

WSI - Dusseldorf -

SINDNOVA - Roma -

SOZIALFORSCHUNG INSTITUT - Kassel-

SURVEY OF NATIONAL TRADE UNION INSTITUTES
FOR WORKING CONDITIONS

by

Wolfgang Lecher

Paola Martinelli

Wolfram Wassermann

Claudio Stanzani

Kassel, Roma,

27th of August, 1990

contract number: 4030 - 18

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INTRODUCTION

Even if starting from different traditions and experiences, in these last years, the European Trade Union organizations have strengthened their own role in the promotion of study, research projects and training in the field of the improvement of working conditions, in the technological innovation process and labour organizations. This was possible because the trade union organizations have intensified the pre-existing relations with independent and public research institutes (universities, or private structures), and have founded own research structures. In particular these last structures, that work mainly "in" and "for" the trade union, gave a very important contribute to the industrial relations, examining carefully contents and original methods of analysis and offering to the trade union action knowledge and participation instruments. The birth and the development of this research experience "in" and "for" the trade union can represent a fundamental support to the development in Europe of the "social dialogue" aims, asserted with the Consolidation Act and in the Val Duchesse agreements. For this, it is necessary to create an information net, an exchange of common experiences, that allow to know and to acquire the results of the research projects carried out from the trade union organizations, and also to spread and to increase the results of research activity carried out by the Foundation of Dublin, in order to create and to use a common knowledge. With this purpose, the European Foundation for the Improvement of Living and Working Conditions promoted this survey that aims to give a

picture about the quali-quantitative consistence of institutes, that in each country are engaged in the study of the improvement of working conditions, of the technological innovation process and of labour organization. Approaching to the 1992 threshold, realizing such an analysis means to try to consolidate a relation among all European trade union research institutes and between these ones and the Foundation of Dublin, that can help to establish a coordinate research activity with the awareness to belong to a same wide system. Of course, this effort has the objective need to be supported through special policies, in the interest not only of the trade union itself, but also in the more general interest of the social dialogue in a European dimension. If such an exchange of information is carried out in a fast and efficient way, it will be possible to put into practice common strategies of research, educational work and trasmission of knowledge that imply all available information within the created system. At present, because of the lack of this agreement at national and European level, and because of the poverty of resources that the trade union has for the research, the supporting aims of the trade union action and of the social dialogue are reached with incompatible time and modalities with the present changement process and risk to leave out of consideration the European contest, that nowadays is more and more an essential scenery. For this reason, another fundamental objective is to promote the transfer of the results of the research projects and studies carried out by the Dublin Foundation to the national trade union frameworks: the main

instrument of this transfer could be the net of trade union institutes identified in this survey, that could also represent for the Foundation an irreplaceable feedback of the results of the research projects themselves. All the trade union institutes or centres involved in the survey, have affirmed to share these aims, because they answer to a real need. In the conclusion of this report there are some proposals, that are submitted to the Foundation's and the involved institutes' attention, in order to define future lines of common action.

1. METHODOLOGY

1. METHODOLOGY

The survey, commissioned by the European Foundation for Improvement of Living and Working Conditions, was carried out by the trade union research institutes: SINDNOVA-CISL of Rome, (institute of CISL for the study of innovation, transformations in production and labour), and WSI-DGB of Dusseldorf (economic and social research institute); this last institute was substituted by Sozialforschung Institut (social research institute) of Kassel for the realization of the third and last part.

The survey regarded those centres and/or institutes that have a certain functional autonomy (not properly considered as financial autonomy) established or tied to the national trade unions and clearly addressed to research, study and training like a support to the trade union activity, in the fields of new technologies and industrial relations, working place and improvement of working conditions, working time and core and peripheric work.

The institutes entrusted the survey, have worked in two different geographical areas: the WSI and later the Sozialforschung institute investigated on institutes of the following countries: Netherlands, Belgium, West-Germany, Great Britain, Denmark, Luxembourg, Ireland.

SINDNOVA contacted the country of Mediterranean zone: Spain, Portugal, France, Greece, Italy. The research, as agreed with the Foundation, was carried out in three phases.

The first one aimed to acquire primary information about the structure and activity of the trade union research institutes. The gathering of dates was made through the the sending of a first request of information to the European central confederations. These answered signaling the institutes and centres of interest for the survey. The first phase ended with the elaboration of a first report that was presented and discussed in a conference held in Brussels, on 27th 28th of April 1989, between the European Foundation and the representatives of the trade union institutes individualized.

Subsequently, began the second phase, during which was drawn up a questionnaire for the observation of the activities carried out from the single centres about the overmentioned areas of interest. On the basis of the questionnaire the institutes were sent, they signaled and commented their own research areas, sending if possible, some copies of their publications, monographies, and magazines. The dates gathered in this phase were transferred in the interim report, completed and sent in November 1989 to Foundation of Dublin.

In the last and conclusive phase of the survey was drawn up the present final report. It is a further study of the results got from the first two phases, and besides it presents:

- general considerations about the identified institutes/centres;
- analysis of the main interest and research areas of the institutes;
- analysis for each country of the trade union organizations and of institutes and centres signalized;
- conclusions;

Some informative documents regarding other institutes and countries have been enclosed to the report, even if outside the specific research field. There were added:

- an informative schedule about ETUI (European Trade Union Institute);
- an informative schedule about TUTB (European Trade Union Technical Bureau for Health and Safety).

Through this instrument, it was possible to define a map of institutes with similar aims and activity at European level. The institutes about which we gathered information are, divided for countries:

SPAIN

- Instituto Sindical de Estudios ISE (UGT) - Madrid
(Trade Union Study Institute)
- Universidad Sindical US (USO) - Madrid
(Trade Union University)
- Gabinete Tecnico de Salud Laboral (CC.OO) - Madrid
(Technical Laboratory for Working Health)
- Gabinete tecnico - (ELA/STV)- Bilbao
(Technical Laboratory)

PORTUGAL

- ISEFOC Instituto Sindical de Estudos, Formacao e Cooperacao (UGT-P) - Lisbon
(Trade Union Institute for Study, training and Cooperation)

FRANCE

- IRES Institut de Recherches Economiques et Sociales (CFDT, CGCT, CGT, CFE/CGC, CGT/FO, FEN) - Paris
(Economic and Social Research Institute)
- INPACT Institut Pour l'amélioration des Conditions de Travail (CFDT) - Paris
(Institute for the Improvement of Working Conditions)
- ARETE Association pour la Recherche sur l'Emploi des Techniques (CFDT) - Paris
(Association for Research on Technologies employ)
- Centre de Formation (FO-CGT) - Paris (Training Centre)

