# EUROPEAN INFORMATION BULLLETIN

A Quarterly Publication for European Trade Unionists

ISSUE 3 October 1985

#### IN DEFENCE OF JOBS AND LIVING STANDARDS — European Trade Unions.

1985 has once again highlighted the key demands of the European Trade Union movement - in defence of jobs and living standards. Such demands have been at the forefront both within the Conference Chamber and around the collective bargaining table.

In May the Fifth Statutory Congress of the European Trade Union Confederation took place in Milan. Congress considered a wide range of issues - investment, job creation, reduction in working hours, new technology and rights for trade unions and

nology and rights for trade unions and working people. Such key policy issues were included in the General Resolution adopted by the Congress. Two key elements of the General Resolution were demands for more job creation programmes and the importance of achieving real economic growth.

The actual achievements of European Trade Unions in working towards these aims are demonstrated in the latest of the regular reviews of collective bargaining published by the European Trade Union Institute. The Report - "Collective Bargaining in Western Europe in 1984 and Prospects for 1985" - is fully reviewed later in the Bulletin (pages 5-7) whilst the ETUC Congress is fully reported in a Special Issue of the European Information Bulletin, details of which can be found on page 4 of the Bulletin.

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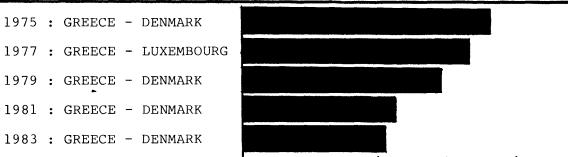
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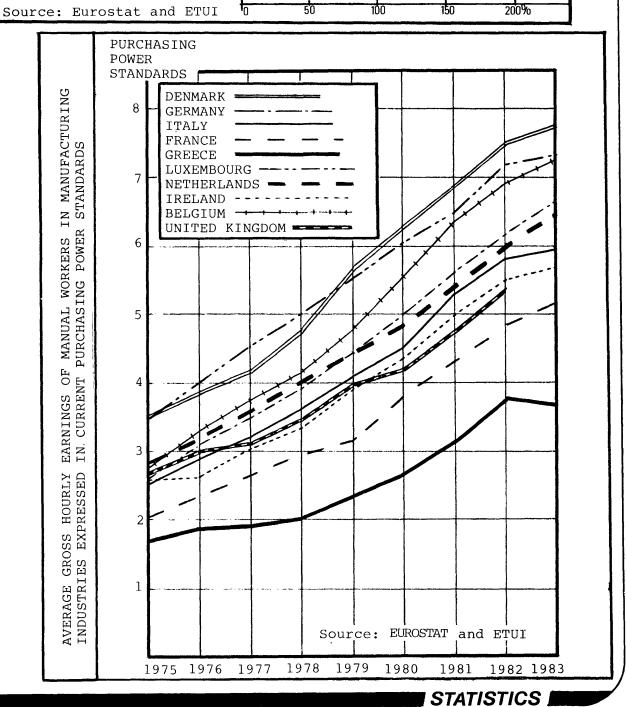
PUBLISHED IN ENGLISH, FRENCH AND GERMAN BY THE TRADE UNION DIVISION OF THE COMMISSION OF THE EUROPEAN COMMUNITIES



**EURODATA** 

THE GAP BETWEEN THE COUNTRIES WITH THE HIGHEST AND LOWEST EARNINGS EXPRESSED IN TERMS OF PURCHASING PARITIES (THE AMOUNT OF GOODS AND SERVICES WHICH CAN BE BOUGHT). BASED ON AVERAGE GROSS HOURLY EARNINGS OF MANUAL WORKERS.





#### NEW EMPLOYMENT INITIATIVES AND WOMEN WORKERS

The Commission of the European Communities recently published a document\* which examines new types of employment initiatives especially as relating to women workers. The study examines how organisations involving collective self-management, such as co-operatives and collectives, have helped both to create jobs and to integrate women into the labour market.

The first part of the Report examines the setting up of co-operatives and collectives involving women workers, looking at the types of skills necessary and the sources of support and finance. The second part looks at the viability of enterprises, in particular the tasks of marketing, pricing and costing, and the role of outside 'experts'. The third part reviews the structures of co-operative enterprises and the role of training.

The major part of the document is a series of annexes which examine case studies of co-operatives and collectives in the United Kingdom, Italy and France.

