for wage restraint and certain rest days. In future, workers will be entitled to a certain number of days' leave for training. They will also be able to "sell" these days to the firm, which amounts to obtaining payment for the reduction in working time.

Voluntary early retirement (VUT) has been a major topic of discussion in recent years. The year under review saw the conclusion of collective agreements providing for a further reduction in the age for early retirement. A rather different trend also became evident, however, with the conclusion of agreements providing for the early retirement age to be raised by stages, partly because of the high cost of the scheme and partly because of the long-term labour market outlook.

Portugal

The review of the law on dismissals dominated debate in 1988. The overall aim of this review was on the one hand to increase flexibility of employment and on the other to curtail recourse to fixed-term employment.

As regards worker participation in the management of the changes engendered by the introduction of new technologies, this forms the subject

of repeated union demands. There have, however, been no significant developments in this field, although workers do enjoy a right to monitor management decisions via the workers' committees.

#### United Kingdom

One of the main issues was the reduction of working time. The general pattern of basic weekly hours was 39 hours for most manual workers and 36 for non-manual workers.

In the engineering sector, the average weekly total was 39 for manual and 37.5 for non-manuals. The union and managements in this industry appear to be set for a period of hard bargaining on a union claim for reduced hours. Leaders representing over two million engineering workers put forward a claim in September for a 35-hour week without loss of pay. For the first time, the claim was presented jointly by representatives of both groups of workers. The claim has, however, initially been rejected by the employers' federation.

The proportion of workers employed on a part-time basis (30 hours or less per week) has continued to grow. Nearly a quarter of all employees in employment are working on this basis and all recent employment projections forecast that the growth in part-time jobs will continue (28% of all jobs by 1995). Just over one third of all part-time workers are employed in two industries, the distributive trades (retailing, wholesaling and mail order) and the hotel and catering trade. Other significant sectors of part-time employment are finance, local authorities and public administration, education and the health service.

The growth of part-time employment is influenced by a number of factors. Efficiency in industry requires that the utilization of labour matches variations in the nature and level of product demand, as for example in retailing and hotels. A related factor appears to be the need to reduce direct wage costs to meet competitive forces. The available evidence suggests that, although they are paid at the same basic hourly rate, part-timers' total hourly earnings are less than those of their full-time colleagues. There are also cost savings associated with part-timers' exclusion from pension schemes, sick pay and other benefits which may be factors in reducing relative labour costs.

On the supply side, the growth in part-time working can be attributed to labour shortages, with part-timers providing a labour reserve, but one for which special schedules are needed.

LABOUR LAWBelgium

It should be noted in particular that, as a result of the Law of 8 August 1988 reforming the structure of the Belgian State, a large number of responsibilities have been transferred from the national authorities to the regions and language communities. Responsibility for labour law and social security remains at national level, but certain facets of employment policy, notably job creation programmes for the unemployed, are now a matter for the regional authorities.

A Royal Decree of 6 October 1988 amended the career breaks scheme, more especially as regards an increase in the allowance paid to workers taking a career break following the birth or adoption of a second child.

The 1989 Programme Law contains a series of provisions affecting labour law:

- (i) an increase in the amount of administrative fines and changes in the procedural rules in respect of infringements of labour legislation;
- (ii) a more precise definition of the scope of the legislation on training periods for young people (Royal Decree No 230), primarily as regards the non-market sector;
- (iii) an extension to the non-market sector of the linked work and training scheme, thanks to Royal Decree No 495;



- (iv) an extension in time of the MARIBEL operation (social security contribution relief for the purpose of promoting employment);
- (v) the introduction of a 0.10% levy on employers to fund initiatives aimed at assisting high-risk groups of jobseekers;
- (vi) the continuation of the bridging pensions system.

### Denmark

Whilst there were scarcely any changes in labour law during 1988, the year under review did see the entry into force of the new Law on partial retirement pensions. There have, however, so far been few applications for such pensions.

New measures were also adopted in respect of unemployment benefits. In overall terms, the effect is to increase employee contributions, whilst reducing benefit levels and making eligibility criteria stricter. The measures are also aimed at encouraging workers to find jobs, even if these do not necessarily match their qualifications or training.

A rule has also been introduced whereby young people aged 18-19 who are unemployed and wish to draw benefit must accept work in local authority service.

During the year certain political parties formulated further proposals for changes in the family allowances scheme which would impose obligations on the unemployed aimed at encouraging them to find jobs as quickly as possible.

Proposals were also drawn up in relation to industrial injuries insurance and exposure to noise.

Federal Republic of Germany

In contrast to the preceding year, 1988 saw significant legislative activity in matters of labour law. Most important in this context are the Laws on worker participation at plant and company level.

The Law safeguarding codetermination in the mining and steel industries places their specific pattern of worker representation on a permanent basis. Under the new rules, the controlling company of a group not belonging to one of these industries is nevertheless covered by the special codetermination arrangements so long as constituent companies belonging to these industries are responsible for at least 20% of the group's total value added and employ over 2 000 workers.

At the same time, the election procedure for worker representatives on the supervisory board has been changed and the number of representatives to be chosen from the company's workforce increased while the number of external representatives has been reduced. Under the law amending the Law on labour relations at the workplace, minority rights in relation to works council elections and its activities were enhanced.

In future, works council members to be released from their ordinary duties, and members of works council subcommittees will generally be chosen according to the principle of proportional representation. The concept of "executive staff" has now been redefined so as to cover only persons with a leading role in the company. Under the new Law on committees to represent executive staff, representative committees may be elected in firms with an executive staff of at least ten persons. The employer must supply the

works council with full information on personnel policy and the economic development of the firm, and may conclude binding agreements with it on working conditions.

The works council's right to information in the event of the introduction of new technologies has been extended. Under the new rules, the employer must discuss the effects of intended measures with the works council at a sufficiently early stage for its proposals to be taken into account.

The Law on partial early retirement (replacing the 1984 Early Retirement Law) provides the possibility of phased retirement. Workers aged 58 or over may now opt to work only half-time whilst nevertheless received 65% of their last net wage. Pension entitlements will be calculated as if they had remained in full-time employment. An employer who takes on a new worker to offset the hours not worked as a result of this scheme will receive partial reimbursement from the Federal Labour Office.

Finally, it should be noted that, for the first time in the history of the Federal Republic, a Land (North Rhine-Westphalia) has passed a directive to promote the interests of women employed in the public service. This directive provides that, at equal levels of qualification, women are to have preference as regards recruitment and promotion.

#### Greece

Law No 1797 (1988) on works councils was adopted and entered into force on 6 April. Works councils may now be set up in firms employing at least 50 workers, and in those employing more than 20 workers which do not have a company union.

The works council is composed exclusively of employees elected every two years by the workforce. These works council members enjoy certain privileges necessary for the performance of their duties, including

entitlement to twelve days' leave during their two year term of office to attend training courses, two hours' absence from work per week and protection against dismissal.

The new legislation also provides for regular meetings with the employer, who is required to inform the workers' representatives of any changes in the firm's economic situation and any changes affecting the workforce. There is a right of consultation in respect of collective redundancies or transfers of the business and a right of codetermination in certain fields (e.g. the introduction of new technologies).

This same Law ratified International Labour Convention No 135 and the Parliamentary Committee approved three other International Labour Conventions concerning:

- a) organizations of rural workers and their role in economic and social development;
- b) vocational guidance and training for human resources development;
- c) labour statistics.

The year under review also saw the adoption of a Law on insurance for workers not yet affiliated to a social security scheme. The aim of this law is to improve social insurance cover.

Finally, a number of draft laws were drawn up and presented by the Minister of Labour. These relate to the employment of children, a reform of the law on collective agreements, the setting-up of a Labour Institute, and measures to improve the employment situation and eliminate unemployment.

Spain

No major legislation was passed during 1988. However, a draft legislation concerning the right to strike has not been laid before Parliament because of the lack of agreement between the social partners and trade unions involved. In the last quarter of 1988 no agreement could be reached on a youth employment scheme presented by the Government.

Trade unions campaigned for an extension of unemployment benefit, parity between minimum pensions and minimum wages, collective bargaining rights for civil servants, wage compensations in the public sector and the withdrawal of the youth employment scheme. Trade unions demands have not been met by the end of 1988 and social consensus virtually collapsed.

France

The amnesty law customarily adopted following each presidential election this year included three sets of measures relating to labour law: an amnesty for offences committed in the course of industrial disputes or in the pursuit of trade union activities or worker demands; an amnesty for actions taken as grounds for punishment by an employer and the reintegration into the firm of staff representatives dismissed for misconduct (other than grave misconduct) in the course of their representative duties; and, in the case of employers, a partial amnesty for certain offences.

As regards the employment of disabled workers, two Decrees of 22 January elucidated a number of questions: the calculation of the threshold for liability to employ a quota of disabled people; the calculation of the 6% quota of disabled workers; the arrangements for compliance with the quota rule - agreements establishing a programme to promote the employment of disabled workers, the subcontracting of work to sheltered workshops; the content of the annual declaration and related procedural arrangements; the

procedure for fixing penalties; arrangements for the appointment and operation of the Département Committees for Disabled Workers, War Disabled and Other persons accorded equivalent status.

Under a Decree of 22 August, pay slips will, as from 1 January 1989, be required to include a number of new items of information, including the nature and amount of employer social security contributions calculated in relation to gross pay. This requirement is intended to increase employee awareness of the real cost of social protection. The pay slip will also need to state:

- the title of the sectoral collective agreement covering the employee, where applicable;
- the employee's position in the collectively agreed wage structure;
- the hours paid at above standard rate;
- the nature and amount of any sums paid on top of the employee's remuneration which are not subject to social security contributions.

It should also be noted that no information may be given on the pay slip regarding strike action or staff representation activities on the part of the employee.

#### Ireland

The Worker Participation (State Enterprises) Act on employee participation in the management of public sector bodies was adopted in 1988.

The Safety, Health and Welfare at Work Bill was published in December. Its purpose is to codify and improve the range of legal provisions relating to health and safety at work.

Italy

The aspects of labour law covered by Community Directives and Regulations were touched on at national level in the context either of legislative or collectively agreed provisions or of the ongoing activities of specialized committees and working parties.

As regards equal treatment for men and women in particular, legislation was introduced to open up to women certain occupations previously reserved for men, especially in the public sector, and machinery to safeguard equality of pay and opportunities for career advancement (by means of observers, committees, etc.) was brought into being by collective bargaining. The agreements concluded for the major industrial groups also touched on the problem of equal opportunities.

In relation to the safeguarding of women's employment, attention should be drawn to a draft law currently before Parliament which stipulates that a staff cut must not lead to a reduction in the percentage of women employed in a production unit. As regards collective redundancies, this draft law also includes specific provisions on manpower cuts applying the Community Directive which previously covered only certain employees. It further transposes into national law the Directive on transfers of undertakings, which requires both transferor and transferee to inform and consult the representatives of the employees affected and to safeguard the interests of those employees.

Certain special forms of employment relationship, such as fixed-term contracts, part-time working and atypical contracts have been regulated either via collective bargaining (primarily at the multisectoral and sectoral levels) or via legislation (in the case of the public sector). These initiatives are aimed just as much at increasing the volume of employment as at ensuring the flexibility and efficiency of the various productive and service activities.

The rights of workers in the event of the introduction of new technologies are regulated primarily by sectoral and company agreements. These lay down arrangements for informing, consulting and training the workers involved and regulate the consequences as regards qualifications, grading and remuneration systems.

Proposals were put forward during the year under review for the regulation of the right to strike - more particularly as regards the functioning of the major public services and the maintenance of minimum services. A draft Law on this matter has already been passed by the Senate and is currently before the Lower House. This draft Law, which is likely to be approved very soon, lays down rules regarding the procedures to be followed in starting a strike and the measures which the authorities may take in order to ensure that the rights of users are safeguarded in relation to the major public services. It will also establish a committee of experts on industrial relations in these sectors to undertake monitoring and research work and put forward appropriate proposals.

#### Luxembourg

In its opinion of 18 March on the economic, financial and social situation in the country, the Economic and Social Council stressed the duty to act in compliance with both the letter and the spirit of the Law of 12 June 1965 on collective agreements. It called on the two sides of industry to lay down for themselves rules of conduct consistent with the basic principles of democracy and pluralism. To this end, the Council asked the Government to propose the necessary changes in the Law of 12 June 1965.

The reform of the statutory pension insurance scheme came into force on 1 January of the year under review. Under the new arrangements, pension insurance cover will be maintained for one year for a spouse taking a break from work to look after his/her children.



The draft law on contracts of employment establishes a proper legal foundation for the safeguarding of the claims to wages and other payments of employees who lose their jobs as a result of the bankruptcy of their employer.

Several laws conferring new rights on women were adopted. A law of 14 March instigated entitlement to eight weeks' adoption leave for working women, whilst a law of 1 August established entitlement to an education allowance for persons residing in the Grand Duchy who devote most of their time to bringing up children under two years of age and are neither pursuing gainful employment nor drawing another form of income substitution benefit. Any such person pursuing gainful employment whose income (combined with that of his/her spouse) does not exceed a specified ceiling is also entitled to this allowance.

Finally, since August 1988, a beginning-of-school-year allowance is granted for all children entering primary education.

#### Netherlands

Whilst the Government adopted relatively few texts on labour law during 1988, a large number of draft laws were brought before Parliament. It should, however, also be noted that the Law Increasing the number of days' leave entered into force on 1 August. This Law covers minimum paid annual leave entitlements, leave days for sick workers and maternity leave entitlements for employees.

In April a draft law aimed at increasing the scope for combining parental leave (to bring up a child) with gainful employment was tabled in the Lower House. In September the Economic and Social Council delivered an important opinion on the revision of the rules regarding the dismissal procedure (which fall within the framework of labour legislation). The Government decided to take over these proposals and incorporate them in a draft law.

Finally, a draft law amending the rules on night work for women and the rules on women's employment set out in the 1919 Labour Code ("Arbeidswet") has been tabled in the Lower House.

### Portugal

The reform of the law on dismissals dominated the industrial relations scene in 1988. All governments since 1979 had been seeking to introduce greater flexibility into working times and to reduce recourse to fixed-term contracts. The main changes are as follows :

- extension of the concept of fair grounds for individual dismissals to facts, situations and circumstances of an objective nature such as the elimination of the job, inability of the worker to perform his tasks apparent after completion of the probation period, inability of the worker to master technical changes in his job, loss of the confidence necessary in order to perform high-level management and representative duties;
- in the case of what are deemed unfair dismissals, the possibility for the judicial authorities to rule that the worker should be compensated rather than reinstated where the employer so requests and the tribunal is convinced that normal working relations can no longer be restored;
- innovations in the collective dismissals procedure with, amongst other things, the protective intervention of the public authorities and greater involvement of the worker representation structures;
- introduction of limits on fixed-term contracts, which are restricted to clearly defined situations, thus responding to the concern for approximation and harmonization of Portuguese labour law with the systems in force in the other Member States.

The announcement of the draft law elicited numerous reactions and culminated in a general strike in February 1988. The government had to alter its position on the first two points. It also had to take account of the fact that on 31 May 1988 the Constitutional Court found some of the provisions unconstitutional.

On 17 September 1988, Parliament authorized the government for the second time to amend the law on dismissals, setting a deadline of 180 days for the publication of the Decree. However, under the terms of the Portuguese constitution, trade unions and workers organizations are required to participate in drafting the new legislation.

On 13 May 1988, Parliament also empowered the government to legislate on the employment of minors and on aids to compulsory education. On 12 August 1988, the government consequently promulgated a decree-law strengthening the penalties for the employment of children.

#### United Kingdom

During the year under review a new Employment Act was introduced as part of revision of labour law. The Act stipulates that the holders of key union positions (including general secretary, president, etc ) must now be elected or reelected by a secret postal ballot of members once every five years.

In November, the Government also published a draft code of practice on industrial action ballots. The code, which is subject to approval by Parliament, is intended to provide guidance on good practice for conducting industrial action ballots introduced by the 1984 Trade Union Act.

The Employment Bill, published on 30 November 1988, proposes the removal of a large number of "unnecessary and outdated" laws on sexual discrimination and on restrictions on the hours and conditions of young people. It also proposes, among other things, to limit paid time off for trade union duties and to give industrial tribunals the power to require a deposit of up to UKL 150 in cases which have little prospect of success.

Chapter VI

WAGES

Trends within the Community

The early 1980s were marked by increasing government intervention in wage negotiations (in the form of wage freezes or tripartite agreements). The aim was to dampen the wage-price spiral reactivated by the second wave of oil price rises.

For some years the slowdown in the inflation rate has had a restraining effect on wages and settlements. At European level there has been a tendency for wage negotiations to be confined to the two sides of industry while the public authorities keep their distance. There has also been a shift towards negotiations at firm level.

Firm-level agreements have been on the increase in recent years, facilitating the adjustment of manpower and equipment to changes in the technological field and in the economic situation.

This is due partly to the crisis in the existing industrial relations system, the development of negotiations at local level, and, lastly, the renewed relevance and capacity for innovation of sectoral negotiations.

Wage negotiations at firm level are more frequently accompanied by the discussion of flexible components: mobility of the workforce, reduction in working time, training and new job classifications. They are also accompanied by increasing diversification in pay structures (individualized pay packets, profit-sharing, individual bonuses, etc.).

In the light of new factors (disinflation, competitiveness) in the economic situation the authorities' priorities seem to have changed. More emphasis is placed on the microeconomic aspect of changes rather than on their repercussions on the macroeconomic balance. Three trends have emerged: a gradual disengagement of the authorities from collective bargaining, an attempt to link wages to company performance and the promotion of flexible measures. It is not, however, always easy to distinguish recent forms of individualized wage structures from more traditional forms (profit-related wages, individualized bonuses and wage deals).

The difference between wage costs for firms and disposable household incomes has slighted significantly under the dual influence of higher social security contributions paid by wage earners and taxation reform in many Member States.

There has been a trend towards an increase in wage disparities (or stresses) or differences in remuneration depending on occupational group.

Development of the situation in the Member StatesBelgium

Freedom to negotiate wages was restored to labour and management at the end of 1986, subject to a reservation imposed by a law protecting the competitive position of the country which enables the Government to intervene in wage settlements where the competitiveness of firms is jeopardized.