ITALY

- IRES Istituto di Ricerche Economiche e Sociali (CGIL) - Roma
(Economic and Social Research Institute)
- CRDP Centro Ricerche e Documentazione sulla Prevenzione (CGIL) - Roma
(Documentation and Prevention Research Centre)
- SINDNOVA Istituto per lo studio dell'innovazione e delle trasformazioni produttive e del lavoro (CISL) - Roma
(Institute for the Study of Innovation, Transformation in Production and in Labour)
- CESOS Centro di Studi Sociali e Sindacali (CISL) - Roma
(Center for the Study of Social Questions and of the Labour Movement)
- CREL Centro Ricerche Economia e Lavoro (UIL) - Roma
(Center for Research on the Economy and Labour)
- IANOS Istituto per l'Analisi dell'Organizzazione Sociale (UIL) - Roma
(Institute for the Analysis of social Organization)

GREECE

- (GSEE) (Confédération Général du Travail de Grèce)
(General Labour Confederation of Greece)

BELGIUM

- CEPEC Comite pour l'Etude des Problemes de l'Emploi et du
Chomage (FGTB -ABVV) - Brussel
(Institute for the Study of Employ and Employment
problems)
- STV Stichting Technologie Vlaanderen (FGTB, CSC)- Brussels
(Flemish Foundation for Technology)
- IACT Institut pour l'Amélioration des Conditions de Travail
(FGTB) - Brussels
(Institute for Improvement of Working Conditions)
- HIVA Hoger Instituut voor de Arbeid (CSC) - Leuven
(Higher Institute for Labour)

NETHERLANDS

- DEPARTMENTS (FNV) - Amsterdam
- SDM Stichting Dinenstverlening Medezeggenshap
(CNV) - Doorn
(Foundation Co-determination Services)

FEDERAL REPUBLIC OF GERMANY

- HBS Hans Bockler Stiftung (DGB) - Dusseldorf
(Hans Bockler Foundation)
- WSI Wirtschafts und Sozialwissenschaftliche Institut (DGB)
Dusseldorf (Economic and Social Research Institute)

DENMARK

- (LO) Landsorganisationen i Danmark - Copenhagen
(Danish Confederation of Trade Union)
- (FTF) (White Collar Trade Union) - Copenhagen

UNITED KINGDOM

- TURU Trade Union Research Unit (TUC) - Oxford
- LRD Labour Research Department - London
- JCF Jim Convey Foundation - Cleveland

2. GENERAL CONSIDERATIONS

2. GENERAL CONSIDERATIONS

Analysing the characteristics of each institute, there are some common denominators and affinities.

The survey, was carried out on twelve countries, all EEC members: Spain, Portugal, France, Italy, Greece, Belgium, Germany, Netherlands, Luxembourg, Denmark, United Kingdom, Ireland; for each country have been gathered information and working material. The sources were, in a first moment, the single trade union confederations, and subsequently the institutes or organisms signalized. For some countries (Luxembourg and Ireland) it was not possible to gather sufficient information, it was referred to further investigations.

The institutes or centres described are linked with confederations associate to ETUC (European Trade Union Confederation) with the exception of Gabinete de Salud Laboral de CC.OO and Universidad Sindical of USO confederation.

Some institutes were founded during the 70ies , but the most of them were founded in the 80ies , to answer the problems of technological development and social and working changement.

They have generally a close researchers full time staff but have external collaborators and links with external institutions.

They work with the collaboration and scientific support of the universities and special technical comettees, realizing with

them research projects and studies.

These institutes, besides, organize seminars to diffuse among the workers and unionists the culture and the instruments for knowledge and bargaining of the process of productive and labour change. With particular attention they study the communitarian dimension, above all the contents of directives regarding working health and safety and European social contest development.

Some of them have a private legal status, others instead receive funds directly from the confederation with which they are linked. For some of them, particular important is the public financing for the research activity. Examining, at last, their research activity, it could be affirmed that it regards common research areas in all European countries, as common is the economic, social and cultural contest, so it results that the problems and research needs of a country are similar to the other national contests.

3. MAIN RESEARCH AREAS

3. MAIN RESEARCH AREAS

The gathering of informative dates of the single institutes regarded three main research and activity areas:

- technological and organizational innovation
- the improvement of working conditions; working health and safety
- working time.

3.1 Technological innovation

The technological innovation sector results to be the most studied one. In Europe, in fact, in these last ten years there was a remarkable increasing of technological development that regarded the working, social and economic aspects, causing in these sectors important changements, often problematic, that required more special and appropriate studies, above all from the trade union world, able to give a contribute to acquire a global vision of the problem and to allow a possible influence capacity. The European trade union research institutes are interested in the study of the innovation process in the working places both from the technological point of view and organizational, they observed aspects and trajectories, the introductive modalities; the grade and the participation way of

workers to the process itself; the consequences are analysed mainly under three aspects:

- professional aspect (regarding the changement of workers' qualification);
- working time (considering the increasing of night and week-end work as a consequence of the increasing of production);
- working place noxiousness (considering the presence of toxic substances, physical, chemical and biological risks, and mental and physical stress).

Some institutes elaborated a methodology of study of the new technologies; in primis the technology is studied in order to understand from the scientific point of view the innovative aspect and the functioning; in a second phase the potential changement is observed, this time with a critical attitude, giving a value judgement; the new technology is seen with favour if the changement it causes, is retained "socially" acceptable, if it guarantees and brings employ, if it improves the working conditions, if it guarantees a compatible production with the environmental needs. Numerous are the manuals on the new technologies, that tend to give definitions, explanations, and their possible applications in the working places and in the enterprises. Examples of such production can be the research

project "L'emploi et les nouvelles technologies" carried out by the Centre de formation of Force Ouvriere confederation; "Colecciones Materiales" by Universidad Sindical of USO; the publication "Biotechnologies and Working Conditions" by Sindnova.

For the study of introductive process of innovation and of their participation modalities of the workers, most part of institutes have realized research projects on enterprises and significant cases through questionnaires turned to gather the workers judgement; others have experimented models and instruments for a real control of the workers on the innovation process. Some examples of such studies are surveys realized by Gabinete Tecnico de Salud Laboral of CC.OO: "Thomas Hastench case"; "Casanovas"; by INPACT institute "The new technologies"; by ARETE: "L'expertise en nouvelles technologies".