#### Examples of case studies

#### UNITED KINGDOM

Clydeclean Cleaners Cooperative
Hardwork Cleaners Cooperative
Tic Tac Catering
Bargoed Blouse Cooperative
Louise Argyle
Ragged Robin
Artemis Building Cooperative
Spectrum Secretariate
The Knitters Cooperative

#### ITALY

Crescere Insieme Cadiai Agora La Parola Lilith

#### **FRANCE**

Les Travaelles Carabosses and Barcarosse

The detailed case studies are based on questionnaires sent out to the various organisations and the individual reports on the enterprises provide a wealth of information on cooperatives and collectives and their role in job creation. The Report concludes that cooperatives obviously have potential for creating or saving jobs. The Report goes on to say, "The cooperatives examined have achieved this while paying wages which were as good as, if not better than, those paid in other jobs available - if there were any. The working conditions were always described as better."

The Report recommends that, with the aid of EEC funds, demonstration cooperatives should be set up in each area to act as examples and so encourage other women to set up their own initiatives. EEC assistance could also be given for the creation of local centres that can provide advice and technical assistance to cooperatives in areas where such services do not exist or are very inadequate.

Finally, the Report states that schemes must be more widely publicised. The Report itself makes a valuable contribution towards this end and is essential reading to trade unionists involved in practical job creation measures.

\*"NEW TYPES OF EMPLOYMENT INITIATIVES ESPECIALLY AS RELATING TO WOMEN" Directorate General for Employment, Social Affairs and Education - Division V/A/l - Commission of the European Communities, 200, rue de la Loi, 1049 Brussels, Belgium. Price £5.60 ECU 9.29

#### Economic and Social Committee Report

#### Social Developments

The Economic and Social Committee of Communities European expressed concern at some of tendencies implicit in the policy approach of the European Commission's Economic Report for 1984. In an Opinion reviewing social developments in 1984, adopted by its Plenary Session on 4 July 1985, it the contemporary that European Community exists not solely to promote joint trade and closer economic links; it also has a social purpose.

Amongst the conclusions of the Opinion are the following:-

\*Social cohesion and solidarity are essential elements of a policy for sustained qualitative economic growth.

\*The maintenance of collective social responsibility - particularly for the weak and vulnerablethe development of collective agreements and the extention of consultation are a necessary part of a policy which gives a high priority to reducing unemployment. The Committee reiterated its view that greater co-operation and coresponsibility of the two sides of is needed if current economic and social difficulties are to be overcome.

#### Occupational Cancer

Economic and Social Committee has adopted unanimously an Own - Initiative Opinion on occupational cancer in which it stressed the need for the introduction of European legislation on the prevention control of cancer risks at the workplace, not only in industry also, for example, in agriculture. The Opinion states that there is no proof of the existence of a safe level of exposure to carcinogens and that the disease is difficult to predict. The problem is underlined by the fact that the susceptibility individuals to the risks effects of occupational impossible to determine. cancer

The Economic and Social Committee recommended that the European Community draw up a special directive dealing with the use of carcinogens at the workplace. The Committee also called for the inclusion of research into the prevention of occupational cancer as a priority in the Community's action programme and urged those Member States which have not yet ratified existing relevant international instruments to do so.

**ESC** 

#### EUROPEAN INFORMATION BUILLETIN

The Fifth Statutory Congress of the European Trade Union Confederation Milan May 1985



# SPECIAL ISSUE

ETUC Congress Milan 1985

The Fifth Statutory Congress of the European Trade Union Confederation took place in Milan in May 1985. Some 600 trade unionists from 21 Western European countries attended the Congress. The debates and resolutions passed by the Congress are of vital importance to European trade unionists. Details of the Congress are fully covered in a Special Issue of the uropean Information Bulletin obtainable from the Trade Union Information Division of the Directorate-General for Information (DGX) 200, rue de la Loi, 1049 Brussels, Belgium.

## COLLECTIVE BARGAINING REVIEW



A regular major publication of the European Trade Union Institute is their annual review of European Collective Bargaining. This years Report\* is the sixth in the series, and it attempts to describe trade union claims and settlements reached in 1984 and look ahead to 1985. It is also a continuation of the systematic comparative study of collective bargaining developments in eighteen Western European countries.