Moderate wage increases (1 to 2%) combined with success in keeping down inflation (to about 1%) made it possible to conclude collective agreements at sectoral and firm level without government intervention.

Under the 1989-90 inter-sectoral agreement, new agreements are designed in particular to cover increases in the minimum wage, responsibility for fixing wages being left to sectors and firms.

The tax law of 7 December 1988 substantially reduces income tax (by about 10%). Reform provides in particular for separate taxation of spouses' incomes, a dependent spouse allowance, increased relief in respect of children and higher tax floors for each bracket.

There has been an increase in the variety of forms of remuneration providing non-wage benefits (for example, luncheon vouchers or reimbursement of transport costs).

Measures were made to improve the position of the most disadvantaged with respect to the minimum income or social welfare allowances.

Denmark

The methods of fixing wages have changed and are now less the outcome of decentralized collective bargaining than the result of tripartite agreements. This trend was encouraged by the persistent economic crisis in a country unused to central government intervention in discussions between labour and management. Furthermore, legislation has been extended to new areas such as unemployment benefit and working conditions.

Significant innovations were introduced in 1987 in the context of new collective agreements concerning wage differentials in conjunction with productivity and work flexibility in both public and private sectors.

The trend was further reinforced in 1988 when the trade unions called for a general regulatory system. The Government, in agreement with the employers, decided in favour of individual flexible arrangements at firm level.

In 1988 wages rose by 5.2% and inflation by about 4.3%. Growth in disposable household income was less than 1% following increased taxation on households.

It should further be noted that weekly working time was reduced by half an hour in September bringing the working week to 38 hours.

The four-year agreements concluded in 1987 ensuring stability in industrial relations while authorizing substantial increases in wage levels affected the international position of Danish firms. The employers then sought to place a ceiling on the rises provided for in these agreements.

Federal Republic of Germany

Collective agreements on wages in the Federal Republic of Germany are not reached on an inter-sectoral basis but autonomously within sector or region. In accordance with the principle of "bargaining freedom", the State does not participate in pay negotiations. Thus there is no compulsory arbitration, no compulsory minimum wage and no wage indexation.

Wage settlements are established by collective wage agreements which are monitored by works councils under the co-determination system. Wage agreements are concluded either at branch level between the appropriate employers' and workers' organizations or, more rarely, at company level between management and the trade union concerned.

For the first time in twenty years a large number of collective agreements combining reductions in working time and agreement on wages were concluded from 1987 for a three-year period. The average rates of increase are: 3.4% for 1987; 2.8% for 1988; 2.7% for 1989 and 2.3% for 1990. Qualitative questions, such as part-time working, training and protection in respect of rationalization measures are topics which are being raised more frequently in discussions.

In view of the unexpectedly favourable economic situation, real earnings in 1988 rose at a faster rate than the wages laid down in collective agreements (by some 4%).

Further taxation reform led to a significant drop in the marginal taxation of wages. This trend was partly offset by an increase of about 5% in social security contributions.



Greece

Improvements in the economic situation made it possible to put an end to the austerity policy and open the way to collective bargaining.

The national collective agreement for 1988 provided for a 5.5% increase in purchasing power. However, this only partially makes up for losses in previous years.

Wage adjustments under the indexation system which provides for the advance indexation of wages three times a year in line with foreseeable price trends, with a percentage deducted to allow for imported inflation were as follows: 4% in January, 3.5% in May and 3% in September.

In private sector firms the increases provided for under collective agreements were generally 2 to 4% over the targets fixed by the Government.

Wage-earners in the public sector obtained an additional 5% rise following action to press their claims.

The trade unions are opposed to linking wages to productivity in the belief that it would jeopardize the indexation system. The Government, on the other hand, with the support of the employers' representatives, shows a keen interest in introducing some flexibility into methods of fixing wages.

Spain

The Government's incomes policy has traditionally relied on the following instruments: an inter-sectoral minimum wage, pensions and social security allowances, public employees' earnings and basic criteria for collective bargaining and taxation.

With respect to the latter point, collective bargaining in 1988 was marked by disagreement concerning the Government's target of a 4% limit on wage rises.

Increases were well in excess of this figure and reached 7% on average, representing a substantial increase in purchasing power since inflation was held to 4.7%.

A significant aspect of the various agreements concluded was that they related almost solely to wages, disregarding questions relating to working conditions, the use of productivity gains or job adaptation.

In many cases negotiations were characterized by a wage guarantee clause which sought to introduce elements of price indexation into the method of fixing wages.

At the end of 1988 wage costs for firms had risen by an average of 5.5%. The fixed portion of average earnings stood at 85% which employers denounced as a sign of excessive rigidity tending to slow down job adaptation and blunt the competitive edge of Spanish firms on European markets.

France

In France, there is no system of inter-sectoral wage negotiations. The Government simply consults the two sides of industry on the fixing of the statutory minimum wage (SMIC).

Wage negotiations at sectoral level relate to classifications and minimum wages. Negotiations at firm level can concern all matters dealing with wages, and in particular establish the levels of annual increases. Since 1982 there has been a requirement in France to negotiate wages at sectoral level and firm level (Auroux laws).

Hourly wages rose by 3.5% on average in the private sector which has so far had the effect of averting disputes. On the whole firms have implemented a wage policy related to their results. The use of different forms of profit-sharing has continued to develop while respecting the principle that there should be no transfer from wages to profit-sharing.

The public sector has seen increases of about 2% since the beginning of the year and there have been calls to make up the shortfall since inflation stands at 3%.

Statutory deductions have also changed appreciably: there have been increases in contributions in respect of supplementary pensions and unemployment benefits while the special supplementary contribution was maintained.

Tax thresholds were raised and rates lowered by 4%.

Ireland

Wage levels in Ireland are determined by free bargaining between the two sides of industry. Pay movements in 1988 mainly followed the terms of the agreements on pay associated with the Programme for National Recovery agreed in October 1987. Increases were lower than 1987 (about 3 % in 1988 against 5 % in 1987). They occurred against a background of low inflation (about 2 %) which led to an increase in purchasing power.

An increase in sectoral level agreements based on a more flexible approach to remuneration depending on individual performance or the firm's results was noted. Individual pay structures primarily concern managerial staff, particularly in highly qualified occupations.

The pay agreements and the Programme for National Recovery enabled negotiations on a framework within which a one hour per week reduction in the case of employees whose normal working week is at or above 40 hours could be achieved over the three year period of the Programme. A framework agreement has been drawn up and the one hour reduction is now being negotiated in accordance with the terms of that agreement.

Italy

Wage negotiations in Italy take place at several levels:

- at national level, the trade union and employers' confederations negotiate the minimum wage with the Government;
- at sectoral level, the sectoral employers' and workers' organizations negotiate collective agreements, usually valid for three years. They cover all aspects of conditions of employment;
- at company level, negotiations cover a wider range of subjects from working time to the right to organize.

In 1988, the growth in wage income came close to 9% exceeding for the first time in three years growth from other sources of income. With inflation held to 5% there was a substantial improvement in purchasing power.

Collective bargaining primarily concerned certain major sectors: the public service sector and the retailing and distribution industry. At firm level it focused on questions relating to technical innovation, working conditions and more flexible pay structures. In the public sector certain elements of flexibility were introduced (increased staff mobility, growth of part-time contracts or fixed-term contracts, productivity-related pay).

Initial trade union opposition to the introduction of these innovations has weakened. Discussion shifted from questions of principle to more specific and flexible matters in an effort to establish criteria that could be monitored and accepted by both employers and trade unions.

Luxembourg

The automatic adjustment of wages and salaries was the subject of many debates in 1988. In December, the Economic and Social Council delivered an opinion on procedures for the indexation of wages, pensions and social security benefits. It examined the repercussions of the automatic indexation system on wages and salaries and analysed the various ways of applying indexation in the light of their technical feasibility and economic and social implications.

Wages and salaries rose by 2.5% in 1988 as a result of price indexation.

A law of 28 December 1988 raised the minimum wage by 3.5 % in real terms from 1 January 1989.

Income levels were also affected by tax reforms introduced in 1987 substantially lightening the personal income tax burden.

Problems concerning the structure of social security were very much to the fore in 1988. The trade unions pointed out the distortions between the contributory schemes in the private sector and the non-contributory public sector scheme and called for a single pensions scheme based on the principle of equal benefits and equal contributions.

Netherlands

The government incomes policy is founded on two principles: to help combat unemployment and protect the purchasing power of the most disadvantaged groups. The public authorities have only a few instruments to achieve these aims, the law on the minimum wage and the laws on the payment of social security benefits and on wages and salaries in the public sector.

Pay increases continued very low (about 2%) in 1988 while inflation was kept under control (under 1%). The containment of the growth in earnings was partly offset by greater pay flexibility. There are wide variations in wage trends depending on occupational groups.

A government report on working conditions raised the question of an examination by labour and management of the introduction of flexible pay structures (depending on individual performance or the firm's results).

The Government is not prepared to grant civil servants pay rises comparable to those in the private sector. It proposes to freeze the statutory minimum wage and social security benefits. This approach has brought it into conflict with the trade unions.

The question of the extension of collective agreements by ministerial decree has recently been the subject of discussion. By such a decree the Government can extend the application of a collective agreement in one sector to another where no agreement has been signed. The question has now been raised of leaving it open to firms in a given sector to draw up and implement their own agreements.

Portugal

Wage levels in Portugal are partly subject to government intervention which fixes the minimum wage and the pay of civil servants. A major role is also played by the Collective Labour Regulation Instruments although it should be noted that there can be considerable differences between actual wages and those fixed in this way.

Between 1982 and 1984 there were considerable losses in purchasing power (3.3 % in real terms). The trend has been reversed since then and, in 1987 and 1988, wages and salaries have risen by an average 12% per year with inflation stabilising at about 10%.

In the private sector, sectoral collective agreements have played a vital role in wage settlements. Negotiations took account of the agreement reached in 1988 with the Standing Council for Social Concertation on an Incomes Policy.

The Government is engaged on a proposal to reform the direct taxation system. The current panoply of small taxes will be replaced by a single tax on individuals and companies. The single tax on individuals with marginal rates ranging from 16% to 45% will lighten the burden on wage incomes alone, but will not substantially alter overall tax revenue.



United Kingdom

There are no intersectoral pay negotiations in the United Kingdom which has a variety of different bargaining levels: national sectoral, company, establishment and workshop. Regional level negotiations are more prevalent in certain sectors such as transport.

Emphasis on sectoral level negotiations is declining.

The aims of pay negotiations are mainly to determine rates of pay, establish productivity related pay and job evaluation methods. Wage levels tend to depend more on productivity criteria.

In certain trades and industries - retailing, hotel and catering, clothing manufacture, hairdressing and several smaller manufacturing trades - wages councils are empowered to fix a single minimum hourly rate and a limit on the amount an employer may charge for providing a worker with living accommodation. The rates, which are legally binding, apply to all workers aged 21 and over in the trades and industries covered and are enforced by wages inspectors who are appointed by the Secretary of State for Employment. Workers in wages council trades (80% work part time, two thirds are women) comprise about 11% of the United Kingdom workforce.

The rise in inflation (6% to 7%) combined with the rapid growth in wages is the main concern of the United Kingdom Government, which fears that the sharp increases in pay (+9.25%) may affect firms' competitiveness.

It should be noted that the gap between wage rises in the public and private sectors is narrowing (+9.5% in the public sector and +9.8% in the private sector for full-time employees).

The sharp rise in wages has however been partly off-set by productivity gains, unit wage costs rising by no more than about 1% in industry.

There are marked differences in trends between the north and south of the country. Strong growth in employment in the south has led firms to introduce flexible elements into pay in the form of additional allowances and non-wage benefits.

CHAPTER VII

LIVING CONDITIONS AND FAMILY AFFAIRS

Trends within the Community

Living conditions improved very slightly over the Community as a whole in 1988. The favourable employment trends, GDP growth and the increasing alignment of inflation rates in the Member States suggest that this improvement is likely to continue. Nevertheless, most countries are still facing substantial problems of unemployment and poverty which oblige them to take countermeasures with a degree of urgency. In particular, the Member States are anxious to resolve the difficulties encountered by certain groups such as families and the elderly more directly affected by these problems.

The extent and visibility of poverty phenomena do of course vary from country to country, largely dependent on the level of unemployment (long-term unemployment), the characteristics of social protection systems (unemployment benefits, gaps in welfare cover) and the development of family structures (one-parent families, single people estranged from their

families). A logical consequence of this trend is that policies pursued vary. An increasing number of countries are, however, moving in the direction of introducing a guaranteed minimum income and, increasingly, initiatives are being taken to improve the training and social integration of disadvantaged groups. The ageing of the population remains a major challenge for all Member States. If current demographic trends were to continue, it is estimated that by the year 2040 roughly one third of the population of the Community would be over 60 years of age. This is due in part to increased life expectancy, but the main factor is a significant decline in birth rates, which are no longer anywhere near high enough to ensure generation replacement.

The decline in birth rates is one of the main features of family structure trends in the Community, but there have also been increases in the incidence of divorce and separation, one-parent families, cohabitation and extra-marital births. These increases can be ascribed to a number of underlying causes, though it is clear that family cohesion has been severely affected by the psychological and material consequences of unemployment and the resulting pauperization of new population groups. It should also be noted that an increase in the incidence of one-parent families will tend to be coupled with an increase in poverty, since such families have only one income, frequently low given that the head of household is generally a woman.

In order to combat the problem of ageing population structures, governments are tackling the birth rate side of the equation by endeavouring to create an environment more favourable to the family. They also need, however, to redefine the role and responsibilities of a growing number of older people with a view to increasing their involvement in economic, social and cultural life.

This raises directly the problem of the retirement age: whilst early retirement has long been seen as a solution (albeit only a partial one) to youth unemployment, there is increasing discussion of the possibility of adopting more flexible, case-oriented arrangements, firstly because it is

difficult for early retirees to find alternative ways of occupying their time and secondly because forced early retirement may remove from the labour force workers who would have been better kept on.

Finally, the growing cost of pensions and health care has led Member States to endeavour to devise new methods for financing their social security systems. Care services are, for example, becoming more geared to promoting the independence and autonomy of older people with a view to ensuring that they can look after themselves in part. This would make it possible to implement alternatives to traditional health care in hospitals and related institutions.

Development of the situation in the Member StatesBelgium

An entire chapter of the Governmental Agreement concluded at the beginning of 1988 is specifically devoted to family policy. The Government proposes to "develop an overall family policy, eliminating wherever possible factors unfavourable to the family".

With the conversion of Belgium into a federal state, many responsibilities have been transferred to the regional and language-community authorities, notably in the field of family policy. A Flemish Council for Family Affairs was set up by an Order of the Flemish Regional Executive published in the Official Gazette on 15 March. Its Walloon counterpart had been established in 1979, and both are responsible for delivering opinions on all matters concerning the family, either on their own initiative or at the request of the Regional Executive.

On 30 November, the Lower House passed the draft reform of the taxation system. The centrepiece of this reform is the abandoning of the aggregation of spouses' incomes for tax purposes, which indirectly penalized marriage. It also raises the minimum tax thresholds and increases family tax allowances. Finally, it provides for child-minding costs to be deducted subject to certain conditions, a measure designed to encourage women's employment.

The year under review saw the adoption of a series of measures aimed at improving the situation of deprived groups: an increase in the level of the guaranteed minimum income benefit, programming of increases in this benefit for the coming five years and redefinition of its structure with a view to coping more adequately with the one-parent family, and a slight increase in minimum benefit levels (pensions, unemployment benefit). It should also be noted that the powers of the public social welfare centres have been

increased and their role has been strengthened and clarified. In Flanders, the special funds at the disposal of the public social welfare centres have been specifically targeted on the fight against poverty. Finally, 1988 saw the development of a number of local initiatives to promote occupational integration and the formulation of various proposals for improvements in the social protection system (Second Interim Report of the Interdepartmental Working Party on Subsistence Protection for the Most Deprived Groups<sup>1)</sup>).

### Denmark

In June the National Social Security Office and the Ministry of Social Affairs adopted a Regulation on the voluntary insurance scheme. This Regulation lays down the amount of daily sickness and maternity cash benefits.

Again in the month of June, the Folketing approved the changes in the rules on housing allowances for pensioners. This measure forms part of the agreements reached with a view to solving the problem of pensioners drawing incomes from other sources in addition to their pensions. The allowance has now been made less steeply degressive.

The new legislation on homes for the elderly was passed in the spring of 1988. Nursing homes as such will be phased out or constitute only one of a set of options provided within the local community. The aim is to give old people more choice and to offer a wider range of services, especially in the home.

In this connection, a new law on home help was also passed in the spring of 1988. Home help will now be an absolutely free service, for up to 6 hours

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1) State Secretariat for Social Emancipation, Brussels, 1988. This Report follows on an Initial report drawn up by the Working Party in May 1987.

per week, for all elderly people. Previously, it was only free for those with no income apart from a state pension.

Finally, almost all local authorities introduced arrangements for 24-hour home nursing and home help services. This trend among the local authorities began around five or six years ago and is now almost complete.

Public debate on poverty and social problems has long been relatively open in Denmark. Discussion during the report period centred on the link between assistance and long-term unemployment.

#### Federal Republic of Germany

Since 1 January 1988, mothers or fathers have been entitled to a child allowance for the first twelve (previously ten) months in the life of their child if they care for the child themselves. For the first six months the allowance is paid regardless of income. From the seventh month on it is subject to income limits. This allowance makes it easier for young families to decide to devote themselves intensively to caring for their child in the very first months of its life.

As regards equal treatment for men and women, the Federal Constitutional Court ruled that women's right to claim "Ruhegeld" (State retirement pension) at 60, i.e. three years earlier than men, does not contravene Federal law. Men will therefore not be entitled to claim it at 60.

Certain measures were taken during the report period to assist the elderly. The Federal Ministry for Construction created a special discussion group of architects to advise the Ministry on improvements to living conditions of old people and the need to take account of their interests in planning and building. It should also be noted that, since 1987, around 50 higher education establishments have created new educational opportunities for older adults. The aim is to extend these activities in liaison with the International Association of the Third-Age Universities.



At the end of 1987, 1.55 million people (2.5 percent of the total population) were either entirely or (in the majority of cases) partly dependent on social security benefits in order to meet their basic subsistence needs. The main cause of the need for assistance was the continuously high level of long-term unemployment. At the same time the number of foreigners amongst claimants rose steeply. In addition, assistance was needed by a large number of single-parent families.