Always as far as the workers participation to the innovation process is concerned, numerous works demonstrated as it is essential and priority to develop new capacities of exercises of the right to expression, and have given the trade union organizations methodologies of analysis of the enterprises, of the technologies, of the organization and working conditions. By way of example we report some titles of these studies, as "Etude pour la reflexion syndical sur le Conduit de Project Enrichie" carried out by Inpact; the acts of ISEFOC seminar "Os trabalhadores da banca, seguros e servicos. Face a introducao de novas tecnologias"; the acts of ISE seminar "Innovacion

tecnologica y estrategia sindical"; SDM "New Technology and Participation"; SINDNOVA "Manual on labour and enterprise".

However, the research projects results on the whole, confirm the extreme difficulty of the participation process. As also the research projects of the Dublin Foundation demonstrated, the trade union has poor influence capacity on the present changements and transformations, and this because of the complexity of such phenomenons, of the scarce possibilities of participation provided for by law or by collective agreements, and above all, because of the lacking of expert resources at disposition of the trade union representatives. We report here some surveys that deals with these aspects, as "Automation does not come by itself" carried out by NIA; "The introduction of new technologies in Printer (Bertelsman group)" in the period 82-89 realized by Gabinete Tecnico de Salud Laboral of CC.OO.

The new technologies are mainly observed for the produced results. In the professional field, there is a professional level changement, new qualifications are necessary and the workers, in order to hold their employ, follow training course; here are some titles of this kind of studies, as "Automation and qualification: a univocal relation" carried out by the French institute IRES; HBS "Soziale Qualifikationen, neue Technologien, gewerkschaftliche Jugendarbeit"; HIVA "New technologies and work: the consequences of new technologies. The point of view of Trade Unions within the enterprises"; Qualificazione professionale e contenuti della formazione

modifiche professionali in connessione con innovazioni tecnologiche ed organizzative" by IRES-CGIL. Generally, the introduction of a new technology aims to increase the flexibilization and labour productivity labour, but the increasing of production levels has negative consequences on the working conditions. There is, in fact, an increasing of night, shift and weekend work.

Dealing with this theme is the research project "Trabajo a turno y nocturno" realized by Gabinete Tecnico de Salud Laboral de CC.OO with the collaboration of railway trade union, where it was demonstrated that the increasing of working accidents depends on the night work, that changes the biological rhythms of the worker making him more vulnerable. Some institutes have analysed, in particular, the relation among technological innovation, production increasing and new wage dynamics. Such analysis are, for example, "Survey in France: New technologies and bargaining with trade union organizations" realized by IRES. Various are the comparative analysis at international level on the new technologies and in particular on the diffusion of automatic equipments, as for example that realized by IRES "La diffusion des equipments automatisees flexibles- comparision international"; other instead aim to put in evidence the unpreparedness on the technological aspect of the European Community, and require, the realization of instruments and policy, necessary to the establishment of an exchange and information net; an example of such research projects can be: "L'Europe et les nouvelles technologies" realized by the Centre

de Formation of Force Ouvriere confederation.

3.2 WORKING CONDITIONS

Most part of the institutes of the sample, study and analyse the working conditions area, and to reach better their aims, they receive the qualified scientific support of special research institute or of university departments of Labour Sociology, Occupational Health and Industrial Health.

A rich research and documentation activity is carried out on the themes of working safety, chemical, physical and biological hazards prevention in the working place. There were realized numerous manuals or trade union guides concerning special risks and prevention strategies; some examples of this research activity are "Amiant in Spain" by Gabinetto tecnico de Salud Laboral of CC.OO; "Handling chemical safety" of the Dutch institute NIA.

To diffuse the news gathered on noxiousness of certain substances and about professional ills, the institutes have organized informative seminars, and some training courses for workers and their representatives; examples of such research activity can be "Le methode arbre des causes" realized by the institute INPACT, "SN report n.2 1985, Nuove strategie per la tutela delle condizioni di lavoro" carried out by SINDNOVA.

To analyse generally the working environment and the working conditions, almost all the institutes have realized some research projects that aimed to elaborate methodologies in order to study the working factors: the first analysis regards the microclimate factors (temperature, ventilation, humidity); then are analysed the phisycal, chemical and biological factors in the working environment and the exposure of the worker; the physical and mental stress, depending on work repetition, on the increasing of working rhythms, on the working isolation after the introduction of particular new technologies, on the night and shift work. Connected with these issues are the following research projects "Guia Sindical" , "Documentos Tecnicos", "Stress what it is", Methodologies of analysis in the working conditions" realized by Gabinete Tecnico de CC.OO; INPACT "Analyser les conditions de travail", "Face a un product suspect. Que faire"?; TURU "Hazards at works"; HBS "Gesundheitsschutz und Arbeitssicherheit fur die Arbeitnehmer im Einzel und Grosshandel".

The common trend is that to consider eliminable the working noxiousness through the workers' participation to the control and prevention systems of the working factors and of the technological change of the productive process. The need is that to guarantee the worker special participation organisms and instruments through which it is possible to express own opinions, participating in this way to the changements able to improve the working conditions.

Many research projects try to study the different working situations and to propose participation models of risks valuation; some of these are proposed in the German and Italian experiences. There are also many proposals of fitting of these models; the participation models are considered an important social and cultural conquest. As far as the legislation for working health and safety is concerned, some institutes and trade union centres have made normative gathering to diffuse in the working place, offering the workers a very good instrument of legislative updating of their rights and of the national and communitarial disposals; some examples of such activity are "Bruit et sa nouvelle legislation" by INPACT; the seminar of 1988 organized by ISE "Legislacion laboral y condiciones de trabajo en la administracion pubblica".

3.3 WORKING TIME

Today the working time is object of an important research activity. The theme that is mainly studied, result to be that of the social and economic repercussions, flexibilization and reduction of working time. Particularly investigated are the contractual contents, that in the different countries, have governed the new forms of working time organization.

In such picture, the studies register an increasing of part-time work, especially in those productive sectors in which there is

a high percentage of female employment, like for example in the textile or shoe industry sector.

This phenomenon, after the productive restructure and the decentralization in the first 80 has had as consequence the development of domestic labour, that results made in a complete isolation and it often lacks of trade union and social protection. Besides these social and economic consequences, the work at home results to be a source of physical and mental risks for the worker involved; An example of this research activity is "Muyer y trabajo" carried out by the Spanish institute US of USO.