The general conclusion reached by the Report is expressed in the following extract:-

"1984 was again a very difficult year for collective bargaining in Western Europe. Some economic recovery was largely a spin-off from the American economic growth in 1983 and 1984 and the high rate of the dollar. This largely affected the export economy, without appreciably spreading to domestic consumption and production. The restrictive economic policy of many governments led moreover to a reduction in purchasing power, accompanied at the same time however by a sharp rise in company profits. For the fourth consecutive year there was a drop in the average growth rate of nominal wages in Western Europe. Gross hourly wages in Western European industry rose at a slower pace than the rate of inflation. In most countries real incomes fell, as did the purchasing power of workers, with a further increase in unemployment."

The Report looks at the outcome of the bargaining round in Western Europe which took place during 1984. Different chapters examine the economic background to collective bargaining - both the general situation and a country-by-country review - , changes in wages and payment systems, working time agreements, and agreements covering

non-wage and other social benefits. Special chapters concentrate on agreements on industrial democracy and working conditions, and job protection and job creation. A final chapter analyses likely changes during 1985.

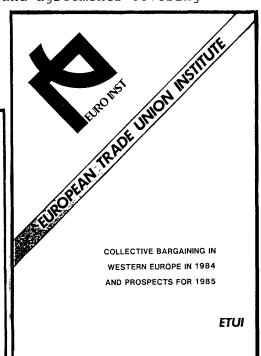
"COLLECTIVE BARGAINING IN WESTERN EUROPE IN 1984 AND THE PROSPECTS FOR 1985" Published by the European Trade Union Institute, Boulevard de L'Imperatrice 66 (Bte 4) 1000 Brussels, Belgium. Tel. 02.512.30.70.

COST OF ETUI REPORTS - THERE IS A DIFFERENTIATED PRICE SYSTEM IN OPERATION, AS FOLLOWS:-

A. BF700(Inclusive of post) to Associations, Enterprises, Universities, Libraries and Individuals.

B. Free of Charge to ETUC member organisations.

C. A reduced price of BF300 (Inclusive of post) to individual trade union members, students, trainees and school pupils.



# BARGAINING TRENDS

A major section of the Report "Collective Bargaining in Western Europe in 1984 and Prospects for 1985", is devoted to a country-by-country examination of bargaining trends. These chapters are summarised in a tabulated form, and this table provides a mass of information on European industrial relations. The following table is adapted from the table contained in the Report and examines collective bargaining trends in countries of the European Community, and the two countries - Spain collective bargaining arrangements and the varying levels of success in achieving real improvements in wage levels. The purchasing power figures are those given by the national unions, figures - where - due to join the Community in 1986. The table highlights the wide diversity of possible - referring to after-tax earnings. Portugal

COUNTRY	NEGOTIATION LEVELS IN 1984	AVERAGE INFLATION	AVERAGE NOMINAL WAGE INCREASES	PURCHASING POWER	COST OF LIVING INDEXATION
BELGIUM	No collective bargaining in 1984 (Biennial agreement '83-84) Real wage freeze imposed by Government	6.48	Negotiated wages increased 2% for white collars, and by 4.8% for blue collars.	Loss of purchasing power of 2.5%-3% Real after-tax in-income of families reduced by 1.2%	Wage Indexation (Reduced by 2% by State int- ervention)
DENMARK	No negotiations in 1984. Biennial agree- ment expires in 1985	6.3%	Average increase of 4%-4.5%.For the lowest paid in-creases have been 6%	1.5%-2% loss in real wages for blue collar workers,2%- 2.5% reduction for white collar workers	Indexation suspended until 1987
FRANCE	General Gov't guide- lines plus sector- al and plant level agreements	7.38	Negotiated increases by 5% on average and 3% in the public sector	Losses of purchas- ing power differs from sector to sector.Public sector losses of 5-7%	"Safeguard clauses" almost disappeared. There is stat- utory min. wage
UNITED KINGDOM	Industry, company, and plant level negotiations	5.0%	4.5%-5% in public sector,8-9% in manufacturing	Real earnings in private sector have increased slightly	No Indexation
GREECE	Central agreement for private sector + sectoral wage settlements	18.3%	24% on average in manufacturing according to OECD estimates	Purchasing power generally safe- guarded	Automatic Wage Indexation