### Greece

The year under review saw an increase in family benefits.

Steps were taken by several local authorities in the Athens region to implement active programmes aimed at developing services and facilities for young children.

Some households and families with very low incomes now receive housing allowances, and the income tax threshold has been raised, which lightens the tax burden for families with dependent children. Family allowances were very slightly increased in 1988, as were marriage "bonuses", which were formerly paid only to private sector employees, but have now been extended to the public sector.

Mention should also be made of the reform of the Law on military service: the period of service will be reduced - or may even be waived entirely - for an increased number of fathers of families who also have dependent grandparents.

There was a statutory reduction in the voluntary retirement age for a range of occupations in 1988. This has produced more favourable conditions for early retirement in those occupations which are not insured with the main state insurance fund, the IKA. These occupations account for 10% of workers.

Finally, the law concerning early pensions for women was amended in March 1988 to allow all women who have unmarried children under 21, or who have children who are unable to take up employment, to claim their pension at 55. Previously, this had been restricted to married women and widows; the new law will include unmarried mothers and divorced mothers. This early retirement scheme has also been extended to include women insured with pension agencies other than the IKA. Previously, only women insured with the IKA had been eligible.

### Spain

In the course of July 1988 the Ministry of Labour and Social Security signed agreements with the autonomous regions aimed at increasing the role of the local authorities in welfare and social services matters. In future, the responsibilities hitherto exercised by central government in this field will lie with the autonomous regions.

The Royal Decree of 11 July established a Ministry of Social Affairs with responsibility, amongst other things, for planning and assessing social services. This Ministry is also responsible for promoting equality of opportunity for men and women and the involvement of women in political, economic, cultural and social life.

Finally, mention should be made of another Royal Decree (dated 29 December) uprating pensions and other social security benefits for 1989.

The setting-up of the Ministry of Social Affairs, bringing together a series of hitherto dispersed departments and the promulgation of laws on the social services in a number of autonomous regions were the main events of the year.

France

The new Government retained the existing State Secretariat for Family Affairs and reintroduced a State Secretariat for Women's Rights. Steps were also taken to increase the availability of childcare and childminding facilities. In particular, "childcare agreements" were introduced to encourage local authorities and associations, with the support of the Family Allowances Funds, to improve facilities for children under six living in their areas.

The Minister responsible for the elderly outlined a range of new legislative initiatives and policies on behalf of the elderly in October 1988. The main recommendations were :

- a) Increased efforts should be made to enable old people to continue living in their own home. More carers will be taken on to assist in this aim and various back-up services will be provided.
- b) Measures should be taken to encourage the conversion of the old "hospices" or institutional homes into more personal homes for elderly people. New homes will provide single rooms for the elderly, instead of large, shared wards of 20 or 30 people.
- c) The dignity of the elderly in their housing or in institutions for care and sheltered housing should be respected.
- d) There should be a significant reform of the system of charges for state care and housing.
- e) Older workers should be encouraged to stay in employment for longer and to give them the necessary means to keep their jobs, i.e. training.

Finally, the most recent demographic data available (for 1987) shows a relatively stable fertility rate (1.82 children per woman), including births to unmarried couples and one-parent families (21.9% of births outside marriage). The decline in the marriage rate would appear to have ceased (266 000 marriages celebrated in 1986 and 1987). The incidence of divorce continues to increase, however, (31.8%) whilst the frequency of remarriage amongst divorced persons is declining (38%). Life expectancy is continuing to rise both for men (72) and for women (80.3), and the infant mortality rate has fallen to 7.7%.

Debate on the poverty problem was dominated during the year under review by the question of the social/occupational integration minimum income (RMI). Having been proposed in the course of the presidential election campaign, this scheme was introduced by the Law of 1 December. As its name suggests, the RMI is intended to combine financial support with integration operations, actively involving central government, local authorities, social workers and voluntary associations. Initial estimates suggested a total of 500 000 potential beneficiaries, but the latest figures suggest a total of 500 000 eligible households, i.e. approximately 1 500 000 individuals. The minimum income granted is FF2 000 for the first member of the household, FF1 000 for the second and FF600 for each further member of the household, plus housing allowances. An interdepartmental unit has been set up for the purposes of implementing the RMI scheme and there are plans to establish machinery for assessing the effects of the Law.

The Government continued the process of redefining some of its social action policies, notably by setting up an Interdepartmental Office for Urban Affairs and Social Development to foster and coordinate the various multidepartmental policies initiated since the beginning of the 'eighties.

Ireland

Social security payments increased by an average of 3% during the report period. Special emphasis was laid on unemployment benefit and family allowances (which increased by 6%).

Social insurance for the self-employed was introduced for the first time by the Social Welfare Act 1988. Cover will be financed by a 3% charge on net income for 1988, rising to 4% in 1989 and 5% in 1990. There will also be a minimum weekly charge.

A series of new measures relating to family legislation were introduced or approved in the course of 1988:

- a) a vaccination programme for all children under five, guaranteeing provision of certain vaccines free of charge;
- b) the law on child protection was amended so as to provide improved protection for children who are victims of maltreatment, severe neglect, violence or sexual abuse or, in more general terms, can be regarded as at risk;
- c) The Status of Children Act passed in 1987 came into operation in June 1988, the main objectives being to abolish the concept of illegitimacy and equalize the rights of all children, irrespective of the marital status of their parents, in respect of guardianship, maintenance and property rights. It recognizes the rights of the father and institutes procedures for establishing paternity.

A Government Working Party on Services for the Elderly presented its report to the Minister in October. Among its recommendations was a proposal for improving community-based services, particularly with regard to increasing provision for home-help services.

Consistent with the demographic trends of the past ten years, the figures available for the first quarter of 1988 show a continued fall in the birth rate at 15.8% of the population, equivalent to a drop of 1.1% over the corresponding quarter of 1987. While the crude birth rate has fallen, there has been a rise in the percentage of births to unmarried women, representing 11.7% of all births registered in the first quarter of 1988, a rise of 1.1% as compared with the same period of 1987.

The marriage rate continued to fall slightly, being 0.1 per 1000 population below that for the corresponding quarter of 1987. The only census data available on the number of persons classified as separated in Ireland (there is a constitutional prohibition on divorce) is for 1986. At that time 37 245 persons classified themselves as separated.

#### Italy

A Minister of Social Affairs has been appointed (Order of 13 April 1988) and the Department of Social Affairs has been assigned new responsibilities directly relating to family problems. Political and social measures to assist families can, therefore, be expected in the near future.

As regards young people, the President of the Republic issued an Order on 22 September concerning criminal proceedings against minors. The aim of this Order is to protect the personality of the minor, and judges are given the power to suspend proceedings for up to a year.

A law was also passed in July setting up a centre for research, information and assistance work in relation to children. The centre will be established in Florence, following an agreement between the Italian Government and UNICEF.

A parliamentary committee was set up to investigate the situation of the elderly and of young people, especially in terms of relationships with their families.

The demographic situation in Italy is similar to that encountered in the majority of Member States. The incidence of marriage has declined substantially (from 7.3% in 1970 to 5.3% in 1987), exacerbating the decline in the birth rate (from 16.7% in 1970 to 9.6% in 1986). In parallel, the death rate has continued to fall and in 1987 average life expectancy had risen to 72.6 years for men and 75.2 years for women. Like many other Community countries, Italy must cope with an ageing of the population. In contrast, the divorce rate remains low (3.1% in 1975 as compared with 3.8% in 1984).

The political and media debate on poverty tackled the question primarily from the angle of two problems which aroused growing concern in 1988: immigration and the "ghettos" which the working class areas of cities such as Naples and Palermo have become. These problems were looked at partly in terms of public order and social stability, but they also gave rise to local initiatives and political proposals asserting the need for measures to promote integration.

#### Luxembourg

The tax burden was further alleviated for all taxpayers in 1988 and the ceiling for application of the family quotient mechanism was raised from LFR 936 000 to LFR 967 200.

Certain measures taken during the year under review in relation to employment were aimed more particularly at improving and facilitating the occupational activity of mothers (changes in working conditions, leave entitlements, etc.). Mention should also be made of the introduction, by the Law of 14 March, of adoption leave for private sector employees.

A number of measures were taken to assist children and students. Under the Law of 27 July 1987, which entered into force on 1 January 1988, a period of up to twelve months spent bringing up a child, whether

legitimate, natural or adopted (where adoption takes place before four years of age), may be counted towards the insurance record of the parent concerned.

The law of 1 August 1988 extended entitlement of the beginning-of-school-year allowance introduced by the law of 14 July 1986 which made provision for the allowance to be granted to the first child aged six: this age condition has been replaced by the condition that the child has been admitted to primary education.

The year under review saw amendments to the Anti-Poverty Law, which had introduced a guaranteed minimum income benefit in 1986. These amendments broaden the initially highly selective eligibility criteria. They are also designed to promote coordination of the activities of the bodies responsible for administering the scheme (both the benefit itself and related welfare activities).

#### Netherlands

Since the beginning of 1988, family allowances have been increased by an average of 6% in order to maintain the purchasing power of families with children.

The situation of the elderly remains a matter of major concern to the Government. A new law was passed in 1988 on the involvement of the elderly in the management of their old people's homes. There is also a continued policy of decentralization of services for the elderly to municipal/local community level.

Finally, it should be noted that, on the 1 January 1988, the age of majority was reduced from 21 to 18.



A survey by the Sociaal Cultureel Planbureau shows that, in 1988, the cumulative effects of the measures to contain the budget took the form of a reduction in supplementary benefits for persons with incomes below the vital minimum. At the same time, certain communes introduced further provisions to assist this group (various exemptions). Furthermore, the increase in family allowances offset the impact on disadvantaged families of the introduction of a minimum health care contribution.

### Portugal

In 1988 the increase of around 12% in family benefits (as compared with an inflation rate of 10%) helped to improve the situation of families, especially those on low incomes.

With a view to helping workers with children under twelve or suffering from disabilities, two flexible forms of work schedule were introduced - firstly the flexible hours system, which allows parents to adjust their work schedule to the constraints of family life, and secondly the no-breaks system, which allows them to complete their daily hours within a half day.

Special measures were taken to assist the elderly: old age pensions were raised by 12% and a National Committee was set up to work out a policy for senior citizens. It is a multidisciplinary and multisectoral body attached to the Government and operates in conjunction with the non-governmental organizations; its objective is implementation of an overall, national policy for the elderly.

The year under review also saw a number of initiatives in favour of immigrant families. Returning emigrants are an additional factor exacerbating the ageing of the population in Portugal and also pose a problem in terms of occupational reintegration. With assistance from the European Social Fund, the Government introduced training courses for second-generation migrants in 1988.

The population figures for 1987 show a continuation of the twofold ageing of the Portuguese population: 22% of the population fell into the 0-14 age group (as compared with 23.8% in 1984) and 13% into the over-65 group (as against 11.9% in 1984). The decline in the fertility rate (to 1.6

children per woman) is accelerating, a trend paralleled by the infant mortality and marriage rates. There has also been an increase in life expectancy (to 73.5 years).

The fight against poverty has become one of the objectives of the national social security action programme.

#### United Kingdom

The main item of legislation in 1988 was the Housing Bill, which was enacted in November. The new Act encourages landlords to make available more private rented housing, and gives council tenants the right to transfer to another landlord.

The tax burden on certain groups (notably divorced and separated persons) was alleviated in 1988 and the Government launched a publicity campaign designed to inform low-income families and encourage them to apply for family credit. New rules were also introduced with regard to maternity benefits and benefits for persons in need of special care.

In April 1988, major changes were introduced in the social security system which affected many elderly people. Prior to April 1988, supplementary benefit helped people on low incomes and included extra allowances for specific needs such as heating, diet and laundry. This has now been replaced by "Income Support", which takes less account of individual differences. Temporary protection was given to prevent cash losses in April.

The Government issued a White Paper on primary health care which is intended to provide "comprehensive services for elderly people". As regards poverty, the year under review saw the implementation of the majority of changes in the social security system introduced by the Social Security Act 1986. The aim of the reform is thus to simplify the system and focus aid on the most deprived groups, reducing the risks of discouraging people from taking work. Since the reform is a complex one, its effects will necessarily vary from one group of poor people to another.

CHAPTER VIII

SOCIAL SECURITY

Trends within the Community

In the Community as a whole, with the exception of the Federal Republic, the year could be characterized as one of consolidation and minor alterations rather than one which saw major reforms in social security schemes. In some countries, this was perhaps a reaction to far-reaching changes in the previous two or three years. In others, the holding of elections tended to paralyse temporarily the decision-making machinery. Generally, however, the financial pressure on social security schemes has tended to ease as a result of the improved economic situation.

The most significant reform carried out during 1988 was the recasting of the health care system in the Federal Republic, with a financial impact of DM 14 000 million, which will take effect on 1 January 1989.

Certain significant changes can also be pointed out in a few countries. France introduced a guaranteed minimum income linked to participation by the beneficiary in schemes designed to give the unemployed the opportunity to enter or re-enter the labour market. In Ireland, as has already been mentioned in the preceding Chapter, social insurance for the self-employed was introduced for the first time, with coverage being provided for old age pensions and widows and orphans pensions. In the United Kingdom, income support replaced the supplementary benefits scheme. In Greece, a supplementary pension scheme for agricultural workers was introduced, including invalidity and survivors benefits as well as old age cover.

Development of the situation in the Member States

Belgium

A Royal Decree providing for the payment of certain benefits to industrial injury victims and their dependants was published in the Official Gazette on 6 January 1988.

Following the change of Government, the new Minister for Social Affairs set up a round table on sickness and invalidity insurance in November. This round table comprised four study groups. The first considered the problem of balancing the finances of health care. The second looked at the possibility of reforming the system of agreements with the professions and establishments providing care. The third group considered a reform of administrative monitoring, whilst the fourth was concerned with a reform of medical monitoring.

These four study groups submitted proposals to the Minister which can be expected to give birth to a new law in the course of 1989.

Mention should also be made of the setting-up in October of a committee on the computerization of social security. The aim is to improve interinstitutional coordination.

In the case of the scheme for the self-employed, arrangements now in force provide for contributions to be paid at a reduced level where self-employment is a secondary activity and the resulting income does not exceed certain amounts. Married women, widows and students subject to this scheme may, if their earned income does not exceed BFR 77 472 (indexed), ask to be treated as secondarily self-employed.

Denmark

On 14 January 1988 the Minister for Social Affairs proposed an amendment to the All-Residents Basic Pensions Law. The Government and the Social Democratic Party agreed to increase the total amounts payable on basic pensions by approximately DKR 2 000 million.

This change has a number of consequences. Firstly, all pensioners receiving the lowest rate of pension, i.e. those receiving the lowest rate of pension, will have an increase. Secondly, differences in the amounts payable to single pensioners and pensioners married to each other are levelled out. Finally, the reductions to be effected under current legislation in respect of earnings on top of the pension are eased as from 1 January 1988.

The Committee set up by the Minister for Social Affairs to review the Industrial Injuries Law has dealt with the issue of whether a child contracting a disease as a consequence of the occupation of the parents should be covered by the Industrial Injuries Law. As a result, on 14 January 1988, the Minister for Social Affairs proposed an amendment to the Industrial Injuries Law to the effect that children born with lesions as a consequence of the mother's work be covered by the Law. This amendment has been adopted by Parliament.

Federal Republic of Germany

In December 1988, the law on the reform of the health care system aimed at reducing expenditure by around DM 14 600 million was adopted. Almost half the savings will come from an increase in charges to patients and most of the rest from incentives to encourage doctors to alter their prescription habits. The finances of the system are therefore to be improved via a reduction in expenditure rather than an increase in revenue, and contribution rates remain the same. The reform is due to enter into force on 1 January 1989.

The Employment Promotion Law (AFG) was also amended in such a way as to reduce designed to promote the occupational reintegration of subsidies. The month of December also saw discussion of the impact of foreseeable demographic trends on the pensions system and the tabling of a bill of law for the reform of the latter, under the terms of which the burdens placed on the old age pension schemes as a result of the demographic trends will be borne equitably by contributors, pensioners and the Federal authorities.

A Regulation entering into force on 1 April adjusted the list of occupational diseases to take account of new medical and scientific findings. Four new diseases, primarily linked to respiratory problems, were added to the list.

Finally, with effect from 1 July, another Regulation adjusted private doctors' fees in line with economic changes. In addition to a 10% increase in all fees and higher fees for more time-consuming advisory services for patients, the Regulation also provides for a reduction of fees for laboratory services because of the rationalization of laboratory tests achieved in recent years.

Greece

The main measures taken by the Greek Government during the year under review related to farmers' pensions. New arrangements for supplementary old age, invalidity and survivors pensions were introduced within the framework of the farmers' social insurance scheme (OGA), covering farmers affiliated to the OGA main pensions scheme.

In October, the conditions for payment of an invalidity pension to agricultural workers were established by a Presidential Decree (No 334). The amount is equal to that of the old age pension and is payable only if the invalidity is expected to last for three years or more. It should also be noted that the claimant must have paid contributions for at least five years.

According to a provisional survey regarding the future of the IKA (employees' scheme), as far as pension contributions are concerned, the contribution rate needs to rise from its present level of 14.25% to 14.6% for a healthy, deficit-free scheme. This calculation assumes that all insured persons receive the minimum pension at age 65 (60 in the case of women) on the basis of a contribution record of 4 050 days. It should be noted that one of the problems facing the Greek pensions scheme is the high number of invalidity pensioners.

Spain

The National Health Service, set up in 1986 and already in operation in several autonomous regions, was extended to Valencia. Preventive care, treatment and rehabilitation will progressively be made available free of charge, in line with regional economic development.



Two Regulations were introduced at the beginning of the year under review. The Regulation of 27 January 1988 left contribution rates unchanged for 1988 at 28.8%, with a share of 24% paid by employers and 4.8% paid by employees. The second, dated 14 March, introduced simplified procedures for claiming benefits and improved National Social Security Office administration and benefits.

Finally, the Royal Decree of 30 September laid down the rules for pension plans. These involve the building-up, via pension funds (exclusively), of a body of personal savings which will in due course give the saver a supplementary pension.