Numerous are the research projects that analysed these and other forms of hidden economy, in order to provide information and interpretative models of this diffused phenomenon, above all, in the Mediterranean and less developed areas of EEC; examples of such research activity are "La muyer en la economia sumergida" of Gabinete Tecnico de CC.OO; ISE "Protection del trabajo en precario y en la economia sumergida".

The reduction and a different organization of the working time, favourite also from collective agreements, result to be an answer to the needs of productivity control of labour costs and of employment, that are often consequent to the introduction of new technologies in the working cycles; connected with these themes are the research projects carried out by INPACT, "La brochure CFDT - Sommeil a vendre"; HIVA "New forms of working time regulations- so called Hansenne Project"; CEPEC, "Evaluation

of Policy measure for combating long term unemployment in the European Communities since the 1984 Council Resolution"; IRES-CGIL, "Laboratory of industrial economics"; WSI "Arbeitszeitverkürzung. Abbau der Massenarbeitslosigkeit, Verbesserung der Arbeits und Lebensbedingungen".

Some studies, through an examination of the legislation and conquests of contractual forms in the single countries, aim to characterize common denominator, to understand if really the labour market and the working time present a certain homogeneity of transformation at European level; examples of such studies are "Employs and flexibilization forms: a comparision between France and United Kingdom and among USA, Italy, Germany" and "Lack of stability in one's job and unionization analysis about the European cases" by the French IRES.

Other research projects and study initiatives on working time and flexibilization regard the economic and social consequences of such transformations related to small and medium size enterprises; connected to this theme are some studies like: WSI "Arbeitszeit im Umbruch, Analyse und Dokumentation der neuen tariflichen Arbeitszeitbestimmungen"; "Flexible working time in the financing sector - personal interviews of the employees" carried out by the Belgian institute HIVA; "Seminario sull'orario di lavoro e i suoi effetti per la situazione economica e sociale della comunita'", held in Rome on 2/3/1990 and organized by IRES-CGIL, CESOS, Sindnova and CREL.

4. PRESENTATION OF THE NATIONAL TRADE UNION INSTITUTES

SPAIN

The return to the democracy allowed the development of different trade union organizations particular bright on the basis of the trade union tradition precedent to the Francoist dictatorship. At national level operate in Spain two big trade union confederations, l'UGT, that belongs to CES, and CC.OO, that instead for the moment is independent. The USO is another national confederation, but it is independent from the parties directions. At regional level operates ELA- STV, of the Basque region. In these years every confederation has developed own political organizational choices in the research, information and training sectors. A common date is represented from the link that the single confederation has with university structures or national centres. From the organizational point of view, the CC.OO has established different Technical Laboratories composed of unionists and experts in different disciplines. An example can be Gabinete Tecnico per la Salud Laboral that is an organism inside the confederation itself. The UGT in 1987 established the Instituto Sindical de Estudios, that is an independent organism even if tied with the trade union. In the same way the USO in 1983 established the institute Universidad Sindical, tied with the trade union, that realizes training, information research activity in support of trade union strategies. Particular are the relations between the Universidad Sindical and the University of Barcellona. As far as the Basque confederation ELA-STV is

concerned, the situation is at moment in evolution. There is a Technical Laboratory that realizes research, training and information in the sectors of working conditions and process of technological innovation, and it is going to create a special institute. The trade union confederations and the technical centres agree to participate to a project of collaboration between European trade union research institutes and the European Foundation of Dublin. The confederations are going to organize a conference about the relation between trade union and research, (like the conferences held in Manchester, Paris, Rome, Dortmund), with the support of the fifth General Direction of the European Communities Commission.

SPAIN

I.S.E. Instituto Sindical ESTUDIOS

1987

UGT

C/ Azcona no 53 E-280228 Madrid Phone: 34/1 2562601

02
03

responsible: J.M. Zufiaur Narvaisa (director)
Javir Pinilla (responsible)

researchers: 6 of which 2 full time

activity: Social and Labour Policies

contacts with university: unofficial collaborations

publication: dossier " Evolucion Social en Espana 1977-1987 "

ISE - Instituto Sindical de Estudios
 UGT (Union General de Trabajadores) Spain
 (Trade Union Study Institute)

The Instituto Sindical de Estudios (ISE) was recently founded, in 1987, and it is one of the research institutes belonging to UGT (Union General de Trabajadores).

The institute is composed of 6 researchers of which 2 are full time, it operates at national level, it has not a wide collaborations net, it has few relations with the universities, but constant are the working collaborations tied with University Institute of Industrial Sociology, and with the federation school with which it carries out the trade union training activity.

The ISE carries out a wide activity, making studies relative to some aspects of the labour world, organizing numerous seminars in which a trade union theme is dealt, publishing and spreading the results of studies and seminars and the UGT proposals to the different trade union problems.

From the answer given to the second part of the questionnaire can be put in evidence the aspects of labour world in which the ISE is mainly interested:

- the study of working conditions
- the analysis of peripheric and central work.

1 - Relative to the working conditions the ISE is going to realize an empirical study "Evolucion de las condiciones de trabajo: sus causas influyentes" by interwiewing the direct trade union representatives in the small and medium size enterprises of all productive sectors except the transport one, public administration and financing, to understand their perception of the health and safety in the working conditions, their participation in the prevention; the study aims to verify or to refuse the hypothesis according which to an increase of workers with atipic contract in the enterprise, follows a reduction of the protection level of health and safety and a less application of the trade union and collective legislation.

2 - The ISE has analysed the labour Spanish market obtaining sufficient general data from which is evident an increasing of the lack of stability in one's job. Four sectors were mainly analysed:

- restoring
- building
- trade
- nourishment

to put in evidence the ties of bargaining with the economic evolution of the enterprise, the economic necessary for the presence of temporal workers, uses and abuses of the atipic bargaining, deep analysis of professional and working situation of workers with temporal contract.