NEGOTIATION IN 1984	N LEVELS 4	AVERAGE INFLATION	AVERAGE NOMINAL WAGE INCREASES	PURCHASING POWER	COST OF LIVING INDEXATION
Sectoral level set- tlements(13-15months)	hs)	8.6%	9.3% in the private sector	Figures not yet available	No indexation
Sectoral triennial agreements. Only a few sectoral agreements expired in 1984		10.6	11-11.5% on average in manufacturing 12.7% in the public sector	Real after-tax wages registered losses between 0.5 and 1% on average	Partial freeze of automatic wage indexation in the first half of 1984
Sectoral negotiations		5.6%	Up to Sept '84, 6.5% on average	Stagnation of real wages	Indexation fro- zen until Sept. 1984
Sectoral and plant level agreements for a 2 year period 1983-84	<b>.</b>	3.2%	1.5% in the private sector, -2% in the public sector	-1% in the private sector, -3.5% in the public sector	About 70% of workers re- nounced wage indexation in favour of 5% working time reduction over 2 years
Sectoral agree- ments, usually for one year		2.4%	Average increases between 3.2% and 3.4%	Slightly decreased (-0.5%)	No Indexation
Sectoral and local bargaining for l year period		11.3%	For UGT:7.66%, For STV-ELA 9.07%	According to UGT slightly decreased	Pay review linked to inflation rate. Minimum wage
Sectoral agreements in private sector, plant agreements in public sector		29.3	19.1% on basic rates.	Losses in purchasing power averaged 9.2%	Statutory Minimum Wage

# FOCUS ON

# **CEDEFOP**

"ALTERNANCE TRAINING: TRAINING CONTRACTS FOR YOUNG PEOPLE IN THE EUROPEAN COMMUNITY"

EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING, £2.30

This new publication from the European Centre for the Development of Vocational Training (CEDEFOP) examines the training contracts of young workers within the European Community.

The initial vocational training of young people through apprenticeship is very differently regulated in all the Member States of the European Community. This analysis of the form and contents of training contracts for young people in alternance training is intended:-

- a) to stimulate the exchange of information and experience between the Member States through comparative studies in the field of vocational training, and
- b) to help provide decision-making aids to the European Commission and competent national bodies.

This publication provides trade unionists with a wealth of information concerning the different systems of training young workers. Each country within the Community is examined in detail and the basic legal provisions and arrangemets of the training contract are analysed. 27 excellent tables provide summaries of training systems and comparisons between the legal status of apprenticeship contracts. Copies of the booklet can be obtained in the United Kingdom from H.M. Stationery Office, P.O. Box 569, London SEL 9NH.

### Other recent CEDEFOP publications

"CONTINUING TRAINING AS A MEANS OF PREVENTING UNEMPLOYMENT"

A Comparative study of Denmark, the Netherlands, Ireland, the United Kingdom and the Federal Republic of Germany. CEDEFOP (1985) £4.50 ECU 8

"PLANNING VOCATIONAL PREPARATION INITIATIVES FOR UNEMPLOYED YOUNG PEOPLE" A study of the sequence in which anyone planning new vocational preparation initiatives may consider the steps they must take and some of the questions and problems they will be faced with. CEDEFOP £1.30 ECU 2.40

\*

#### TRAINING, EMPLOYMENT AND INTEGRATION OF THE HANDICAPPED.

CEDEFOP have just issued a report (FLASH No 8, July 1985) describing a Conference which examined the problems faced by handicapped workers in the field of training, employment and integration. Further details will be contained in the next issue of the Bulletin.

New measures for vocationally rehabilitating handicapped workers are set out in a bill before the Greek Parliament. The key proposal contained in the bill is private requirement for companies to recruit handicapped persons up to 7% of the total workforce.Small enterprises would be exempt from the proposals and the public sector are already covered by an existing 1982.

#### ITALY: BLIND WORKERS

A new Italian law has updated the regulations governing the employment of blind switchboard operat-A national and regional register of blind switchboard operators has been established and public employers are required to employ a blind operator from the register for each switchboard. Private employers are a blind required to employ for each telephone operator switchboard having at least five outside lines. Switchboard operators are entitled to employment until they reach the age of 55.

#### U.K.: CODE OF GOOD PRACTICE

Commission has published a Code

Services

The British Manpower

of Good Practice on Employment of Disabled People, prepared at the request of the Government. The Code aims to give managers and employees at all levels within firms and organisations practical guidance which will help them ensure that disabled people . are treated fairly. Part One of the Code = emphasises the importance of employers having a formal policy towards disabled people's employment and advises on drawing up such a policy. Part Two is for those responsible for day-to-day employment matters, and covers such things as recruitment procedures, integration of disabled workers and practical assistance to disabled workers.