### France

The arrangements introduced by the previous legislature on a transitional basis, which provided for the payment of a contribution supplement (sickness insurance contribution: 0.4 points not subject to ceiling; old age: 0.2 points subject to ceiling) have been retained. Similarly, the 1% additional tax on income arising from financial assets and real estate was retained.

As has already been mentioned in Chapter VII, the Government introduced, in December, a "social/occupational integration minimum income".

Under this minimum income mechanism persons over 25 years of age are guaranteed a minimum of FF 2 000 per month for a single person, FF 3 000 for a two-person household and FF 600 per additional person. Beneficiaries must agree to take part in social or occupational integration operations. The benefit is granted, on initial application, provisionally for a period of three months. Entitlement may then be extended for a further period of between three months and one year, depending on the integration contract.

This benefit is likely to cost around FF 8 000 million and affect some 500 000 people. Given the timetable for its introduction, however, the first grants will not be made until early 1989.

### Ireland

As has already been mentioned in Chapter VII, the Social Welfare Act 1988 brought social insurance for the self-employed into existence for the first time in Ireland. A charge of 3% on income was imposed from April 1988, 4% from April 1989 and 5% will be the rate from April 1990, with a minimum charge of IR£ 4 per week for those liable to pay income tax and IR£ 2 per week for those not so liable. Certain persons of low income were exempted from contributions. The self-employed were covered for old age pensions and widows and orphans pensions. In addition, some 15 000 smallholders were given the full rate of pension without contributions.

A new measure has also been introduced for the provision of fuel to social welfare recipients. Persons in receipt of long-term payments were paid a supplement of IR£ 5.00 per week for 26 weeks provided that they were living alone or with persons who were dependent on them or were providing them with full-time care. They also qualified if they were living with other recipients of long-term social welfare payments.

Finally, it should be noted that the Department of Social Welfare made extra staff available to tackle fraudulent abuse of the system and that a Christmas bonus of 65% additional to weekly entitlement was paid to recipients of social insurance and social assistance.

Italy

As from 1 January 1988, the level and breakdown between employers and workers of national health contribution rates were changed. The rate for employees was reduced from 10.95% to 10.65% (9.60% to be paid by the employer and 1.05% by the employee). A further reduction in the employee's share of the contribution is due to take effect on 1 January 1989. In the case of self-employed workers and professionals, the national health contribution was also reduced from 7.5% to 6.5% as from 1 January 1988 in respect of the portion of the individual's income up to LIT 40 000 000 per year and will fall again to 5% on 1 January 1989. The rate for income in excess of LIT 40 000 000 remains at 4%.

Under the Law of 20 May, ordinary unemployment benefit will in future be paid not at the rate of LIT 800 per day but rather at a rate corresponding to 7.5% of the average daily earnings on which contributions were paid during the three months preceding unemployment. The reference earnings will in no case be less than the minimum wage laid down by national or provincial collective agreement. It should, however, be noted that many Italian workers laid off or placed on short time receive benefits from the Wage Guarantee Fund ("Cassa Integrazione"). These benefits are substantially higher but can only be claimed when the worker is temporarily laid off. In response to certain abuses, a draft Law was passed in the Senate in December. This confirms the principle of financial support via the Wage Guarantee Fund for workers who are temporarily laid off. The amount of benefit is fixed at 80% of the total wage subject to a ceiling of LIT 60 million per month. The draft incorporates provision for a 4.5% contribution towards wage guarantee benefits to be paid by firms.

Finally, in December, a Decree established that pension upratings for 1989 would be based on average earnings in all sectors (public and private) rather than on the minimum earnings of manual workers in industry. This should lead to higher upratings.

Luxembourg

The Grand-Ducal Regulation laying down rules (in accordance with Article 173 of the Social Insurance Code) for continued pension insurance was published at the beginning of the year under review.

The aim of the continued insurance mechanism is to permit the payment of voluntary contributions to supplement compulsory cover. Such supplementary cover ensures that in the event of a reduction in the earnings subject to contributions, e.g. as a result of a cut in hours, contributions can continue to be paid on the previous level of earnings.

The Regulation laying down detailed rules as regards the periods to be counted for the purpose of entitlement to an old age pension was also published in 1988. As already mentioned in Chapter VII, periods devoted to bringing up children may be counted towards the contribution record - but only for one of the parents.

Finally, a child care allowance was created for the period up to the child's second birthday. This benefit is paid to the person who receives the family allowance (means-tested if the claimant is an earner) and amounted to just under LFR 9 000 a month at the end of 1988.

Netherlands

In the course of 1988 the Government took a number of legislative measures aimed at reducing discrimination between men and women and between married and unmarried persons.

With effect from 1 January 1988 the principle of equal treatment of married and unmarried persons was incorporated in the Health Insurance Law and since 1 April 1988 entitlement to supplementary benefits under the General Old Age Pensions Law has been dependent on the income of the

claimant's partner. This condition was already provided for by law in 1985 when the principle of equal treatment for men and women was incorporated in the Old Age Pensions Law. Its application had, however, been postponed for a period of three years. Again from 1 April persons aged 65 and over with a partner under 65 are entitled to an old age pension corresponding to 70% of the net statutory minimum wage. A supplementary benefit of up to 30% of the minimum wage may be paid in respect of the younger partner.

Still on the question of discriminatory practices, controversy has been caused by a number of rulings by the Central Appeals Tribunal in respect of the transitional provisions incorporated in the General Disablement Benefits Law in 1979. According to these transitional provisions married women were only entitled to benefits under the Law in question if they had become disabled before 1 January 1979 and had been in receipt of earned income. This earned income condition did not apply in the case of married men and single persons, and was accordingly adjudged discriminatory.

As in past years, the Government refrained from adjusting the statutory minimum wage and social security benefits in line with wage trends in 1988. Despite this measure, net benefits have increased slightly as a result of a reduction in taxes and contributions.

During the second part of the year, a set of measures designed to combat social security claims fraud was introduced. These measures include a social security/tax number for all insured persons to facilitate exchange of data. Plans were also adopted for a reform of the health care system, instituting compulsory basic insurance covering roughly 85% of medical costs and the costs of connected social services. Provision has been made for the introduction of supplementary insurance for three forms of care not covered by the basic insurance.

Portugal

In 1988, the Government took a number of steps aimed at raising benefit levels.

The minimum wage was raised to ESC 27 200 per month for most workers, with a further increase to ESC 30 000 due as of 1 January 1989. The minimum wages for agricultural and domestic workers were, however, only ESC 24 800 and ESC 19 500 per month respectively for 1988.

The Law of 19 April extended the integration into employment allowance for young people. Claimants must be between the ages of 18 and 25. They must normally be in search of their first job, and at all events must not have been employed for more than 180 days in the year preceding the granting of the allowance. In addition, the resources at their disposal must not exceed 60% of the minimum wage, they must have been registered at an employment office for at least six months and they must possess a certain level of training. The allowance is equal in amount to a welfare pension, payable for a total of 15 months.

Also in April the Government approved provisions reforming sickness insurance for employees and adjusting benefit levels and eligibility criteria. To qualify for benefit, the worker must have paid contributions for at least six months and ensured that his remuneration is registered with the social security authorities. The claimant must also have paid contributions for at least twelve days in the four months immediately prior to the commencement of the month preceding the onset of illness. Sickness benefit is not paid during the first three days of incapacity for work and is limited to a maximum of 1095 days.

As regards maternity benefits and benefits for employees, the scheme of attendance allowances for sick children was extended. The daily maternity, paternity and adoption benefit amounts to 100% of the worker's average wage (six months) and not less than 50% of the minimum wage for the beneficiary's sector. The sick child attendance allowance amounts to 65% of the worker's average wage.

The following benefits for the disabled were revised : the supplementary grant for handicapped children and young people, the monthly living allowance, the pension supplement for the seriously disabled and the monthly special education allowance.

#### United Kingdom

The Social Security Act 1988 received the Royal Assent on 15 March. Its main provisions are as follows:

- the law on attendance allowance is restored ;
- entitlement to income support for young people aged under 18 who deliberately choose to remain unemployed is withdrawn. These young people are, however, guaranteed places on the Youth Training Scheme;
- the payment of child benefit for school leavers is extended until age 18;
- the entitlement for sickness and unemployment benefits is based on contributions paid or credited in the preceding two years instead of one;
- unemployment benefit for persons aged 55 to 60 is reduced by the amount of occupational pension they receive in excess of UKL 35 a week;
- local authorities are empowered to make emergency payments of benefit and other miscellaneous items.

During 1988 a debate raged on the National Health Service. This had also been going on in the latter half of 1987. The Government reacted by:

- ordering a "radical review" of the NHS to be completed "within months";
- announcing a substantial 15.3% pay award for nurses together with considerable improvements in their pay and working conditions which were at once accepted by the Royal College of Nursing; and

- giving indication of a greater emphasis on private medicine with possible tax relief on private health insurance contributions.

The Government launched a publicity campaign in March to encourage people with families and with low incomes to apply for family credit. Also in March, regulations were made increasing the maximum period of disqualification for unemployment benefit from 13 to 26 weeks.

In November, new arrangements were made as regards cold weather benefits and higher income support levels for the elderly and disabled. In December, a new Social Security Bill was introduced which would require unemployment benefit claimants to be actively seeking work. This Bill also includes provision to implement the Community Directive on equal treatment for men and women in occupational pension schemes.



Chapter IX

OCCUPATIONAL SAFETY AND HEALTH

Trends in the Community

There has been intense activity in the great majority of the Member States in the field of health and safety at the workplace.

In particular, there has been continued progress in the process started some years ago of bringing national regulations into line with the provisions of Community law. Attention this year was focussed mainly on the provisions concerning the protection of workers from the risks related to exposure to chemical, physical and biological agents, and on those dealing with the risks related to exposure to lead and the protection of workers exposed to asbestos. Various technical standards have also been implemented for machinery and equipment which present a risk to health and safety.

The regulation of "off-shore" installations has also been examined in detail as regards the safety of the installations and of the workers employed there.

Generally speaking, much wider sections of economic activity are progressively being covered by regulations to protect the health and safety of workers, for example in the public services, schools, canteens and SMEs.

Although already subject to a range of regulations, the building and public works sectors remain high risk areas and are still subject to close scrutiny.

More and more workers are therefore being covered and certain laws even provide for coercive measures with penalties as severe as imprisonment for serious offences and failure to comply with safety regulations.

More thought is also being given to the influence of the duration of working time on the risk of accidents, and on the role and training of technical safety officers and occupational physicians in companies. As a result, there has been a continued expansion of actions designed to increase the training of staff involved with the health and safety protection of workers. In Ireland, for example, the first multidisciplinary training programme for various branches of health and safety has been set up. Also of note is the organization, in most Member States, of conferences, talks and symposia on health and safety at the workplace.

Another trend in evidence is the reaction to the "AIDS" phenomenon and its influence on the working environment. This is presenting very real problems regarding the protection of workers' privacy.

Developments in the Member StatesBelgium

After the formation of the new government, a Royal Decree was promulgated on 22 September to establish the responsibilities of the State Secretariat for the Environment and Social Emancipation; the State Secretary is now responsible for matters relating to the Committee on dangerous products, the department for protection against ionizing radiation, the department for noxious agents and the department for sanitary engineering.

On 14 July a proposed law was tabled on protecting the health of workers in their private lives. It is a consequence of the AIDS phenomenon which has reawakened interest in health problems in relation to work. In the conflict of interests between the undertaking's need for medical data, the rights of third parties (fellow workers and clients) and the right to privacy, privacy must take precedence, according to the authors of the proposal. The proposal also provides for cooperation on information and prevention within undertakings.

The Royal Decree of 7 November transposes the following Directives into national law: 80/1107/EEC on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work, and Directive 82/605/EEC on the protection of workers from the risks related to exposure to metallic lead and its ionic compounds at work.

Finally, it has been proposed to revise Article 24 bis of the Constitution relating to economic and social rights, which states that "Workers shall be entitled to safety and hygiene at work".

Denmark

Under Decree No 764 of 2 December 1987 relating to certain materials containing pure carcinogenic substances, any materials containing 0.1% or more of a substance regarded as carcinogenic must be supplied with instructions provided by the employer and the supplier, and must be registered with the List of Chemical Products and Substances.

Decree No 930 of 21 December 1987 on training for drivers of road transport vehicles requires drivers of lorries and cranes to hold a special licence obtained after 50 hours of lessons mainly on driving on slippery surfaces.

Decree No 889 of 28 December 1987 on the Industrial Hygiene Department relates to the progressive extension of the Department to cover another 160 000 persons in the wood and furniture industries, the hotel and restaurant trade and the paper and graphic arts industry. There are now therefore 570 000 workers under the responsibility of the Industrial Hygiene Department in Denmark.

Decree No 52 of 13 January 1988 on organic solvents states that materials containing a minimum of 0.5% by weight of organic solvents or volatile substances must be accompanied by instructions provided by the employer and the supplier, and be registered with the List of Chemical Substances and Products. The substances must also be named if they constitute more than 1% by weight.

Under Decree No 344 of 9 June on the installation and removal of insulating materials containing synthetic mineral fibres, the suppliers of raw mineral materials must attach instructions on handling and use and information on the health hazard involved. It also stipulates that, no other work may be carried out at the same time as work involving the use of mineral wool, and that workers must have access to changing rooms and hot showers.

Federal Republic of Germany

The new Order on protection against injuries caused by X-rays (Röntgenverordnung) of 8 January 1987 came into force on 1 January 1988. This Order assimilates into national legislation Directives 84/467/Euratom and 84/466/Euratom. It also amends provisions relating to the technical radiation protection knowledge required by users of X-rays, dose limit values, the medical use of X-rays and the medical surveillance of persons exposed at work.

In the January Bundesarbeitsblatt the Federal Minister for Labour and Social Affairs published a new version of the directive on gangways at work (Arbeitsstätten-Richtlinie "Verkehrswege"). Amendments have been made to certain provisions relating to the safety of gangways in undertakings, the dimensions of gangways and staircases, the signposting of danger points and the protection of workstations immediately next to gangways.

On 1 January the first Order amending the Order on dangerous substances came into force. Approximately 90 substances have been added to the lists which are contained in the annexes to the Order on dangerous substances. Directives 86/431/EEC, 86/508/EEC and 87/432/EEC have thus been assimilated into national law.

The Order of 19 May amending the Orders implementing the Federal anti-pollution law (Bundes-Immissionsschutzgesetz), which came into force on 1 September, reinforced the twelfth of these Orders (on breakdowns). In particular, it extended the group of dangerous installations covered by the Order on breakdowns and almost doubled the number of substances concerned.

The Committee on Dangerous Substances drew up new technical rules and amended or added to the existing rules. On the subject of labour protection, there are new rules on lead, asbestos, nitrosamine, "evaluating combinations of substances in the air at the workplace" and the "reference technical concentrations for dangerous substances".

The German Committee on Flammable Liquids adopted new versions of a number of technical rules relating to flammable liquids. These include "Petrol tanks in vehicles", "Fixed tanks" and "Mobile containers".

The Order, of 17 August, amending the Order on lifts and hoists came into force on 1 October, thus assimilating Directive 84/529/EEC into national law. The Order simplified procedural requirements, extended the scope of the Order to include surface mine installations and banned dangerous continuous-movement lifts such as the Paternoster.

The accident insurance organizations published major accident prevention regulations approved by the Federal Minister for Labour and Social Affairs. The regulations relate, for example, to biotechnology (came into force on 1 January 1988), work on gas pipelines (came into force on 1 April 1988) and laser beams (came into force on 1 April 1988). They were published in the journals of the various accident insurance organizations.

Greece

Presidential Decree No 70a/88 on the protection of workers exposed to asbestos at work (Greek Official Journal of 17.2.1988) and the Ministerial Decision No 181 establishing measures and restrictions to counter the risk of serious accidents presented by some industrial activities (Greek Official Journal No 26 of 3.3.1988) bring Greek legislation into line with Directive 83/477 /EEC and the Seveso Directive 82/501/EEC respectively.

Law No 1767/88 on advice for workers and other labour-related provisions (Greek Official Journal No 63 of 6.4.1988) implements and converts into legislation the ministerial decisions on setting up joint committees to monitor construction sites and the naval dockyards at Perama. The joint committees comprise workers' representatives nominated by their branch associations, representatives of the Technical Chamber of Greece (professional association of qualified engineers) and a labour inspector.

Presidential Decree No 294/88 on the minimum duration of employment for technical safety officers and occupational physicians and the degree of knowledge and specialization required by technical safety officers (Greek Official Journal No 138 of 21.6.1988) lays down the minimum duration of employment for technical safety officers and occupational physicians in undertakings with more than 150 workers, in accordance with the provisions of framework Law No 1568/85 on hygiene and safety for workers. The criteria used to establish the duration of employment are the level of danger in the work sector or at the workstation concerned and the number of workers in the undertaking or factory.

Finally, Ministerial Decision No 88555/3293 (Greek Official Journal No 721 of 4.10.1988) on hygiene and safety for civil servants, legal persons under public law and local government bodies extends the scope of all legislation on hygiene and safety published since 1985 to cover the public sector and local government.

Spain

Law No 8 of 7 April 1988 concerns offences relating to safety, hygiene and health at work and the sanctions applicable to these offences. Offences of this nature can in fact lead to prosecution by the responsible administrative authority.

In addition to economic sanctions, there are also specific provisions for offences under safety and hygiene legislation (such as stopping work or closing the undertaking if the situation is exceptionally serious), and sanctions against the employers responsible for the execution or subcontracting of work or the provision of services, for any offences committed in their undertakings. These sanctions are applied regardless of whether the workers are employed by the main employer or the subcontractor.

The Ministerial Decree of 6 May (Spanish Official Journal of 16 May) specifies the information which must be contained in the declarations to be submitted by employers to the administrative labour authorities when a new undertaking is opened or work recommences following major alterations in an undertaking. The declaration is designed to make it easier for the Labour Inspectorate to monitor compliance with safety and hygiene requirements.

Decree No 192 of 4 March on restricting the sale and consumption of tobacco, which is designed to protect the health of the general population, includes rules applicable specifically to the labour field. Thus, it is now prohibited to smoke in places where pregnant women work and where smoking presents a major health hazard for workers, as for example where the harmful nature of the tobacco combines with an industrial pollutant.