Here is a list in which you can find part of the studies realized:

- anno 1987 "El derecho de huelga en Espana"
- anno 1988 "The social development in Spain 77/78"
- anno 1989 "Los fondos de capitalizacion"
 "Consejos economicos y sociales"
 "La evolucion social en Espana 88"
 "El desempleo juvenil en Espana y Portugal"
 "Medio ambiente y empleo"
 "La estructura retributiva Espanola"

Among these ones is particular interesting "Evolucion social en Espana", an analysis of the social Spanish reality in these last ten years of democratic period. It is structured in four parts: the first presents the evolution of the social trade union legislation; the second one deals with the present workers' situation; the third one the statal answer to the social inequality. There is also an allegage dealing with the social and economic differences between Spain and European Communities.

As mentioned, one of the main activity of the institute is the organization of seminars. Here is a list of the meeting held by ISE:

- 1986 "Concertation social y empresa pubblica"
- 1987 "Flexibilidad: Contraddiccion y realidad"
 "I curso de formacion de formadores"
 "II curso de formacion de formadores"
 "Protection del trabajo en precario y en la economia sumergita"
- 1988 "Reforma de los servicios de empleo"
 "Legislacion laboral y condiciones de trabajo en la administracion pubblica"
 "Innovacion tecnologica y estrategia sindical"
 "Partecipacion de los trabajadores en el control de las prestaciones sociales"
- 1989 "Giro social"

"El desempleo juvenil en el ambito de la CEE: Portugal y Espana"

"La proteccion des los trabajadores ante el desempleo"

"Costes salariales y competitividad. Evoluciones recientes Espanola en el marco comunitario y alternativas de avance"

SPAIN

U.S. UNIVERSIDAD SINDICAL

1983

USO

Avenida Pau Claris, n.1 08760 Martorell (Barcelona)
Phone: 34/3 7753131

responsible: Antonio Martin Artiles

researchers: 8 of which 3 full time

activity: working strategies and change

contacts with university: University of Barcelona

publication: "EL Proyecto" magazine
informative materials

Universidad Sindical - USO (Union Sindical Obrera) Spain
(Trade Union University)

The Universidad Sindical is a research centre that works with the collaboration of the university of Barcellona, to which gives an assistance activity. The centre was created in 1983 and it is composed of three people who work full time, of five collaborators.

The centre operates at national level and it is interested mainly in labour, in its strategies and in labour transformation but it is opened to the study of the quality of working life inside the big enterprises.

Universidad Sindical publishes a monthly trade union magazine with sociological and anthropological address which title is "El Proyecto".

Every month the magazine offers useful reflexion instruments on a determinate subject and its aim is that to spread the trade union culture in the trade union itself.

The arguments dealt till now were:

- "25 Aniversario Carta Fundacional"
- "El futuro del sindicalismo"
- "Muyer y trabajo"
- "Sindacato y pequena empresa"

Besides the magazine, Universidad Sindical publishes three collections of studies that deal with trade union themes:

- "Collección materiales"
- "Collección estudios"
- "Collección diapositivos".

Universidad Sindical carries out an organized activity turned to the realization of conferences and seminars which titles are the following:

- Conferencia prospectiva 2000: Sociedad y sindicatos.
- Curso metodologia
- Emigrantes ciudadones Europeos?

- I giornate funcion pubblica
- Curso tecnologia de via
- Curso fruticultura.

The centre is quite interested in the European picture even if it operates at national level. There are many references to other European researches, in particular to the Italian and German models.

1977

cc.00.

responsible: Angel Carlos Carcoba

activity: Prevention
Health and safety in working conditions

contacts with university: various
others: Consejo superior de Investigaciones
Cientificas;
Ist. Seguridad e Hig.

publication: - articles on a Trade union
 magazine: "Gazeta Sindacal"
 - books
 - manuals, treatises

Gabinete Tecnico de Salud Laboral CC.OO
 (Confederacion Sindical de Comisiones Obreras) Spain
 (Technical Laboratory for Working Health)

The Gabinete Tecnico de Salud Laboral of CC.OO was founded in 1977 with the purpose to give a qualified assistance to the management staff of the trade union itself.

It is composed of an interdisciplinary group of experts in the economic, legal, occupational health, sociological fields, and it has created a net of relations and cooperation with some universities, with some scientific institutes like the "Consiglio Superior de Investigaciones Cientificas" (Higher Scientific Research Institute), the "Istituto de Seguridad e Higiene" (Health and Safety Institute) and with other research centres, spread all over the country.

Since 1977 the Gabinete has been carrying out a rich social research activity within the country about the general and specific trade union area, having as reference and comparison mark, the international perspective.

In the range of trade union themes presented through the questionnaire, the Gabinete seems to be mostly interested in the study and improvement of the working conditions and in the analysis of the peripheric and central work.

Of great importance are at this point the following publications: "Guia sindical de seguridad y salud laboral" and the "Documentos tecnicos" about the main risks in the working place. These publications explain studies about new and specific methodologies of analysis of the working place, microclima, phisical, chemical, biological risks, causes and consequences of the physique and psychical stress and working deseases.

To aquire knowledge methodologies about the working conditions, to take the noxiousness and to define prevention strategies in the working place, the Gabinetto proposes the Italian partecipating model, based on the analysis of the risk factors and on the exploitation of the worker's subjectivity.

The Gabinete studies the community legislation (EEC directive for health and higiene in working place) and it publishes the acts and themes of congresses.

As far as the problem of difficulties tied to the spread of trade union culture is concerned, the trade union in general has tried some experiences without obtaining adequate results. It has registrered a lost of affiliation from 1980 till 1986, year in which it has had an increase of support.

The Gabinete has realized some research projects and some activities in the field of new technologies sending specific questionnaires to some different industrial plants to study the introducing process of new technologies and to analyse the consequences derived from these changes.

It has carried out some monographical studies relative to single companies analysed in a period from 3 to 10 years, and it has realized some meetings in the 1987, 1989 to identify and to analyse the introductive causes of new technologies, their consequences and the operative aims to reach.

With particular attention the night work has been studied, as it is remarkable increased in these last years because of the increasing of the production level registered by the enterprises. More specifically, as far as the shift and night work on the railways net are concerned, the railway trade union of CC.OO has carried out a survey in which are analysed the alterations of the biological activities of the staff employed, the risks, the working diseases, and the number of night accidents during the normal railway traffic.

As far as the railway traffic is concerned, it has registered a tendency :

- to reduce the working hours
- towards new forms of bargaining
- towards an increase of black work, kind of work on which the Gabinete is not able to intervene.

Numerous are the proposals for future research projects that the Gabinete is going to realize. The study of the woman inclusion in the labour market is a priority; in a survey of 1986 the Gabinete dealt with the problem of hidden economy, of the clandestine work, of work at home, of part-time work. It has demonstrated through the help of interviews and statistical data that in these sectors is the woman mainly employed, badly paid and protected.