"Flexibility has become catch-word for reducing unemployment in Europe. However, it has also become a euphemism for a range of policy proposals which include:- cutting real wages; increasing inequality; increasing job insecurity; and reducing social security protection. Not only will these "bogus flexibility" measures make Europe a more unpleasant place to live in, they won't create jobs either. On the contrary, by damaging living standards and increasing the insecurity of the individual both in and out of work they may well increase inflexibility by making people more resistant to necessdesirable structural ary and

of the This is one key conclusions from a new report Trade issued by the European Union Institute entitled "Flexibility and Jobs: Myths Realities"\* The Report examines, detail, the claim in that increasing job flexibility is the answer to the unemployment problems facing European countries. The Report examines the creation programmes of European countries, many of which can be favourably with the compared current labour market situation in the USA and Japan. The Report examines the claim that the way to increase jobs is through cuts in wages and shows that such a simplistic analysis is just not true.

The Report has five central chapters which treat the main aspects of the discussions on flexibility. These are: - the record of job creation in Europe, the USA and Japan; real wage 'flexibility' and job creation; relative wages and job creation; labour markets and company flexibility; and the flexibility of working time. The Report concludes that the future of Europe must lie as a high wage, high productivity, high technology area, not as a competitor in cheap labour.

\*"FLEXIBILITY AND JOBS : MYTHS AND REALITIES" E.T.U.I. (See page 5 for details of availability)

# Flexibility and Jobs

#### NEWS FROM EUROPE

#### RAILWAYS

Details of pay agreements relating to European Railway workers are contained in the latest issue of the International Transport Work-Federation Newsletter. French FO Railwaymen's Federation has signed a pay agreement with the French National Railways (SNCF) for current year providing for three pay rises: 1.5% from 1 March, 3% from 1 July and 4.5% from 1 November. Management also agreed to augment all railway workers salaries by 280 francs in Septembr and consider further adjustments to salaries should inflation exceed 5.2% for the year.

In the UK the two manual unions - ASLEF and the NUR - accepted an increase for 1985 of 4.85% with an increase in the minimum earnings levels to £93.30.

#### JOB CREATION

The German Institute for Labour Market and Vocational Research has recently carried out research on the true costs of job creation schemes (ABM schemes) in the Federal Republic. The costings take into account the direct savings and increased revenue because of lower unemployment benefits and higher taxation receipts and the indirect savings due to such secondary effects as safeguarding of existing permanent jobs and the multiplier effects.

Even when only the direct effects are considered, 70% of the ABM costs are seen to be financed by savings and additional receipts. The rate of self-financing rises to 96% when the additional indirect effects are taken into account.

#### **WORKING TIME**

Recent agreements on working time affecting European trade unions:-

#### UNITED KINGDOM:

- \*Distillers Company, 9,000 employees. Reduction from 40 to 39 hours.
- \*Imperial Tobacco, 2,900 employees. Reduction from 36.5 to 35 hours.

#### **NETHERLANDS:**

\*Unilever. Reduction from 38 to 36 hours. Early retirement at 60. 400 new jobs to be created for young workers.

\*Douwe Egberts. Introduction of 36 hour week on 1 Jan 1986. Workers granted 23 days extra time off with pay. Creation of 85 new jobs.

\*Printing Industry. 36 hour week from 1.10.86 in large companies, and from 1.10.88 in smaller companies.

#### **ETUC**

The European Trade Union Confederation issued a statement to coincide with the meeting of the European Council in Milan. In the statement, the ETUC calls for agreement to be reached on the following issues:-

- \*ACTION TO BOOST PUBLIC AND PRIVATE INVESTMENT AND MEASURES TO STIM-ULATE A JOB-CREATING ECONOMY WHICH ARE COORDINATED AT THE EUROPEAN LEVEL
- \*THE CREATION OF A LARGE INDUSTRIAL AND SOCIAL AREA
- \*NEGOTIATION, CONSULTATION AND THE PROVISION OF INFORMATION WITH REGARD TO THE INTRODUCTION OF NEW TECHNOLOGY
- \*FORWARD-LOOKING EMPLOYMENT PLANN-ING TO ENSURE ADEQUATE JOB TRAIN-ING AND JOB CREATION
- \*THE REDUCTION OF WORKING TIME IS IMPERATIVE AND IS FURTHERMORE A DECISIVE STEP TOWARDS IMPROVING THE LIVING STANDARDS OF THE CITIZENS OF EUROPE
- \*ALL THESE PROPOSALS MUST BE CONSIDERED TOGETHER WITH THE REFORM OF THE EUROPEAN INSTITUTIONS

The ETUC warns that if such measures are not adopted then the European Community will regress, unemployment rates will continue to rise, economic recovery will be long in coming, the technological gap between the Community and rival countries will widen and Europe's popularity will dwindle.