Various technical standards relating to safety and hygiene at work were adopted in the field of industrial safety. In some instances they are the result of the implementation of Community Directives, such as those relating to pressurized equipment, lifts and hoists, and this is also the case with regard to liquefied natural gas installations, pressurized equipment (compressed air) and safety conditions in mines.

Finally, Royal Decree No 886 of 15 July on the prevention of serious accidents in certain industrial activities was adopted and implements Directive 82/501/EEC.

### France

In accordance with Directive 86/188/EEC on the protection of workers from the risks related to exposure to noise at work, new regulations on the protection of workers against noise have been incorporated into the Labour Code by Decree No 88-405 of 21 April. There are a further two Arrêtés on the main points of the Decree, which is explained in a circular. The provisions on noise protection will take effect on 1 January 1990, and those relating to sanitary installations and canteen facilities on 1 January 1989.

Two Arrêtés (11 April and 15 September) and one Decree (No 88-120) relate to the protection of workers exposed to metallic lead and its compounds, to the individual medical surveillance they require and which must be provided by an occupational physician, and to the technical specifications to be fulfilled by equipment used for sampling particles of this type.

The protection of workers exposed to gases used for fumigation purposes is covered by new rules replacing those resulting from two decrees, of 10 December 1948 and 14 March 1986, which related only to methyl bromide. The new provisions came into force on 1 November (Decree No 88-448 of 26 April).

Decree No 88-1989 of 1 October defines the various monitoring procedures to be applied to equipment, machines, machine parts, machine protectors, devices, fittings and protective products.

Circular No 3/88 of 12 January defines the roles of the regional directors of labour, employment, public health and social affairs in the context of financial arrangements offered by the Caisse nationale d'assurance maladie (National health insurance fund), which has introduced a system of loans for SMEs concluding a contract with a regional fund to carry out a programme of occupational risk prevention as part of an agreement with various branches of industry negotiated at national or regional level.

Decree No 88-572 of 4 May lays down the rules which apply to occupational diseases caused by inhaling dust containing free silica, asbestos dust and iron oxide dust or fumes.

Decree No 88-1056 of 14 November 1988, O.J. of 24.11.1988, defines technical terms and lays down rules governing the general conditions with which installations must comply regarding the protection of workers in establishments using electrical currents.

The Arrêté of 9 December 1988, O.J. of 21.12.1988, sets up panels of three doctors with specialist knowledge of the diseases caused by dust containing free silica, asbestos or iron oxide. They are required to consider each case and deliver an opinion.

The Arrêté of 2 December 1988, O.J. of 23.12.1988, sets out the characteristics for the trademark and the certificate of conformity required for dangerous machines and equipment.

### Ireland

The major development in 1988 was the introduction in Parliament on 15 December 1988, by the Minister for Labour of the Safety, Health and Welfare at Work Bill. The provisions of the Bill are based on the recommendations of the Barrington Commission of Enquiry on Safety, Health and Welfare at Work and were discussed in detail by the tripartite Interim Board for Occupational Safety and Health. The main features of the new legislation are as follows :

- (I) It will extend safety and health legislation to all workers, employers and the self-employed (existing safety and health laws cover about 20 % of the workforce)
- (II) It will place statutory duties of care for safety and health on all concerned
- (III) It will require an assessment of the specific hazards and needs of each enterprise, and the drawing up of written statements
- (IV) It will provide for consultation between employers and workers on safety and health

- (v) It will provide for the establishment of a National Authority for Occupational Safety and Health, with overall responsibility for safety and health at work and clear duties of promotion, research and advice.

The new legislation emphasises a preventive approach to safety and health at the workplace.

Regulation S.I. No 219 on the protection of workers against exposure to lead, drawn up by the Minister of Labour, came into force on 8 September. It implements Community legislation on the protection of workers against the risks arising from exposure to lead.

Regulation S.I. No 270 of 1 November amends the 1975 regulations on safety, health and welfare in the construction and civil engineering sector, clarifying the provisions on handrails and coverings for openings, gaps, etc. in structures such as buildings, work platforms and footbridges, for the protection of construction workers.

In August the Minister of Labour announced that he was preparing regulations to be introduced pursuant to the 1987 Act on safety, health and welfare on offshore installations. These will detail relating to the safety of offshore workers currently applied by means of a clause included in licence contracts, under which the employers undertake to comply with the relevant directives of the Minister of Labour. The Minister intends to bring the regulations into force at an early date.

In July the first multidisciplinary training programme for professional workers in the various branches of health and safety was completed. The programme was developed by the Nursing Board, the Institute of Occupational Safety and Health and the faculty of occupational medicine at University College, Dublin, the Irish Society of Occupational Hygiene with the support and assistance of the Department of Labour. The Minister for Labour

announced that this first experiment in integrated training was a major innovation at international level in the development of qualifications in occupational health and safety.

At a joint conference on toxicology and occupational medicine at work in April, the Minister for Labour announced that his department was preparing a one-year campaign designed to increase employers' and workers' awareness of the potential risks arising from exposure to carcinogenic agents at work and of the protective measures to be taken. The campaign will coincide with the Europe Against Cancer Year to be held in 1989 on the initiative of the European Community.

Finally, the Department of Labour launched a selective programme to combat work accidents, in particular, high risk sectors.

### Italy

Following the Decree of 11 January of the Minister of Transport, rules on the prevention of fires on underground railways were introduced to protect both workers on and users of this form of transport.

With regard to packaging and labelling, the Decree of 20 February integrates Directives 83/467/EEC and 86/431/EEC on adapting to technical progress Directive 67/548/EEC on the classification, packaging and labelling of dangerous substances.

The Decree of 22 February of the Minister of Health amends and supplements the Ministerial Decree of 18.10.1984 on the classification, packaging and labelling of listed substances such as paints, varnishes, printing inks, adhesives and similar products. The Decree of 23 February of the Minister of Health relates to the special labelling of dangerous substances and preparations;

Decree No 215 of 24 May implements Directives 83/478/EEC and 85/610/EEC on the approximation of the laws of the Member States relating to restrictions on the marketing and use of certain dangerous substances and preparations;

Decree No 223 of 24 May relates to the implementation of Directives 78/631/EEC and 81/187/EEC on the approximation of the laws of the Member States relating to the classification, packaging and labelling of dangerous preparations (pesticides).

On the subject of the technical safety of products, the Minister of Industry adopted the following provisions: the Decree of 29 February on the technical rules applicable to thermal safety devices designed to intercept the primary liquid in heat exchangers; the Decree of 29 February on the technical rules applicable to generators and containers containing superheated liquids other than water, excluding equipment in mineral oil processing plants; the Decree of 29 February on the technical rules applicable to forced flow steam generators and the Decree of 29 February on safety standards in the design, installation and use of liquefied petroleum gas tanks with a maximum capacity of 5m<sup>3</sup>.

Decree No 259 of 10 May relates to the monitoring of the effectiveness of flameproof thermal engines while Decree No 347 of 10 May concerns the monitoring of the effectiveness of safety devices and systems in the design and use of remote control in the operation of cranes, winches and hoists.

In addition, the Minister of Labour adopted two provisions on compulsory insurance against industrial accidents: the Decree of 18 June on the new insurance premium tariff for industrial accidents and occupational diseases in the industrial sector and how it is applied, and the Decree of 20 June on the new table of supplementary premium rates for insurance against silicosis and asbestosis, and how they are applied.

On 24 February the Minister of Health introduced a Decree on the maximum doses and field of application of certain herbicidal-type active substances. A second Decree, introduced on 31 March, relates to the prohibition for preventive purposes of the use on Italian territory of medicaments containing the active toxic ingredients atrazine, molinate and bentazone.

The Decree of 17 May integrates Directive 82/501/EEC on the major accident hazards of certain industrial activities, and that of 6 October 1988 (No 451) concerns the exemption from existing regulations on service scaffolding with independently adjustable platforms.

In the field of pollution from industrial plants, a number of decrees have been adopted, in particular the Decree of 24 May on the implementation of Directive 86/280/EEC on limit values and quality objectives for discharges of certain dangerous substances and the Decree on the implementation of Directives 80/779/EEC, 84/360/EEC and 85/203/EEC on air quality standards in relation to certain pollutants and combatting air pollution from industrial plants.

Under the powers assigned to the Regions by Law No 833 of 23.12.1978 on the creation of the National Health Service, two regional laws were adopted during 1988 on the provision of services designed to supplement the prevention and monitoring work carried out by the territorial departments of the Local Health Units. The regions concerned were Latina and Apulia.

Luxembourg

The Law of 19 March on safety in government offices and departments, public buildings and schools is designed to protect the physical safety of all civil servants and those working in or attending schools. The Law also provides for the appointment in each undertaking of one or more safety officers, a local safety committee and safety teams. It thereby eliminates a loophole in the public sector. In fact, a number of laws and regulations govern safety and hygiene in the private sector and the application of these is monitored by the Labour and Mines Inspectorate.

The Law of 20 May on the protection of workers against the risks associated with exposure to chemical, physical and biological agents at work assimilates into national law the Council Framework Directive of 27 November 1980. This Law however leaves it to various grand ducal regulations to lay down technical application measures which will need to be adapted to scientific progress.

The Grand Ducal Regulation of 4 July setting out hygiene and cleanliness requirements for the catering industry applies to the fitting out and maintenance of premises and equipment, to the preparation and handling of food in catering establishments and to the hygiene of their workers. The regulation lays down specific provisions for the fitting out of kitchens, refrigeration units, storage areas, table surfaces, chopping surfaces and sanitary installations for staff.



Convention No 28 of the International Labour Conference on protection against accidents for workers loading and unloading vessels was denounced by Luxembourg on 9 February as was Convention No 45 on the employment of women in underground work in all categories of mines, on 29 April 1988.

### The Netherlands

On 1 January the second phase of the 1980 Law on working conditions came into force. It applies to undertakings, the civil service and the armed forces.

Amendments, mainly concerned with the role of the employer, were introduced on the same date for the purpose of simplification. Employers must now inform and instruct workers aged under 18 about working conditions and must, without delay, notify the Labour Inspectorate of any accidents in which a worker is killed or seriously injured. This does not apply to accidents occurring on the way to work.

In October a working party from the Nederlandse gasexploitatie produktieassociatie (Netherlands association of gas consumers and producers) proposed measures to increase safety on gas and oil platforms.

The Minister announced that the Labour Inspectorate would concentrate more on small and medium-sized undertakings, which do not as yet have any health, safety and well-being specialists, and on undertakings which do not respect the regulations. The new procedure will come into force gradually over the next three years.

Finally, on 22 December a new Decree came into force containing regulations which aim to protect workers from the risks related to exposure to asbestos at work.

### Portugal

The Resolution of the Council of Ministers of 6 January laid down measures relating to the implementation of the General Regulations on occupational safety and hygiene in shops, offices and civil service departments. These Regulations implement the provisions of the Decree-law of 20 August 1986.

Two Decrees harmonize national legislation with the EEC Directive (No 86/431/EEC). The first (20 April) pertains to the notification, classification and packaging of chemical substances, and to the classification, packaging and labelling of dangerous substances, and the second (22 April) pertains to the prohibition of the marketing and use of products containing asbestos fibres.

The Decree of 9 March requires workers employed in the preparation, packaging and sale of food products and those responsible for corresponding establishments to comply rigidly with rules on cleanliness and hygiene. Furthermore, it prohibits workers who have contracted or are likely to have contracted certain diseases from carrying out any activity directly related to foodstuffs.

The Decree-law of 28 June limits the marketing and use of dangerous substances. It replaces the Decree of 1976 and takes into account the Community Directives.

The Decree of 24 August fixes standards pertaining to the classification, labelling and packaging of pesticides, in accordance with Community Directives in this field.

In May, on the initiative of the Ministry of Employment and Social Security, the Ministry of Education and the Ministry of Health, a national meeting was held in Lisbon to discuss the integration of the subject of health and safety at work into secondary and higher education.

#### United Kingdom

On 1 March new regulations came into force on protection against asbestos at the workplace, requiring employers to assess the nature and level of exposure and the measures to be taken to prevent or reduce exposure as far as possible. Still on the subject of asbestos, the amendment to the 1988 Asbestos Regulations (SI 1988 No 711) prohibits the supply and use of paints and varnishes containing asbestos (with one exception). The regulations implement Council Directive 85/610/EEC.

The introduction in October of regulations on health protection against dangerous substances (SI 1988 No 1657) is a major landmark in health protection for workers. The regulations, which will come into force in October 1989, contain provisions requiring employers to assess the health risks involved in the use of dangerous substances at work and to take the necessary measures to protect the health of workers. Staff must be given adequate training and information, routine checks on exposure and medical surveillance.

In April regulations were introduced (SI 1988 No 766) implementing two Commission's Directives on classification, packaging and labelling (86/431/EEC and 86/508/EEC).

Other legislation introduced in 1988 includes an amendment to the regulations on protection against major accident hazards in industry, implementing the provisions of Council Directive 87/216/EEC (first amendment to the Seveso Directive), and regulations on work in ports (in line with ILO Convention No 152 of 1979) relating, inter alia, to the loading and unloading of fishing vessels.

Major efforts are being made to improve health and safety in the construction industry, where accident levels are unacceptably high, with 157 deaths in 1987/88 (one in three of all work-related fatalities). The Government - funded Health and Safety Executive is increasing the number of construction inspectors and has been running a series of vigorous enforcement and publicity campaigns. Inspection has concentrated on the competence of management to manage health and safety, with a view to securing long term improvements. The Government will also be looking to bring out new regulations to improve construction safety standards. These regulations will take into account modern working practices and reflect international initiatives in this area.

For some years work has been in progress on a major revision of mining and quarrying safety law. The first of some sixteen sets of regulations, which will completely replace the existing law was made in November. This relates to the use of explosives in quarries and to the safety of exit from mines.

The increasing use of robots in industry has led to the publication of advice on protective measures. A leaflet on "Safety with industrial robots" was published in June.

CHAPTER X

HEALTH PROTECTION

1. Monitoring of AIDS

As at 31 December 1988, 17 521 cases of AIDS had been reported by the 12 Member States of the European Community to the Reference Centre in Paris, accounting for 92% of the cases reported in the European region. Between September and December 1988, 2 226 new cases were reported, with the following geographical distribution:

<u>MEMBER STATE</u>	<u>NEW CASES</u>	<u>NUMBER PER WEEK</u>
France	781	60
Italy	452	34-35
Spain	315	24-25
Federal Republic of Germany	291	22-23
United Kingdom	188	14-15
Netherlands	89	6-7
Denmark	39	3
Portugal	26	2
Belgium	16	1-2
Greece	19	1-2
Ireland	10	<1
Luxembourg	0	0

The number of new cases is equivalent to an increase (in three months) of 14.6% in the cumulative total reported by the Member States of the European Community since the beginning of the epidemic.

The highest cumulative incidence rates per million inhabitants were observed for the following countries: France (101.7), Denmark (70.2), Spain (55.5), Italy (52.4) and the Netherlands (47.5). By way of comparison, the rate is 360 per million inhabitants in the United States of America (CDC AIDS activity, Weekly Surveillance Report, 2 January 1989).

The distribution according to age and sex reveals that 85.8% of cases are in the 20-49 age group (86.4% of infected men and 79.8% of infected women). Women tend to contract AIDS at a younger age than men (50.4% of infected women are between 20 and 29 years old, as opposed to 29% of men). The overall male/female ratio is virtually 8/1 and 87.9% of cases are men.

Of the 17 094 adult cases, the group of homosexuals or bisexuals accounts for 8 944 (52.3%), the group of drug addicts represents 4 519 cases (26.4%) and 1 305 individuals were infected by "heterosexual contact" (7.6%). 94.9% of adult cases were residents of the Member States of the European Community.

The distribution of adult cases by transmission group shows an increase of 72% (3 749 new cases) in one year among homosexuals/bisexuals and 194% (2 982 new cases) among drug addicts. Overall, 55.1% (1 073/1 948) of registered cases among adult women are drug addicts.

The distribution of transmission groups by country reveals considerable variations. As regards the homosexual/bisexual transmission group, the highest percentages were observed in the countries of northern Europe (Netherlands, United Kingdom, Denmark, Federal Republic of Germany), whereas Italy and Spain had the highest percentages among drug addicts. Mother-child

transmission is the main form of infant infection (76.8% (328/427)), and 54.9% (180/328) of the mothers in this group are drug addicts.

The overall mortality rate (number of deaths/number of cases) was 38.8, which is lower than the rate reported in December 1987. However, care must be exercised in interpreting the figures, given that large numbers of deaths are not reported in certain countries.

In addition, a slight increase in the number of cases among the heterosexual transmission group was observed, as well as a sharp rise in the number of cases among drug addicts. Whereas in 1987 the latter accounted for 55% of the number of cases registered among homosexuals, the figure reached 77% in December 1988.

#### Forecasts

Any forecast of the number of cases of AIDS is dependent on the method used, and projections are valid only in the short term, as no account is taken of possible epidemiological changes.

When all transmission groups are taken together, current estimates indicate that duplication times are short (9.2-10.4 months) for Greece, Italy and Spain, intermediate for France (12.7 months) and longer (15.5-19.3 months) for the Netherlands, United Kingdom, Federal Republic of Germany and Denmark. With one exception, the countries with the longest duplication times are those in which the homosexual transmission group is predominant, and the duplication times have increased since the beginning of the epidemic in all countries apart from Greece, where it is still too early to detect a change of this nature.

Although there are signs that these trends will continue, the number of cases diagnosed in each six-month period continues to increase (after adjustment) in most countries. However, in the case of the Federal Republic of Germany, it can be observed that the number of cases diagnosed has fallen in the last six-month period. This reduction remains even after adjustment for the declaration times. In the case of the Netherlands, the number of new cases diagnosed (after adjustment) has remained virtually constant over the last three six-month periods. It is therefore possible that the epidemic curve is levelling out in these countries.

Analysis by transmission group confirms that the epidemic is spreading at a faster rate among drug addicts than among male homosexuals/bisexuals in each country where more than 50% of the cases are among drug addicts. The estimated duplication times for these transmission groups in the European Community are 9.3 and 15.4 months respectively (11.2 months for the heterosexual transmission group). From June 1989 onwards the number of new cases diagnosed among drug addicts could well be higher than the figure for male homosexuals/bisexuals, and the number of cumulative cases in the two groups could be approximately the same by around June 1990. The estimated duplication times among drug addicts are short (9-9.3 months) in Italy, France and Spain, rather longer in the Federal Republic of Germany (12.6 months) and have increased overall since the beginning of the epidemic. There has been a recent rapid increase in the number of cases in the heterosexual transmission group in Italy; most of these cases involve the partners of drug addicts.