Other priorities are: the study of the bargaining in the shift work, of the working conditions and trade union affiliation.

The Gabinete is involved in the publication of a monthly trade union magazine "Gazeta Sindical" that offers a wide picture of the present Spanish and international trade union situation.

The Gabinete gathers information, data, results of national and international research projects and it is involved in the publication and diffusion of training leaflets in the working places. It is helped by new diffusion methodologies, by new equipment and by the same communication net with the national

institutes. The Gabinete takes part actively to the international reality, trying to realize compared researches for cues and comparisions.

Here are part of the publications and researches carried out by the Gabinete:

Articles

A new industrial model for Spain. Confederation project about new technologies. (1982)

Final conclusions of the confederation project about new technologies. (1984)

- New technologies and employ. The Spanish case. (1986)
- New technologies. (1986)
- The technological capital. (1986)
- First national research plan: the law about science a year later. (1987)
- A contribution on the debate about new technologies. (1987)
- The militar and industrial complex, technological development and social structure. (1987)
- Transfer of technologies in Spain. (1987)
- The national research plan .(1988)
- The technological development and the engineering sector: the engineers at a crossroads. (1988)
- A national research plan for trans-national capitalism model.

Publications

- Epidemiological index of working health
- Safety , higiene and life quality in the collective bargaining
- First part of a discussion relative to relations between science, technics and worker movement.
- Stress: what it is.
- Syndacalism, working conditions and technological change.

- Amiant in Spain.
- Methodologies of analysis of the working conditions.
- Labour organization and syndacalism.
- Productivity.
- Absenteeism.

SPAIN

Gabinete Tecnico

ELA/STV

Euskalduna 11 - 1 Bilbao 48080 - Tel. 34-4- 4443999

responsible: GERMAN KORTABARRIA

Gabinete Tecnico (Technical Laboratory)

ELA/STV Euzko Langilleen Alkartasuna- Solidaridad de
Trabajadores Vascos

ELA confederation has recently established a Technical Laboratory that carries out research activity in different sectors, but to study deeper the living and working conditions it is going to found a specific centre. The institute is interested in collaborating with the other European institutes to establish an informative and exchange network.

PORTUGAL

There are two trade union confederations: UGT-P belonging to CES, and INTERSINDICAL. After the return to democracy by the end of the 70ies, the trade union began to develop its activity and began a deep experience in the sectors of training, information, research in support of the trade union action and bargaining activity.

The two confederations established specific institutes and training centres that operate in the fields of working and living conditions, professional training during the first working month, innovation process, consumer's defence and environmental protection. The UGT in 1986 established an independent institute, ISEFOC; the INTERSINDICAL has an organization of centres, offices inside the confederation itself.

PORTUGAL

ISEFOC	Istituto Sindical de Estudos, Formacao e Cooperacao	1986
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UGT-P

rua da Cintura do Porto de Lisboa Lt 3B-3 1900 Lisbon

responsible : Pinto Coelho (general director)

researchers: 9, all full time

activity: Improvement working conditions
Defence of consumers
Technological innovation
Organizational innovation

contacts with university: various contacts with other
institutes: ISCOS

CFDT
UGTE

publication: "Novos Desafios"

ISEFOC Instituto Sindical de Estudos, Formacao e Cooperacao
 UGT- (Uniao General de Trabalhadores) Portugal
 (Trade Union Institute for Training, Cooperation and Research)

The ISEFOC was founded in 1984 during the third UGT congress, where was approved the foundation of an independent structure, turned to research and trade union training.

The ISEFOC was founded in a very complex period for UGT. In fact ISEFOC was created in 1986, the same year in which Portugal began to belong to EEC. Therefore, the UGT asks ISEFOC a research addresses to the European picture besides the national one, quite to increase the comparision , and through it to reach a common growth.

The ISEFOC pointed out its fields of interest that are:

- training
- cooperation in international projects.

The Institute is going to carry out for the next two years a long series of seminars and training courses, of a part of which we report the titles:

- A reconvercao industrial nos sectores tradicionais
- A intervencao na CEE e os trabalhadores portugueses
- Os Trabalhadores da banca, seguros e servicos face a introducao de novas tecnologias
- A reconvercao industrial nos sectores basicos
- O sector empresarial do estado, os trabalhadores e a economia
- Justica do trabalho/mudar o que, como?
- Politicass de Emprego
- Modernizacao da economia no quadro dum contrato social
- Ocupacao da zona economia exclusiva
- Industria graficas que futuro?
- Os sindicatos e o desenvolvimento regional -tras-os-montes
- O futuro dos caminhos de ferro portugueses.

The ISEFOC is going to provide itself with a documentation centre, it produces information about its activity , the aims to reach and the last studies.

The ISEFOC is busy in the publication of a monthly trade union review which title is "Novos desafios" dealing with the European and Portuguese trade union themes.

But the main activity of the ISEFOC concerns above all the training field.

Even if the institute began without a precise methodology, it has now reached a very good methodicalness carrying out training courses in the following sectors:

- informatic

- management
- environment
- languages
- professional training for young people looking for their first employ
- professional training for workers and trade union representatives

Besides, the institute has a representative function of the UGT in the Central Committee of EEC for Lomè convention, and in the CES working group as far as professional training is concerned.

The institute succeeded in having lasting relations in the European picture and carries out different activities in collaboration with ISCOS-CISL, PROGETTO-UIL and takes part in the programs:

- COMETT
- ESPRIT
- PETRA
- RACE

The institute works also in the innovative projects PIFE, for the trade union training and collective bargaining.

To put in evidence as the international collaboration in the research is fundamental, as you know the PIFE project took origin from the seminar organized in Florence, in the trade union CISL study centre.

FRANCE

France is characterised by a rich trade union pluralism that originated six trade union confederations at national level: CFDT, CFTC, CFE-CGC, CGT, CGT.FO, FEN. Particularly strong is in France the tradition of collaboration between the research world and the trade union research. This tradition has consolidated privileged relations between the single confederations and university institutes and public research centres. In September 1989 there was a European meeting in Paris "Cooperation, Syndicats Recherche". This meeting promoted by Labour Economy and Sociology Laboratory of the National Scientific Research Centre, put in evidence the strategic role exerted by IRES, in the French experience. IRES represents a peculiar French case, being a research institute tied to all the trade union confederations and that aims to be the privileged interlocutor of between the trade union world and the public research world. Besides the IRES experience, the French confederations established own research institutes, to answer specific research need; these institutes are tied to the confederations but their legal position result independent.