#### Health and Safety Notes

Glycol Ethers
British MEP, Winston Griffiths, in a written question to the European Commission was aware Parliament(No.1875/84) asked whether the European Commission was aware of the dangers posed by the use of glycol ethers in paints and what steps were being taken to deal with such dangers? Lord Cockfield replied that the Commission was aware of such dangers with paints containing certain ethylene glycol ethers (methyl ether, ethyl ether and their corresponding acetates) in concentrations of approximately 60-70mg/m3. Such substances have an effect on the central nervous system and haematopoietic system of occupationally exposed persons. He said a number of studies were in progress and the Commission was keeping a close watch on the problem and will decide, following the results of different studies, whether specific measures are called for.

**Biotechnology**The European Foundation for the Improvement of Living and Working Conditions lists a number of new research areas concerning health and safety at work in its Programme of Work for 1985. In particular the Foundation intend to examine the impact of new developments in biotechnology on living and working to a state of the contract of the contr biotechnology on working conditions. Based on existing living and relevant literature, this preliminary review will analyse the possible implications of biotechnology both for living and in such areas as the health and safety of working conditions workers affected by biotechnology undertakings.

A further area of research outlined in the Work Programme safety aspects of hazardous wastes. The Foundation's activities in this area are partly a continuation of the studies undertaken in the 1984 work programme. Research will concentrate on safety aspects of waste treatment plants, including working conditions, and problems relating to drivers and other personnel involved in the handling of dangerous wastes.

#### APPLICATION FORM

The European Information Bulletin is published by the Trade Union Division of the Commission Of The European Communities. The views expressed in the Bulletin are those of the Editor and are not necessarily those of the European Commission.

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#### NEWS FROM EUROPE

#### Purchasing Power Parities

The European Commissions Statistical Division - Eurostat - recently issued figures on what are known as 'Purchasing Power Parities'. Such statistics provide a method of comparing standards of living between different European Community countries by looking at the cost of a 'basket of goods and services' in terms of the differing currencies. By looking at the table below it is possible to see the cost of the same 'basket of goods' if it were bought in the various countries of the Community. For example a collection of goods costing £1.00 in the UK (line 7) would cost £1.08p in West Germany, £1.02p in France, 83p in Italy, etc etc. The 'basket of goods' represents the spread of consumption spending of an average household. The figures were calculated for May 1985.

	D	F	I	N	В	L	UK	IRL	DK	GR	SP	PORT
D	100.0	94.6	76.8	89.0	86.8	80.4	92.6	90.8	110.2	69.3	68.8	57.5
F	105.7	100.0	81.2	94.0	91.7	84.9	97.8	95.9	116.4	73.2	72.7	60.8
I	130.2	123.2	100.0	115.8	113.0	104.6	120.5	118.2	143.5	90.2	89.6	74.8
N	112.4	106.4	86.3	100.0	97.6	90.3	104.1	102.0	123.9	77.9	77.4	64.6
В	115.2	109.0	88.5	102.5	100.0	92.6	106.6	104.6	126.9	79.8	79.3	66.2
L	124.5	117.8	95.6	110.7	108.0	100.0	115.2	113.0	137.1	86.2	85.6	71.5
UK	108.0	102.2	83.0	96.1	93.8	86.8	100.0	98.1	119.0	74.8	74.3	62.1
IRL	110.0	104.2	84.6	98.0	95.6	88.5	102.0	100.0	121.4	76.3	75.8	63.3
DK	90.8	85.9	69.7	80.7	78.8	72.9	84.0	82.4	100.0	62.9	62.5	52.2
GR	144.4	136.6	110.9	128.4	125.3	116.0	133.6	131.0	159.1	100.0	99.3	83.0
SP	145.3	137.5	111.6	129.3	126.1	116.8	134.5	131.9	160.1	100.7	100.0	83.5
PORT	174.0	164.6	133.6	154.8	151.0	139.8	161.0	157.9	191.7	120.5	119.7	100.0

SOURCE: EUROSTAT, CONSUMER PRICE INDEX, 5/1985-B

European Information Bulletin

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