### Conclusion

The rapid spread of the HIV virus among male and female drug addicts is a major risk for the diffusion of the epidemic among the heterosexual population, in which few cases of AIDS have been reported so far.



The very fast growth in the number of cases is a reflection of the rapid dissemination of HIV in the early 1980s among the groups most at risk. Indeed, AIDS itself is not contracted until several years after infection. The current rate of increase in the number of people infected is not known accurately. It is certainly much lower outside these groups. According to estimates supplied to the WHO, the total number of those infected in the Member States of the European Community is probably between 300 000 and 800 000.

In the European Community the estimated duplication time for the drug addict transmission group is 9.3 months compared with 15.4 months for the homosexual transmission group, which confirms that the epidemic is spreading faster among drug addicts than among homosexuals/bisexuals.

The number of new cases among drug addicts could well be higher than the figure for homosexuals/bisexuals, and the number of cumulative cases in the two groups could be about the same by around June 1990.

The duplication time for the number of cases in the whole Community is estimated to be 12.7 months. It is still longer in the countries of northern Europe and shorter in those of southern Europe, but overall it has increased since the beginning of the epidemic. It is forecast - probably with a slight overestimation - that a total of 63 645 cases will be diagnosed by June 1990.

## 2. Drug Addiction

In 1987 the use of heroin in the Member States stabilized to a certain extent. However, it appears that there has been an increase in the use of amphetamines, including MDMA and cocaine. By and large, cocaine continues to be the drug used by more and more Europeans, although there are as yet no signs that "crack" (cocaine in cigarettes) has been introduced on a large scale.

In Spain, there has been a fall in the use of heroin, whereas the use of cocaine has increased. In Barcelona there have been many deaths connected with drugs. In 97% of cases, the request for initial treatment is still linked to the use of heroin; 80,6% of those requesting treatment are male, their average age being 19.7 years.

In Portugal, 160 kg of cocaine were seized in 1986, as opposed to 222 kg in 1987. There has been a slight increase of 2% in treatment.

In France, the rise in the use of cocaine has been largely among heroin addicts, whereas the use of heroin itself has diminished. It has become less popular to share needles. 754 kg of cocaine and 213 kg of heroin were seized in 1987. The total number of arrests in connection with drugs was 26 287 in 1987, of which 505 were linked specifically to cocaine.

In Ireland, the drug problem is largely confined to Dublin. As yet, there are no signs that cocaine is being used and crack is not yet available. The heroin epidemic of the early 1980s is coming to an end and the use of the drug is stabilizing.

There have been no major changes in the Netherlands as regards cocaine and the prevalence of heroin. It seems to be becoming less popular to inject drugs. In contrast to the use of heroin in cigarettes, it is still common to take multiple drugs. MDMA has been introduced, but on a small scale.

In Italy, there has been a large increase in the number of deaths connected with heroin (more than 40% in 1987). The authorities know of 35 000 drug addicts. A high percentage of prison inmates take drugs. Seizures of heroin have remained at approximately the same level, whereas the amount of cocaine seized is constantly growing.

The use of heroin in the United Kingdom has remained stable. The incidence rate is even decreasing in the London area, although it is possible that not all cases have been registered. There are few deaths as a result of crack, but amphetamines have become a major problem. The use of MDMA has not led to an increase in requests for treatment.

After a stabilization of narcotics consumption at a high level in the middle of the 1980s, in the Federal Republic of Germany seizures of illegal drugs, the police figures on the number of first-time hard-drug users and the number of deaths from drugs abuse have risen steeply in the course of 1989. On this connection, there has been a particularly steep rise in seizures of cocaine and amphetamines and an equally conspicuous shift in the age structure of consumers and deaths in the direction of the over 25's. Whether the developments suggested by the police figure can be interpreted as a real trend is not entirely certain as the health indicators are not fully conclusive. If so, the proportion of young people who refuse to use drugs has risen considerably over the years as epidemiological data go to show.

The use of drugs in Greece has become a serious problem. Recent figures indicate 35 000 heroin users, with 5.5% of the population (9.1% for men, 2.5% for women) using illegal drugs.

Denmark has 5 000 - 7 000 intravenous drug addicts. The use of heroin is declining, that of cocaine is still low, but the use of amphetamines is becoming a major problem.

C. STATISTICAL APPENDIX

- I. - Population
- II. - Education
- III. - Employment
- IV. - Unemployment
- V. - Working conditions
- VI. - Wages - Labour costs
- VII. - Standard of living
- VIII. - Social protection

I. Population

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12	
1. Total population														
a) 1.000 - annual average or at 30 June														
1970	9,638	4,929	60,651	8,793	33,779	50,772	2,950	53,822	340	13,039	:	55,632	303,388	
1980	9,847	5,123	61,566	9,643	37,386	53,880	3,401	56,434	365	14,150	9,766	56,330	317,890	
1981	9,852	5,122	61,682	9,729	37,756	54,182	3,443	56,508	366	14,247	9,854	56,352	319,095	
1982	9,856	5,118	61,638	9,789	37,980	54,480	3,480	56,640	366	14,313	9,930	56,306	319,896	
1983	9,856	5,114	61,423	9,847	38,172	54,728	3,504	56,836	366	14,367	10,009	56,347	320,569	
1984	9,855	5,112	61,175	9,896	38,342	54,947	3,529	57,005	366	14,424	10,089	56,460	321,200	
1985	9,858	5,114	61,024	9,935	38,505	55,170	3,540	57,141	367	14,492	10,157	56,618	321,921	
1986	9,862	5,120	61,066	9,966	38,668	55,394	3,541	57,246	369	14,572	10,208	56,763	322,774	
1987	9,870	5,127	61,199	9,990	38,832	55,630	3,843	57,345	372	14,665	10,250	56,930	323,754	
1988	9,883	5,130	61,422	9,983	38,996	55,373	3,538	57,453	372(2)	14,760			334,590(3)	
b) Average annual increase as %														
1970/80	0.2	0.4	0.1	0.9	1.0	0.6	1.4	0.6	7.4	0.8	0.9	0.0	0.4	
1980/81	0.1	-0.0	0.2	0.9	1.0	0.6	1.2	0.2	0.3	0.7	-0.5	0.1	0.3	
1981/82	0.0	-0.1	-0.1	0.6	0.6	0.5	1.2	0.2	0.0	0.5	0.8	0.1	0.3	
1982/83	0.0	-0.1	-0.3	0.6	0.6	0.5	0.7	0.3	0.0	0.4	0.8	0.1	0.2	
1983/84	0.0	-0.0	-0.4	0.5	0.6	0.4	0.6	0.3	0.0	0.4	0.8	0.2	0.2	
1984/85	0.0	0.0	-0.2	0.4	0.6	0.4	0.3	0.2	0.3	0.5	0.7	0.2	0.2	
1985/86	0.0	0.1	0.1	0.3	0.2	0.4	0.0	0.2	0.3	0.6	0.5	0.3	0.2	
1986/87	0.0	0.0	0.2	0.2	0.4	0.4	0.0	0.2	1.1	0.6	0.4	0.3	0.3	
1987/88	0.1	0.0	0.4	0.0	0.4	0.4	-0.1	0.2	0.0	0.6			0.3	
c) By age groups as % - end of the year														
0-14 years	1970	23.6	23.1	23.1	24.6	27.9	24.7	31.2	24.4	22.0	27.2	28.8	24.0	24.8
	1980	20.0	20.6	17.8	22.5	25.7	22.3	30.4	21.7	18.6	22.1	25.5	20.8	21.5
	1984	19.0	18.6	15.3	21.1	23.4	21.3	29.3	19.6	17.3	19.7	23.8	19.4	19.8
	1986	18.4	17.9	14.7	20.3	22.3	20.8	28.7	18.4	16.9	18.8	22.7	18.9	19.1
	1987	18.2	17.6	14.7	-	21.8	20.5	28.3	17.8	-	18.5	22.1	19.0	-
15-64 years	1970	63.0	64.5	63.6	64.3	62.4	62.4	57.7	65.0	65.4	62.6	62.0	63.2	63.2
	1980	65.6	64.9	66.7	64.3	63.4	63.9	58.9	64.7	67.8	66.4	63.1	64.2	64.8
	1984	67.4	66.4	70.1	65.6	64.5	65.9	59.8	67.7	69.5	68.3	64.3	65.6	66.8
	1986	67.4	66.7	70.1	66.1	65.4	65.9	60.4	67.2	69.8	68.9	64.9	65.6	67.1
	1987	67.4	67.0	70.1	-	65.7	65.9	60.7	68.4	-	69.0	65.3	65.7	-
65 years and more	1970	13.4	12.4	13.3	11.1	9.8	12.9	11.1	10.6	12.6	10.2	9.2	12.8	12.0
	1980	14.4	14.5	15.5	13.2	10.9	13.8	10.8	13.5	13.6	11.6	11.4	15.0	13.7
	1984	13.7	15.0	14.7	13.3	11.9	12.8	10.8	12.7	13.2	12.0	11.9	15.0	13.4
	1986	14.2	15.4	15.2	13.6	12.3	13.3	10.9	13.4	13.3	12.3	12.4	15.5	13.8
	1987	14.4	15.4	15.2	-	12.5	13.6	11.0	13.8	-	12.5	12.6	15.2	-

(1) at 31.12.1986

(2) 1.1.1988

(3) 1987 for Portugal and United Kingdom

Source : "Demographic statistics 1989", EUROSTAT

∴ data not available

I. Population (continued)

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
2. Components of population changes													
a) Birth rate (live births per 1.000 inhabitants)													
1970	14.8	14.4	13.4	16.5	19.6	16.8	21.8	16.8	13.0	18.3	20.0	16.2	16.4
1980	12.6	11.2	10.1	15.4	15.2	14.9	21.8	11.3 <sub>1</sub>	11.4	12.8	16.2	13.4	13.0
1981	12.6	10.4	10.1	14.5	14.1	14.9	21.0	11.0 <sub>1</sub>	12.1	12.5	15.4	13.0	12.7
1982	12.2	10.3	10.1	14.0	13.6	14.6	20.4	10.9 <sub>1</sub>	11.8	12.0	15.2	12.8	12.4
1983	11.9	9.9	9.7	13.5	12.7	13.7	19.1	10.6 <sub>1</sub>	11.4	11.8	14.4	12.8	11.9
1984	11.7	10.1	9.5	12.7	12.3 <sub>1</sub>	13.8	18.1	10.3 <sub>1</sub>	11.5	12.1	14.2	12.9	11.8
1985	11.6	10.5	9.6	11.7	11.7 <sub>1</sub>	13.9 <sub>1</sub>	17.6	10.1 <sub>1</sub>	11.2	12.3	12.8	13.3	11.8
1986	11.9	10.8	10.3	11.3 <sub>1</sub>	11.2 <sub>1</sub>	14.1 <sub>1</sub>	17.3 <sub>1</sub>	9.7 <sub>1</sub>	11.7	12.7	12.4	13.3	11.9
1987	11.9	11.0	10.5	10.7 <sub>1</sub>	10.9	13.8 <sub>1</sub>	16.6 <sub>1</sub>	9.6 <sub>1</sub>	11.4	12.7	12.0	13.6	11.8
1988	12.1	11.5	11.0	10.8	-	13.8	15.4	-	12.4	12.6	-	-	-
b) Death rate (deaths per 1.000 inhabitants)													
1970	12.3	9.8	12.1	8.4	8.3	10.7	11.4	9.7	12.2	8.4	10.3	11.8	10.6
1980	11.5	10.9	11.6	9.1	7.7	10.2	9.8	9.8 <sub>1</sub>	11.3	8.1	9.7	11.7	10.3
1981	11.4	11.0	11.7	8.9	7.8	10.2	9.6	9.7 <sub>1</sub>	11.2	8.1	9.6	11.7	10.2
1982	11.4	10.8	11.6	8.8	7.5	10.0	9.3	9.4 <sub>1</sub>	11.3	8.2	9.3	11.8	10.1
1983	11.6	11.2	11.7	9.2	7.9	10.2	9.4	9.9 <sub>1</sub>	11.3	8.2	9.6	11.7	10.3
1984	11.1	11.2	11.3	8.9	7.8 <sub>1</sub>	9.9	9.1	9.4 <sub>1</sub>	11.1	8.3	9.6	11.4	10.0
1985	11.2	11.4	11.5	9.3	8.0 <sub>1</sub>	10.0	9.4 <sub>1</sub>	9.6 <sub>1</sub>	11.0	8.5	9.6	11.8	10.2
1986	11.2	11.3	11.5	9.2	7.9	9.9	9.5 <sub>1</sub>	9.5 <sub>1</sub>	10.7	8.6	9.4	11.7	10.1
1987	10.7	11.3	11.2	9.6	8.0	9.5	8.8	9.3	10.8	8.3	9.3	11.3	9.9
1988	10.6	11.5	11.1	9.1	-	9.4	8.9	-	10.3	8.4	-	-	-
c) Net immigration (per 1.000 inhabitants)													
1970	+ 0.4	+ 2.4	+ 9.2	- 5.3	- 0.8	+ 3.5	- 1.2	- 2.2	+ 3.1	+ 2.6	- 16.4	- 0.3	+ 1.4
1980	- 0.3	+ 0.1	+ 5.1	+ 5.2	+ 3.0	+ 0.8	- 0.2	- 0.1	+ 3.7	+ 3.7	+ 4.3	- 0.7	+ 1.2
1981	- 0.8	- 0.4	+ 2.5	+ 0.7	0.0	+ 1.1	+ 0.3	- 0.5	+ 1.1	+ 1.2	+ 1.7	- 1.5	+ 0.9
1982	- 0.5	0.0	- 1.2	+ 0.8	- 0.6	+ 0.7	- 3.2	+ 1.9	- 0.9	+ 0.2	+ 1.8	- 1.0	+ 0.1
1983	- 0.3	+ 0.3	- 1.9	+ 0.9	- 0.1	+ 0.3	- 2.7	+ 2.4	+ 0.1	+ 0.4	+ 3.3	+ 0.3	+ 0.3
1984	0.0	+ 0.8	- 2.5	+ 1.0	- 0.2	+ 0.3	- 5.0	+ 1.6	+ 1.3	+ 0.6	+ 3.3	+ 0.9	+ 0.2
1985	0.0	+ 1.9	+ 1.4	+ 0.5	+ 0.5	0.0	- 7.3	+ 1.4	+ 2.3	+ 1.7	+ 2.3	+ 1.3	+ 0.6
1986	- 0.1	+ 2.1	+ 3.2	+ 1.1	+ 0.9	0.0	- 7.3	+ 1.3	+ 5.4	+ 2.2	+ 1.3	+ 0.5	+ 1.1
1987	- 0.1	+ 1.2	+ 3.6	0.8	+ 1.3	0.0	- 9.0	+ 1.5	+ 6.4	+ 3.0	+ 1.2	+ 0.5	+ 1.3
1988	0.0	+ 0.1	-	-	-	0.0	- 1.0	-	-	+ 2.4	-	-	-

<sup>1</sup>Provisional figures

Source : "Demographic statistics 1989", EUROSTAT

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## II. Education

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12(2)
1. Compulsory education (age)													
1970	6-14 <sup>1</sup>	7-14	6-14	7-13	6-14	6-15 1/2	6-14	6-14	6-15	6-14	6-12	5-15	5-15 1/2
1985	6-18	7-16	6-15	5 1/2-14 1/2	6-14	6-15 1/2	6-15	6-14	6-15	5-16	6-14	5-16	5-18
1986													
2. Numbers of pupils and students													
a) 1,000													
1970/71	2,361	951	11,060	1,648	6,929	12,396	766	11,036	61.5	3,204	1,510	10,819	62,741
1980/81	2,289	1,103	12,455	1,908	9,538	13,442	911	12,699	61.2	3,517	1,826	11,255	71,002
1985/86	2,227	1,063	10,872	2,049	10,155	13,421	970	11,882	-	3,315	2,123	10,247	68,380
1986/87	2,206	1,055	10,652	2,060	10,186	13,544	-	11,719	-	3,154	-	10,197	68,079
b) as % of the population aged 5 to 24 years													
1970/71	78.4	61.3	63.3	59.7	60.2	73.2	69.7	66.1	62.1	68.2	47.7	63.4	65.3
1980/81	77.6	72.5	68.9	65.6	74.6	79.4	70.4	72.2	59.0	74.5	54.6	65.8	71.5
1985/86	82.2	73.4	66.9	70.5	78.8	81.6	73.0	68.7	-	75.0	62.8	62.7	71.1
1986/87	81.0	73.1	66.9	70.8	79.6	82.8	-	68.9	-	72.3	-	62.5	-
c) by level of education as %													
<u>First level</u>													
1970/71	44.2	47.8	36.9	55.8	51.4	41.5	52.2	44.7	52.3	47.7	76.0	54.0	46.4
1980/81	37.5	39.4	23.1	47.2	38.8	36.5	47.2	34.9	44.2	39.9	63.7	44.1	36.8
1985/86	33.6	38.1	21.7	43.5	35.2	30.9	44.2	31.3	-	35.5	58.3	42.3	33.7
1986/87	34.2	37.1	22.3	42.1	33.6	30.6	-	30.2	-	-	-	43.8	33.7
<u>Second level</u>													
1970/71	31.1	40.1	46.2	33.7	31.7	34.4	27.2	34.7	33.9	31.4	18.4	38.9	36.3
1980/81	37.1	45.2	54.8	38.8	41.7	38.1	33.0	42.0	41.5	40.3	25.8	48.3	43.7
1985/86	37.9	44.8	49.6	39.8	44.5	40.4	34.9	45.5	-	44.3	30.8	48.4	44.4
1986/87	38.2	46.3	47.2	40.7	46.0	41.0	-	46.1	-	44.2	-	46.8	44.1
<u>Third level</u>													
1970/71	5.5	9.9	6.1	5.2	5.1	6.2	3.4	6.2	0.9	5.5	4.5	4.2	5.6
1980/81	8.6	9.6	9.7	6.3	7.1	7.6	4.6	8.3	1.3	8.1	5.0	4.7	7.5
1985/86	9.8	11.8	14.1	8.9	9.2	9.5	5.7	9.4	-	9.3	4.9	5.9	9.4
1986/87	10.2	11.2	14.6	9.6	9.7	9.5	-	9.8	-	9.9	-	6.0	9.6