FRANCE

IRES Institute de Recherches
Economiques et Sociales

1982

CFDT, CFTC, CFE-CGC, CGT, CGT-FO e FEN

1, rue de la Faisanderie 75016 Paris TEL. 33/14 42275151

responsable: CHRISTIAN DEFOUR, JACQUES FREYSSINET

researchers 11 , all full time

activity: labour organization, innovation, working conditions

contacts with university: various

publications:	Chronique Internationale
	Note IRES
	Dossiers IRES
	Etudes IRES

IRES (Istitute de Recherches Economiques et Sociales) -France-
CFDT, CFTC, CFE-CGC, CGT, CGT-FO, FEN
(Economic and Social Research Institute)

The IRES was founded in 1982 with the agreement of all the trade union organizations: CFDT, CFTC, CFE-CGC, CGT, CGT-FO, FEN, and with government agreement, too, who facilitated the development of French trade union research, by giving money resources, human and organizational resorces, a seat and some functionaries.

THE IRES is an association and it is composed of a Board of directors : 9 trade unionists
9 scientific persons
4 government representatives;

and of an Executive Council: 6 representatives of trade union organizations.

The relation with the government is direct with the Prime Minister through the officer for the "PLAN".
The total financing contribute is of 17 milions of French francs, so divided:

- 1/3 for projects of common researches listed by the 1989-94 program

- 2/3 for projects of the single confederations, which results are a common patrimony.

To this financing can be added other contributes derived from external activities for about an amount of 1-2 miltions with universities, with some ministries and official organisms and besides it is supported by the Technical Councils belonging to each federation.

The IRES has a research and information function that aims to the international comparision about the economic subjects and about the evolution of the systems of professional relations.

From the answer to the second part of the questionnaire, the institute seems to be addressed to the study of:

- new technologies
- development and improvement of working conditions
- working time.

New Technologies.

The institute carried out a survey in the enterprises about the introduction of the new technologies to value the ways of consultations of trade unions.

Relevant are the following articles:

- "The diffusion of flexible and automatic equipment. The international comparision".
- "Automation and qualification : a univocal relation".

Working conditions.

From 1983 till 1985 the institute carried out a survey on a sample of 200 enterprises committees about the social and cultural activities for workers and their families.

Working time.

The IRES has begun a comparison work among many European ntries about the deregulation of labour market.
Relevant is the article:

- "Lack of stability in one's job and unionization: many analysis about the European cases".

From this article derived another one:

- "Employs and flexibilization forms: a comparision between France and United Kingdom.

Another publication will be carried out in 1989, by 3 researchers that analyse the same object of the precedent article, but among different countries: USA, Italy, RFD, all compared with the French country.

The IRES publishes every three months "Note de l'IRES" a magazine where are reported the works of the researchers, the articles relative to the international trade union situation, chronicles and analysis of the most important social events in the industrialized countries.

Besides, IRES publishes "Chronique International", a magazine that analyses the main international social and economic changes in the European countries and in USA, too.

This is a list of studies carried out by IRES:

DOSSIERS

- La protection sociale en France
- La protection sociale dans le monde
- Le systeme monetaire international
- Comites d'entreprise: quarante ans apre
- Le commerce international
- La competitivite industrielle

DOCUMENTS

- Evolution des couts salariaux unitaires de 13 branches industrielles en France
- Formation comparee des salaires: un bilandes travaux macro-economiques

- Evolution et perspectives de la protection sociale dans cinq economies dominantes
- La formation sectorielle des salaires dans cinq economies europeennes
- Automatisation et segmentation internationale des processus productifs
- Automatisation et qualification
- Strategies de prix et specialisation.

The 1989-94 programme is going to carry out:

- a common research area for all the researchers about "the international social economic situation; every researcher follows one or more countries;

- five vertical areas:
 - technological changes
 - enterprises services
 - representation forms
 - analysis of the working creation models
 - social security.

FRANCE

INPACT Institut pour l'Amélioration
des Conditions de Travail

1985

CFDT

35, rue COMPANS 75019 PARIS

Phone: 33/14 42064050

responsible: ROBERT VILLATTE

activity: Ergonomy, Health and Safety in Working Conditions

contacts with university: INRS, ANACT

publication: "Face a produit suspect"

"Analyser les Conditions de Travail. L'Ergonomie"

"La Methode arbre des causes"

INPACT -Institut pour l'Amelioration des Conditions de Travail
CFDT- (Confederation Francaise Democratique du Travail) France
(Institute for the Improvement of Working Conditions)

The institute INPACT (Institut pour l'Amelioration des Conditions de Travail) was founded in 1985, it is composed of 4 researchers, it carries out a research, documentation, training activity and has different contacts with the universities, with international institutes of pharmacology and health (INRS -Institut National de Recherche et Securite; ANAC -Agence National por l'Amelioration de Conditions de Travail).

The study of the new technologies and of the working conditions are the sectors in which INPACT is mostly busy.

As far as the new technologies are concerned, were carried out the following studies:

- "The training of trade union delegates about the new technologies".
- "Studies of the new technologies of the enterprises" where is presented the hypothesis according which the enterprise committees can consult an expert paid by the employee every time there is an introduction of new technologies.
- "Enrichie project", trade union reflexion about a method that allows to involve the workers and the different trade union organizations in the elaboration of an industrial project. The results of these studies will be published in a guide within 1989.

As far as the working conditions are concerned, INPACT has carried out a collection of dossiers, to train the members of the health, safety and working conditions Committee (CHSCT), which title we report in the following list:

- "Missions, moyens et fonctionnement du CHSCT"
- "Traiter les données dans l'entreprise sur les accidents du travail"
- "La méthode Arbre des causes"
- "Analyser les conditions de travail- Ergonomie"
- "Enqueter sur les conditions de travail"

besides, there are single studies or monographies:

- Working diseases
- To face a suspect product. How?
- The noise and its new legislation
- A new machine is arriving..Which kind of problems does it bring?

The INPACT has participated to the realization of the following researches in the sector of the working conditions:

- differential ageing according the kind of work made
- Why do the delegates of CHSCT find some difficulties in analysing the problems of the working conditions?
- Psicopathology of hospital labour. Why do the doctors suffer for the same disease of the people they cure?