<sup>1</sup> 16 years and older : at least participation in part-time education

<sup>2</sup> EUROSTAT estimates

Source : EUROSTAT



III. Employment

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
1. Working population													
a) 1.000 - annual average													
1970	3,824	2,380	26,817	3,430 <sup>1</sup>	13,049	21,434	1,118	20,886	135.8	4,795	-	25,308	127,189
1975	3,999	2,486	26,884	3,434	13,757	22,354	1,158	21,233	150.3	4,991	4,030	25,894	130,370
1980	4,156	2,662	27,217	3,636 <sup>1</sup>	13,456	23,370	1,247	22,459	152.5	5,386	4,338	26,839	134,918
1985	4,202	2,834	27,844	4,078 <sup>1</sup>	13,938	23,923	1,305	23,495	155.3	5,812	4,522	27,797	139,905
1986	4,212	2,873	28,022	4,073 <sup>1</sup>	14,147	23,999	1,308	23,851	157.1	5,864	4,519	27,985	141,010 <sup>1</sup>
1987	4,217	2,907	:	4,069	14,676	24,096	1,312	24,044	159.3	6,495	4,579	28,284	144,280 <sup>1</sup>
1988	4,223	2,926	:	4,139*	14,972	24,151	1,310	24,379	161.2	6,647*	4,623	28,552	145,764*
b) as % of total population (activity rates)													
1970	39.7	48.3	44.2	39.0 <sup>1</sup>	38.6	42.2	37.9	38.8	40.0	36.8	-	45.5	41.9
1975	40.8	49.1	43.5	38.0 <sup>1</sup>	38.7	42.4	36.4	38.3	41.7	36.5	45.4	46.1	41.8
1980	42.2	52.0	44.2	37.7 <sup>1</sup>	36.0	43.4	36.7	39.8	41.8	38.1	46.2	47.6	42.5
1985	42.6	55.4	45.6	41.1 <sup>1</sup>	36.2	43.4	36.9	41.1	42.4	39.9	46.9	49.1	43.5
1986	42.7	56.1	45.9	40.9 <sup>1</sup>	36.6	43.3	36.9	41.7	42.7	40.0 <sup>1</sup>	46.5	49.3	43.7 <sup>1</sup>
1987	42.7	56.7	:	40.7 <sup>1</sup>	37.8	43.3	37.0	41.9	42.8	44.3 <sup>1</sup>	46.9	49.7	44.6 <sup>1</sup>
1988	42.7	57.0	:	41.5*	38.4	43.2	37.0	42.4	43.0	45.0*	44.9	50.0	44.9*
2. Total employment													
a) 1.000 - annual average													
1970	3,693	2,363	26,651	3,294 <sup>1</sup>	12,856	20,905	1,053	19,775	140.2	4,708 <sup>1</sup>	-	24,753	124,192
1975	3,783	2,365	25,810	3,359 <sup>1</sup>	13,133	21,453	1,073	20,007	157.5	4,747	3,852	25,052	124,791
1980	3,797	2,489	26,328	3,541 <sup>1</sup>	11,946	21,903	1,156	20,869	158.2	5,077	4,007	25,327	126,598
1985	3,662	2,598	25,541	3,774 <sup>1</sup>	10,955	21,481	1,079	21,113	160.9	5,178	4,137	24,618	124,297
1986	3,698	2,675	25,794	3,786 <sup>1</sup>	11,174	21,510	1,081	21,240	165.1	5,259 <sup>1</sup>	4,138	24,756	125,275 <sup>1</sup>
1987	3,712	2,721	:	3,782 <sup>1</sup>	11,727	21,564	1,081	21,212	169.6	5,864 <sup>1</sup>	4,195	25,378	128,489 <sup>1</sup>
1988	3,759	2,740	:	3,835*	12,118	21,708	1,091	21,493	174.8	6,032*	4,299	26,212	130,828*
b) Female employment by sectors as %													
1970	31.9	38.6	36.0	26.4 <sup>1</sup>	24.1	35.0	26.7	27.5	26.9	25.7 <sup>1</sup>	-	35.8	32.5
1980	35.1	44.0	37.3	28.1 <sup>1</sup>	27.8	38.5	28.3	31.3	30.8	30.0	38.0	39.8	35.6
1985	37.4	44.5	38.2	32.3 <sup>1</sup>	28.3	40.5	30.8	32.4	33.7	33.6	40.0	41.7	37.2
1986	38.0	44.6	38.4	32.3 <sup>1</sup>	28.8	40.8	31.5	32.8	32.8	33.8 <sup>1</sup>	42.1	42.2	37.5 <sup>1</sup>
1987	38.3	44.9	:	32.7 <sup>1</sup>	29.6	41.0	32.1	33.3	33.3	35.9 <sup>1</sup>	41.2	42.6	38.0 <sup>1</sup>
1988	38.8	44.9	:	32.7*	30.3	41.0	32.1	33.4	34.7	36.9*	41.8	42.8	38.2*
c) Total employment by sectors as %													
Agriculture, fisheries													
1970	4.7	11.3	8.5	38.8 <sup>1</sup>	28.5	13.2	26.9	19.6	9.3	6.1 <sup>1</sup>	-	3.2	-
1980	2.9	8.0	5.5	28.7 <sup>1</sup>	18.5	8.5	18.1	13.9	5.4	4.8	28.0	2.6	9.4
1985	2.9	7.0	5.3	27.5 <sup>1</sup>	17.6	7.4	15.8	10.9	4.2	4.8	23.4	2.5	8.4
1986	2.8	6.7	5.2	27.1 <sup>1</sup>	15.6	7.1	15.5	10.6	3.9	4.7 <sup>1</sup>	21.5	2.4	8.1 <sup>1</sup>
1987	2.7	6.3	:	25.7 <sup>1</sup>	14.7	6.9	15.2	10.2	3.7	4.9 <sup>1</sup>	22.1	2.3	7.6 <sup>1</sup>
1988	2.7	6.2	:	:	14.0	6.6	15.2	9.6	3.4	4.7*	20.6	2.2	7.3*

Estimates

— = break in series

\* = provisional data

: = data not available

Source: EUROSTAT

## III. Employment (continued)

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
<b>Industry</b>													
1980	33.6	28.6	43.2	28.7 <sub>1</sub>	34.8	35.0	32.1	36.9	38.1	30.8	35.3	37.2	36.9
1985	29.2	26.4	40.2	26.0 <sub>1</sub>	30.7	31.2	28.4	32.7	33.6	26.6	33.3	31.1	32.8
1986	28.6	26.7	40.1	26.7 <sub>1</sub>	31.0	30.6	28.4	32.1	33.0	26.2 <sub>1</sub>	33.5	30.2	32.4 <sub>1</sub>
1987	28.0	26.9	:	26.6 <sub>1</sub>	31.4	30.0	27.8	31.7	32.4	32.2 <sub>1</sub>	34.7	29.5	32.2 <sub>1</sub>
1988	27.5	25.9	:	:	31.6	29.6	27.5	31.6	31.5	26.1*	35.0	29.1	32.0*
<b>Services</b>													
1980	63.4	63.4	51.3	42.6 <sub>1</sub>	46.7	56.5	49.8	49.2	56.6	64.4	36.7	60.2	53.6
1985	67.9	66.6	54.5	46.5 <sub>1</sub>	51.7	61.5	55.8	56.5	62.2	68.6	43.3	66.4	58.8
1986	68.6	66.6	54.7	46.1 <sub>1</sub>	53.4	62.3	56.1	57.3	63.1	69.0 <sub>1</sub>	44.9	67.4	59.5 <sub>1</sub>
1987	69.3	66.8	:	47.7	53.9	63.1	57.1	58.1	63.9	60.2 <sub>1</sub>	43.2	68.2	60.2 <sub>1</sub>
1988	69.8	67.9	:	:	54.4	63.8	57.3	58.8	65.1	69.2*	44.4	68.7	60.7*
3. Wage earners in employment													
a) Total (1,000) annual average													
1975	3,152	1,932	22,014	-	9,305	17,648	771	14,251	132.8	4,140	2,586	23,056	-
1980	3,174	2,097	23,009	1,853 <sub>1</sub>	8,437	18,321	874	15,055	137.0	4,462	2,729	23,314	103,462
1985	3,017	2,284	22,275	1,955 <sub>1</sub>	7,654	18,145	820	15,023	142.1	4,590	2,815	21,830	100,544
1986	3,043	2,365	22,527	1,959 <sub>1</sub>	7,968	18,203	831	15,084	146.6	4,686	2,852	21,903	101,563 <sub>1</sub>
1987	3,047	2,412	:	1,979	8,290	18,279	822	15,084	151.7	5,166	2,865	22,127	104,302 <sub>1</sub>
1988	3,084	2,434	:	:	8,658	18,440	823	15,337	156.8	5,334*	2,981	22,883	106,443*
b) as % of total employment													
1975	83.3	81.7	85.3	-	70.9	82.3	71.9	71.2	84.3	87.2	67.1	92.0	-
1980	83.6	84.3	87.4	52.3 <sub>1</sub>	70.6	83.6	75.6	72.1	86.6	87.9	68.1	92.1	81.7
1985	82.4	87.9	87.2	51.8 <sub>1</sub>	69.9	84.5	76.0	71.2	88.3	88.6	68.0	88.7	80.9
1986	82.3	88.4	87.3	51.7	71.3	84.6	76.9	71.0	88.8	89.1 <sub>1</sub>	68.9	88.5	81.1 <sub>1</sub>
1987	82.1	88.7	:	52.3	70.7	84.8	76.0	71.1	89.3	88.1 <sub>1</sub>	68.3	87.5	81.2 <sub>1</sub>
1988	82.0	88.8	:	:	71.4	84.9	75.4	71.4	89.7	88.4*	69.3	87.3	81.4*
4. Employees in the iron and steel industry (ECSC)													
a) 1,000 - annual average													
1975	61.4	2.7	226.8	-	-	156.9	0.8	96.1	22.6	25.6	-	183.3	-
1980	47.4	2.5	201.0	-	-	113.6	0.7	100.6	16.0	21.0	-	133.4	-
1985	35.6	1.7	152.0	4.2	-	80.7	0.6	71.1	12.4	18.9	-	60.7	-
1986	32.5	1.8	147.9	4.3	52.2	71.9	0.5	69.3	12.5	18.9	5.9	56.9	474.4
1987	28.9	1.6	137.3	4.0	47.5	62.8	0.6	65.1	11.6	18.8	5.7	55.1	439.0
1988	28.3	1.6	131.1	4.0	43.4	55.3	0.6	61.3	10.7	18.4	5.5	55.2	415.5
b) average annual increase (+) or decrease (-) as %													
1970/75	+ 0.5	-	- 0.9	-	-	+ 1.5	-	+ 5.3	- 0.3	+ 3.8	-	-	-
1975/80	- 5.1	- 1.6	- 2.4	-	-	- 6.2	- 3.2	+ 0.9	- 6.6	- 3.9	-	- 6.9	-
1980/85	- 5.5	- 7.4	- 5.4	-	-	- 6.6	- 2.5	- 6.7	- 5.0	- 2.1	-	- 14.6	-
1986/87	- 11.2	- 9.3	- 7.2	- 6.5	- 9.1	- 12.7	+ 8.6	- 6.2	- 7.4	- 0.5	- 2.4	- 3.2	- 7.5
1987/88	- 2.0	- 2.9	- 4.5	- 1.4	- 8.6	- 12.0	+ 5.1	- 5.7	- 7.4	- 2.0	- 3.8	+ 0.3	- 5.4

1 Estimates

— = break in series

\* = provisional data

: \* data not available

Source : "Employment and unemployment - 1988" - EUROSTAT

IV. Unemployment

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
1. Persons listed as "unemployed" on national registers													
a) 1,000 - annual average													
1970	80	25	148	49	146	262	59	888	0.0	59	13	558	2,287
1975	201	122	1,086	35	257	840	96	1,107	0.3	260	107	909	5,018
1980	369	176	399	37	1,277	1,451	101	1,580	1.1	325	285	1,591	8,093
1985	557	242	2,305	85	2,642	2,458	231	2,959	2.6	761	342	3,271	15,856
1987	501	216	2,233	110	2,924	2,622	247	3,317	2.7	686	319	2,953	16,130
1988	459	240	2,237	109	2,858	2,563	241	3,833	2.5	433	306	2,370	15,653
2. Unemployment rates for comparison between Member States (not seasonally adjusted) - average annual rates													
a) All age groups (%) - Males and females													
1983	12.6	9.5	6.9	9.0	17.8	8.2	15.2	9.0	3.6	12.5	7.7	11.2	10.0
1984	12.6	9.1	7.1	9.3	20.6	9.8	17.0	9.5	3.1	12.4	8.5	11.4	10.8
1985	11.8	7.5	7.2	8.8	21.9	10.3	18.4	9.5	2.9	10.6	8.6	11.5	10.9
1986	11.8	5.8	6.6	8.3	21.2	10.4	18.3	10.5	2.6	10.3	8.3	11.5	10.8
1987	11.5	5.8	6.3	8.1	20.5	10.5	18.1	10.2	2.7	10.2	6.8	10.6	10.5
1988	10.5	6.4	6.3	8.5	19.6	10.2	17.8	10.7	2.2	10.3	5.7	8.7	10.0

Source : EUROSTAT

— : break in series

IV. Unemployment (continued)

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
b) Under 25 years (%) - Males and Females													
1983	27.6	17.9	11.6	25.1	42.6	21.5	22.3	30.9	8.1	22.7	18.6	20.6	23.1
1984	28.2	14.4	11.5	26.2	47.0	26.2	24.4	31.9	6.8	21.5	20.4	19.7	24.1
1985	25.4	11.1	10.4	24.9	43.3	26.1	26.4	31.7	6.8	18.1	20.3	18.7	23.4
1986	23.9	8.0	7.8	25.8	46.1	25.0	26.9	33.3	6.3	17.1	19.3	18.4	22.6
1987	23.2	8.6	7.1	27.1	43.2	24.1	26.4	31.5	6.4	17.8	15.8	15.8	21.2
1988	20.3	9.4	6.7	27.4	40.7	22.9	25.8	32.5	5.4	17.2	13.1	12.3	20.0
3. Structure of unemployment for comparison between Member States - annual average													
a) Proportion of women among the unemployed as %													
1983	56.5	50.8	45.1	50.7	35.1	55.5	33.7	56.2	50.4	40.5	62.6	36.1	45.2
1984	58.0	52.8	47.4	52.7	34.1	53.8	33.4	56.3	48.7	41.7	58.7	38.2	45.6
1985	60.0	57.0	48.0	53.8	35.0	53.1	34.0	56.8	51.1	42.6	56.5	39.9	46.2
1987	59.7	56.3	49.7	56.0	44.2	55.2	34.9	55.9	53.9	53.3	57.1	40.1	49.2
1988	58.6	54.6	50.3	56.8	48.7	56.2	34.8	56.7	51.8	54.6	60.6	39.9	51.0
b) Proportion of young people aged under 25 year among the unemployed as %													
1983	39.8	36.7	33.3	42.0	52.8	44.2	40.5	64.2	51.3	38.8	57.5	41.1	46.1
1984	38.2	34.0	32.3	41.8	50.1	45.4	39.4	61.7	48.2	37.2	55.8	39.6	44.9
1985	35.3	31.1	28.9	40.2	47.5	42.2	38.7	58.8	49.3	35.0	53.6	37.6	42.4
1987	31.3	30.6	21.3	44.6	47.5	35.8	36.2	53.4	46.0	39.0	50.2	33.6	39.2
1988	28.0	30.5	19.9	42.9	46.0	33.5	34.7	54.2	45.6	37.4	48.7	31.2	38.2

Source : EUROSTAT

V. Working conditions

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
1. Hours of work per week													
a) Normal hours of work for industrial workers fixed by collective agreements													
1970	42-44	42,5-41,75	40-41	48	-	40 <sup>1</sup>	41-42	42-44	41-45	42,5-41,75	-	40-41	40-48
1980	37,5-40	40	40	43-44	42-45	40	40	36-40	40	40	-	39-40	-
1985/86	36-40	39-40	38-40	38,75-40	39-40	37,5-39	40	35-40	40	36-40	40-45	35-40	35-45
1986/87													
b) Hours of work offered to industrial workers - October													
1970	42.7	-	44.1	44.6 <sup>2</sup>	-	45.9	-	42.5	45.0	44.3	-	-	-
1980	35.7	38.5	41.6	39.0 <sup>2</sup>	-	40.9	42.3	38.4	40.2	40.8	-	40.7	-
1984	35.7	38.5	41.2	39.1 <sup>2</sup>	-	38.9	41.3	37.4	40.1	40.5	-	42.0	-
1985	35.7	37.6	40.7	39.3 <sup>2</sup>	-	-	41.1	-	40.6	40.5	-	42.2	-
1986	35.6	38.6	40.5	-	-	-	41.6	-	41.0	40.4	-	42.0	-
1987	36.0	38.4	40.5	-	-	-	-	-	41.2	40.2	-	42.5	-
2. Basic annual paid holidays for industrial workers fixed by collective agreements in days <sup>3</sup>													
1970	18	18	16*-24	6-12	-	24	12-18	12-15	18-24	15*-18*	-	12-18	6-24
1980	24	26*-30	21*-30*	10-12	20-25	24	17*-19	20*-24	25*	20*-24*	-	18-23	10-30*
1985/86	24-25	26*-30	21*-32*	20-24	25	30	24	25-30	25*	26*	20-25	20-27	20-32*
1986/87													
3. Strikes													
a) Working days lost (1.000)													
1970	1,432	102	93	-	1,092	1,742	1,008	18,277	-	263	-	10,900	-
1980	217	192	77	2,617	6,178	1,511	412	13,514	0	54	533	11,964	37,269
1984	-	131	2,921	562	6,358	1,317	386	8,703	0	29	270	27,135	-
1985	130	2,332	35	1,094	3,224	727	418	3,831	0	89	275	6,402	-
1986	-	93	28	1,294	2,280	568	309	5,044	0	39	332	1,920	-
1987	-	137	33	-	-	512	264	3,960	-	58	113	3,546	-
b) Working days lost per 1.000 employees													
1970	482	56	4	-	135 <sup>3</sup>	110	1,405	1,445	-	69	-	489	-
1980	68	89	3	1,569	777 <sup>3</sup>	92	471	1,093	0	13	195	513	-
1984	-	60	132	291	827	72	463	586	0	6	96	1,258	-
1985	43	1,021	2	560	424	40	509	255	0	19	98	293	-
1986	-	39	1	645	286	31	371	374	0	8	134	88	-
1987	-	57	1	-	-	28	322	263	-	12	40	160	-

<sup>3</sup> Estimates

<sup>1</sup> Normal hours fixed by legislation

<sup>2</sup> Hours paid

<sup>3</sup> Working days; where the data have been annotated \* they refer to days of work

Source : 1 a) + 2 : National collective agreements

1 b) "Employment and unemployment 1988 EUROSTAT; "Bulletin of Labour Statistics" ILO

3 a) et b) : EUROSTAT

VI. Wages - labour costs

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
1. Average gross hourly earnings of industrial workers (1) - October (2)													
a) Converted into current purchasing power standards													
1980	5,40	6,10	5,11	2,85	-	3,89	4,31	4,59	5,90	5,40	2,31	4,69	-
1985	8,04	8,78	7,96	5,10	-	6,22	7,05	7,24	8,50	8,04	3,30	7,87	-
1986	8,19	9,18	8,48	5,03	-	6,45	7,58	-	9,13	8,58	3,43	8,40	-
1987	8,54	10,13	8,98	4,95	-	6,80	7,88	-	9,76	9,15	3,71	8,96	-
1988	8,94*	10,70*	9,60*	5,57	-	-	8,52*	-	-	-	3,98*	9,44*	-
b) In national currencies - Nominal trend - indices (October 1980 = 100)													
1980	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	-
1985	132,3	139,8	121,3	301,8	181,6	164,9	181,2	199,8	131,3	117,9	252,8	154,8	-
1986	132,9	145,4	126,1	334,9	198,3	170,2	195,8	-	135,6	119,9	298,6	165,3	-
1987	135,9	160,7	130,9	366,1	215,2	177,5	205,9	-	137,8	122,1	348,6	176,2	-
1988	139,2	170,8	136,5	447,7	-	-	-	-	-	-	400,0	189,5	-
c) In national currencies - average annual rates of increase as %													
1975/80	8,9	10,4	6,4	22,8	-	13,8	16,2	20,4	7,9	7,1	-	13,6	-
1980/85	5,8	6,9	3,9	24,7	12,7	10,5	12,6	14,8	5,6	3,3	20,4	9,1	-
1985/86	0,5	4,0	4,0	11,0	9,1	3,2	8,1	-	3,3	1,7	18,1	6,8	-
1986/87	2,3	10,5	3,8	9,3	8,5	4,3	5,2	-	-	-	16,7	6,6	-
1987/88	2,4	6,3	4,3	22,3	-	-	-	-	-	-	14,7	7,5	-
d) Development in real terms - indices (October 1980 = 100)													
1980	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	-
1985	95,4	97,5	100,8	116,0	104,1	106,8	103,0	108,1	92,6	97,5	89,5	111,6	-
1986	95,0	97,1	105,8	105,5	103,8	107,8	107,9	-	96,5	99,2	94,9	115,7	-
1987	95,5	103,3	108,3	100,0	107,6	108,9	109,9	-	97,8	100,7	100,9	118,0	-
1988	96,5	105,3	112,0	107,2	-	-	-	-	-	-	104,7	119,3	-
e) Development in real terms - average annual rates of increase as %													
1975/80	2,7	- 0,6	2,4	5,6	-	2,8	1,5	2,8	2,2	1,1	-	- 0,1	-
1980/85	- 0,9	- 0,5	0,2	3,0	0,8	1,3	0,6	1,6	- 1,5	- 0,5	- 2,2	2,2	-
1985/86	- 0,4	- 0,4	5,0	- 9,1	- 0,3	0,9	4,8	-	4,2	1,7	6,0	3,7	-
1986/87	0,5	6,4	2,8	- 5,2	3,7	1,0	1,9	-	-	-	6,3	2,0	-
1987/88	1,0	1,9	2,9	7,2	-	-	-	-	-	-	3,8	1,1	-

1. ALL industry (NACE 1-5 except 16 et 17). Ireland and Denmark : building and civil engineering excluded Greece : manufacturing industries  
Spain : Nace 1-5. Non-harmonized data

2. Ireland : September.

\* Provisional data

## VI. Wages - labour costs (continued)

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
2. Average gross monthly earnings of non-manual workers in industry - October													
a) In national currencies - Nominal trend - Indices (October 1980 = 100)													
1980	100,0	100,0	100,0	-	-	100,0	100,0	100,0	100,0	100,0	100,0	100,0	-
1985	128,2	147,9	123,3	-	-	154,2	188,2	202,2	135,6	115,5	260,9	161,0	-
1986	129,2	156,7	128,6	-	-	163,6	202,6	-	143,5	119,8	316,0	177,0	-
1987	130,8	167,2	133,3	-	-	169,3	214,8	-	144,4	122,0	368,9	192,0	-
1988	135,3	176,7	138,3	-	-	-	226,6	-	-	-	423,0	-	-
b) In national currencies - average annual rates of increase as %													
1975/80	8,2	8,4	7,0	-	-	11,9	-	17,8	8,6	7,3	-	14,6	-
1980/85	5,1	8,1	4,3	-	-	9,0	13,5	15,1	6,3	2,9	21,1	10,0	-
1985/86	0,8	5,9	4,3	-	-	6,1	7,7	-	5,8	3,7	21,1	9,9	-
1986/87	1,2	6,7	3,7	-	-	3,5	6,0	-	0,6	1,8	16,7	8,5	-
1987/88	3,4	5,7	3,8	-	-	-	5,5	-	-	-	14,7	-	-
3. Labour costs in industry (2) (3) (manual and non-manual workers) - Industries with 10 or more employees													
a) Average hourly labour costs in ECU													
1975	5,97	5,67	5,76	-	-	4,59	2,68	4,20	5,62	6,45	-	3,02	-
1978	9,31	7,93	8,49	-	-	6,44	3,71	5,01	8,54	9,03	-	3,81	6,10
1981	12,08	9,63	10,94	3,91	-	9,63	6,03	7,40	9,71	10,73	2,50	7,43	9,10
1984	13,09	11,90	14,14	5,69	-	12,17	8,94	10,39	10,96	13,59	2,29	8,84	11,40
1985	13,92	12,60	14,90	-	-	-	9,27	-	11,38	14,28	-	-	-
1986	14,70	13,51	16,12	-	-	-	9,87	-	11,96	15,58	-	-	-
1987	15,24	14,93	-	-	-	-	9,87	-	12,59	16,36	-	-	-
b) Country with the highest level = 100													
1975	92,6	87,9	89,3	-	-	71,2	41,6	65,1	87,1	100,0	-	46,8	-
1978	100,0	85,2	91,2	-	-	69,2	39,8	53,8	91,7	97,0	-	40,9	65,8
1981	100,0	79,7	90,6	32,4	-	79,7	49,9	61,3	80,4	88,8	20,7	61,5	75,6
1984	92,6	84,2	100,0	40,2	-	86,1	63,2	73,5	77,5	96,1	16,2	62,5	80,3
1985	93,4	84,6	100,0	-	-	-	62,2	-	76,4	95,8	-	-	-
1986	91,2	83,8	100,0	-	-	-	61,2	-	74,2	96,7	-	-	-
1987	93,2	91,3	-	-	-	-	60,3	-	77,0	100,0	-	-	-
c) Direct cost of labour in industry as % of total costs													
1975	75,6	93,3	79,9	-	-	70,9	85,8	69,9	82,5	73,8	-	85,6	-
1978	76,1	94,5	78,3	-	-	71,1	86,0	70,9	83,8	73,9	-	82,4	-
1981	75,9	94,3	77,9	83,0	-	70,5	84,0	74,2	84,6	73,3	75,0 <sup>4</sup>	81,5	-
1984	75,3	92,5	77,0	81,0	-	68,8	-	73,3	83,7	73,3	75,0	83,3	-

1. All industry (NACE 1-5 except 16 and 17). Ireland and Denmark building and civil engineering excluded Greece: manufacturing industries  
Spain: Nace 1-5. Non-harmonized data

2. All industry (NACE 1-5 except 16 and 17)

3. 1985, 1986 and 1987 estimates

4. Portugal: figures for 1982

\* provisional data

SOURCE: EUROSTAT: Harmonized statistics on earnings - Labour cost surveys.

VII. Standard of Living

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
1. Dwellings													
a) Existing dwellings per 1.000 inhabitants - end of the year													
1970	372	353	341	280	314 <sup>1</sup>	376	244	319 <sup>2</sup>	332	295	348 <sup>2</sup>	346	349
1980	386	422	412	354	350	436 <sup>4</sup>	263	389 <sup>2</sup>	383	343	348 <sup>2</sup>	382	387
1984	404	475	438	-	398	447 <sup>4</sup>	276	-	-	367	-	393	408
1985	405	439	443	-	-	449	278	-	-	372	-	396	-
1986	-	446	477	-	-	451	283	-	-	377	-	399	-
1987													
b) Completed dwellings per 1.000 inhabitants													
1970	4.8 <sup>3</sup>	10.5	7.8	13.0 <sup>3</sup>	9.1	9.3	4.6	7.0	5.2	9.1	2.9	6.6	7.8
1980	4.9 <sup>3</sup>	5.9	6.3	20.2 <sup>3</sup>	7.0	7.0	8.1	3.3	5.6	8.1	4.1	4.5	6.3
1984	2.6 <sup>3</sup>	5.6	6.5	7.4	5.1	6.3	9.9	3.9	3.8	8.0	4.3	4.1	-
1985	3.1 <sup>3</sup>	4.8	5.1	8.9	-	-	6.7	3.2	3.5	7.0	3.8	3.8	-
1986	2.6	5.6	4.1	11.0	-	5.3	6.4	2.7	3.8	7.5	-	-	-
1987													
2. Durable consumer goods - end of year													
a) Passenger cars per 1.000 inhabitants													
1970	213	218	230	26	71	254	133	190	278	195	47	210	191
1980	321	271	377	90	202	343	217	310	352	322	128	281	298
1983	331	272	400	109	228	372	206	359	385	332	152	318	324
1984	335	282	412	116	230	378	208	366	400	335	159	305	327
1985	339	294	424	127	240	380	202	392	416	339	209	313	343
1986	346	-	441	137	250	389	203	-	425	339	222	324	345
1987													
b) Television sets per 1.000 inhabitants													
1970	217	274	275	113	163	216	149	181	208	237	42	294	223
1980	297	362	320	239	252	297	188	234	248	296	143	331	294
1983	302	369	335	257	258	375	205	243	255	310	151	328	294
1984	303	371	341	264	-	-	211	-	-	312	-	330	-
1985	302	-	346	272	-	-	213	-	-	315	-	331	-
1986													
1987													

1 1979

2 1981

3 Building started

4 Provisional figures

Source : "Review 1970-1979 and 1977-1986", EUROSTAT

1975-1984



VII. Standard of Living (continued)

Year	B	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
c) Installed telephones per 1,000 inhabitants													
1970	211	342	228	119	137	173	104	175	241	169	87	270	197
1980	365	644	464	291	315	460	187	337	570	347	138	496	420
1983	417	719	572	336	352	544	235	405	587	380	169	520	466
1984	-	749	598	357	-	-	253	-	-	390	-	-	-
1985	-	-	621	375	-	-	266	-	-	401	-	-	-
3. Consumer prices													
a) Index (1980 = 100)													
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1985	140.5	146.4	121.0	256.3	178.0	158.0	178.4	190.3	142.3	122.3	284.1	141.5	153.7
1986	142.3	151.7	120.7	315.5	193.6	162.2	185.2	201.4	142.7	122.7	317.6	146.3	159.2
1987	144.5	157.8	121.0	366.3	203.8	167.3	191.0	211.0	142.6	122.5	347.2	152.4	164.3
1988	146.3	165.6	122.4	415.7	211.7	171.8	195.1	221.7	144.7	123.6	386.5	159.9	169.4
b) Annual average rate of increase as %													
1980/81	7.6	11.7	6.3	24.5	14.6	13.4	20.4	17.8	8.1	6.7	20.0	11.9	12.1
1981/82	8.7	10.1	5.3	21.0	14.4	11.8	17.2	16.5	9.4	5.7	22.7	8.6	10.7
1982/83	7.7	6.9	3.3	20.5	12.2	9.6	10.4	14.7	8.7	2.7	25.1	4.6	8.6
1983/84	6.4	6.3	2.4	18.3	11.3	7.3	8.6	10.8	5.6	3.2	28.9	5.0	7.4
1984/85	4.9	4.7	2.2	19.4	8.8	5.8	5.4	9.2	4.1	2.3	19.6	6.1	6.1
1985/86	1.3	3.6	- 0.2	22.8	8.8	2.5	3.8	5.8	0.3	0.3	11.8	3.4	3.6
1986/87	1.5	4.0	0.2	16.1	5.3	3.1	3.1	4.8	- 0.1	- 0.2	9.3	4.2	3.2

Source : EUROSTAT

VIII. Social protection

Year	D	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
1. Total social protection expenditure as a % of the gross domestic product													
1970	18.7	19.6	21.5	-	-	19.2	13.8	-	15.6	19.7	-	14.3	-
1975	24.2	25.8	29.7	-	-	22.9	19.7	19.6	22.4	26.7	-	20.1	-
1980	28.0	28.7	28.6	-	15.7	25.5	20.6	19.8	26.4	30.4	14.4	21.6	-
1983	30.3	30.2	29.1	-	17.5	28.3	23.9	23.7	26.5	33.8	-	24.1	-
1984	29.4	28.7	28.7	-	17.4	28.7	23.3	23.3	22.8	32.6	-	24.1	-
1985	-	27.5	28.1	-	17.5	28.9	23.9	23.4	24.7	31.2	-	24.2	-
1986	-	-	-	-	17.1	28.7	-	-	-	-	-	24.4	-
2. Social protection benefits													
a) Benefits per inhabitant at 1980 prices and purchasing power parities													
1975	1720	2110	2190	-	-	1670	320	1190	1760	2080	-	1390	-
1980	2190	2420	2500	-	820	2150	1020	1460	2340	2590	530	1660	-
1983	2290	2660	2520	-	960	2400	1160	1820	2290	2760	-	1900	-
1984	2210	2620	2490	-	960	2470	1150	1830	2440	2700	-	1930	-
1985	-	2630	2530	-	990	2510	1180	1870	2450	2620	-	2040	-
1986	-	-	-	-	1.020	2600	-	-	-	-	-	2120	-
b) Benefits per function as %													
1970	(1)												
- sickness	22.1	29.2	27.7	-	-	26.9	30.8	26.3	17.7	29.9	-	28.1	-
- invalidity, employ- ment injuries	12.6	14.1	12.6	-	-	9.9	9.7	21.3	19.0	12.1	-	8.5	-
- old age, survivor	40.6	36.3	45.6	-	-	41.1	34.6	34.3	50.9	40.5	-	48.7	-
- maternity, family	20.0	14.1	10.2	-	-	16.8	16.9	12.9	11.8	13.9	-	11.2	-
- unemployment, voca- tional training	3.7	2.8	2.0	-	-	2.0	2.8	1.1	0.0	3.3	-	2.9	-
- others	0.9	3.6	1.9	-	-	3.4	5.1	3.6	0.6	0.3	-	0.6	-
	100.0	100.0	100.0	-	-	100.0	100.0	100.0	100.0	100.0	-	100.0	-

(1) Data from the 2nd European social budget

Source : SESPROS, EUROSTAT

## VIII. Social protection (continued)

Year	D	DK	DE	EL	E	F	IRL	IT	L	NL	P	UK	EUR-12
1986	1984	1985	1985				1985	1985	1985	1985	1982		
- sickness	21,4	21,6	27,7	-	22,7	25,7	29,0	22,6	23,2*	25,9*	25,9	19,0	-
- invalidity, employ- ment injuries	12,2	8,8	13,2	-	11,6	8,6	7,2	22,1	20,6*	18,7*	18,2	10,1	-
- old age, survivors	40,2	37,7	42,5	-	47,0	45,1	31,2	45,4	44,6	30,3	38,7	42,0	-
- maternity, family	11,0	10,8	6,6	-	2,0	10,8	12,3	6,5	9,4	9,8	0,2	11,2	-
- unemployment, voca- tional training	13,7	15,6	6,7	-	16,3	6,5	14,4	3,2	1,4	12,1	2,5	10,6	-
- others	1,5	5,5	3,3	-	0,4	3,3	5,9	0,2	0,8	3,2	6,4	7,1	-
	100,0	100,0	100,0	-	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	3. Revenue according to nature (%) 1970												
1970													
- employers' contrib	51.0	11.2	47.1	-	-	59.2	21.2	-	36.0	43.3	-	36.6	-
- contrib from pro- tected persons	21.2	6.4	24.2	-	-	18.9	12.0	-	24.9	35.8	-	20.5	-
- contribution from public funds	23.5	79.6	23.7	-	-	18.6	66.0	-	30.3	12.5	-	34.2	-
- others	4.3	2.8	5.1	-	-	3.2	0.7	-	8.8	8.4	-	8.7	-
	100.0	100.0	100.0	-	-	100.0	100.0	-	100.0	100.0	-	100.0	-
1985	1984	1985	1985				1985	1985	1985	1985	1982		
- employers' contrib	41.4	10.3	32.9	-	52.3	52.7	20.9	52.5	33.7	32.5	54.0	28.7	-
- contrib from pro- tected persons	19.7	4.2	30.7	-	20.5	26.0	13.0	13.9	25.5	36.3	19.0	16.8	-
- contrib. pub. funds	33.8	77.4	32.5	-	26.7	18.4	65.2	31.5	34.1	15.6	25.0	44.2	-
- others	5.1	8.0	3.9	-	0.5	2.9	0.9	2.1	6.8	15.9	2.0	10.3	-
	100.0	100.0	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	-

(\*) estimates

Source : SESPROS, EUROSTAT