All these studies were realized with the collaboration of experts in ergonomy and in occupational health.

INPACT has in program the development of different projects (ergonomic and trade union studies about the normalization, study of the reasons according which the individual equipments of protection are not put on, scientific vulgarization for the trade union action of transformation and bargaining) and it proposes the realization of common researches at European level on the social effects of the teorethical projects as ESPRIT, BRITE, etc.

INPACT proposes, in synthesis, studies about the effects on the workers and on the trade union organization of the application European directives, for example, the Bruit directive; studies for the trade union European normalization about the working health and safety as enrichment of the legislation, application control of the legislation in the enterprises.

FRANCE

ARETE Association pour la Recherche
sur l'Emploi des Techniques

1978

CFDT

35, rue COMPANS 75019 PARIS

Phone: 33/14 42490500

responsible: SERGE GAUTHRONET

researchers: 19 of which 4 full time

activity: Technological innovation

contacts with : CNET (Centre National d'Etude des
Telecommunications)
DDASS (Direction départementale de
l'Action Sanitaire et Sociale)

publications: Publications, Studies and Manuals

ARETE Association pour la Recherche sur l'Emploi des Technique
CFDT (Confederation Francaise Democratique du Travail) France
(Association for Research on Technology Employ)

In front of the numerous conflicts in the working places caused by a rapid technological changements, the CFDT expressed the need to establish an institute composed of computer science experts and techicians in order to receive a qualified service.

The ARETE institute was founded in 1978 and it is tied to the trade union confederation CFDT even if it has large legal and economic autonomy.

The institute aims to study and to analyse the social consequences of the informatic changes, above all in the working place.
ARETE is mainly interested in the study of the following research areas:

- information science
- flexibilization of the information science and social concertation
- trade union strategies in front of competerizing
- computer science and cultural transformation
- computer science, individual and collective freedom.

ARETE carries out, besides study and research projects, training courses, not only in the French contest, but also at a European dimension, training European trade unionists in international courses organized by AFETT (Association pour la Formation Europeenne des Travailleurs aux technologies).

Here are some publications of the institute:

- Negociier l'ordinateur; 1982
- L'expertise technologique pour le comite d'entreprise. Pour quoi faire et comment?; 1985
- L'informatisation des comite d'entreprise; 1985
- L'expertise en nouvelles technologies. Reflexions et pratiques;
- L'information et la consultation des salaries sur les projets informatiques; 1980
- Les syndicats europeenne face aux nouvelles technologies; 1980
- L'expert exterieur et la maitrise des chix technologiques par les comites d'entreprise; 1984
- Technologie de la communication et dialogue social dans l'entreprise; 1985
- L'expertise en nouvelles technologies. Une nouvelle dynamique de la concertation sociale en entreprise; 1987
- Une nouvelle forme de militantisme associatif. Le militaltisme expert; 1990

Always connected with the study of the technological innovation, ARETE published a volume which title is "The experience of new technologies". The study proposes a new reasoned methodology to study harder some particular aspects of the technological innovation, looking also for possible solutions to the diversified problems.

FRANCE

CENTRE FORMATION

1948

CGT.FO

av.du MAINE 198 F- 75014 PARIS 33/1 45392203

responsible: PAULETTE HOFMAN (segretaire confederale)

activity: Trade Union Education

contacts with other institutes:

INSR, (Institut National de Recherche et Securite)

ANACT (Agence Nationale pour l'Amelioration de Conditions de Travail)

publication: monographic supplements of " FO HEBDO"

Centre Formation CGT.FO (Training Centre)
(Confederation general du Travail Force Ouvriere) France

The Centre Formation carries out its activity by the Confederation Force Ouvriere.

The main activities of the centre are:

organization of training and documentation courses in the field of health and safety and improvement of working conditions in front of technological innovation process;

- study of the new technologies and of their use;
- study of the working conditions and presentation of the health and safety committee.

As far as the new technologies are concerned, Force Ouvriere has realized an interesting study : "L'emploi et les nouvelles technologies". It explains what we have to intend for new technologies, for "informatics", "micro-eletronics", "telematics", "robotics", "office automation", "biotechnologies"; it analyses the working sectors in which new technologies are introduced and the consequences from them derived.

It examines the specific legislation and analysed the European picture, putting in evidence the unpreparedness of the Community to 1992 for the lack of those technologies that would facilitate the communication among the single member countries.

With the IRES collaboration (Institute de recherches Economiques et Sociales), force Ouvriere realized the following studies:

- "Demain, dans l'usine, la robotique"
- "La bureautique"

both belonging to a series of leaflets concerning the new technologies.

The centre carries out a rich activity of study as far as working conditions are concerned, by training the workers through the publications of articles, of confederation congress acts, that aim to training towards risk prevention rather than to working diseases cures.

ITALY

In Italy there is a rich trade union pluralism characterised by the presence of three national confederations (CGIL, CISL, UIL), and other minor category organizations. From the second half of seventies till second half of eighties, the three national confederations have stipulated a federative agreement; this established a Documentation and Research Centre about the risks and hazards in the working place, (CRD); this institute had to support the trade union action on the themes of prevention, working health through methodologies of intervention and bargaining instruments of participation. The CRD published in those years a scientific magazine "Medicina dei lavoratori" (Workers' medicine). In 1985, after the break of the federative agreement, there was an end to the CRD action. Each confederation has established own research institutes, but they keep a common action that in these last years was characterised by the choice of more partecipative structural models and bargaining policy in the working place. To support this policy were founded some independent research structures in the field of technological innovation, improvement of working conditions and labour organization, that operate in collaboration with public and private research structure and with the universities. In November 1989, the institutes IRES-CGIL, CESOS and SINDNOVA-CISL, CREL-UIL organized, with the support of DGV -Fifth General Direction of the European Communities Commission, a seminar about the theme "Research and Trade Union". In January 1990 the same institutes organized a seminar of study on the

economic and social consequences of the working time reduction in Europe- Taddei report. These initiatives demonstrate a new cooperation among the trade union research institutes at national level as a support of the trade union action.

ITALY

IRES Istituto di Ricerche
Economiche e Sociali

1988

CGIL

Corso d'Italia n.25 00198 Rome Phone:39/6/ 84761

responsibles: Elio Giovannini (president)
Stefano Patriarca (director)
Maghnagi Saul (responsible)

researchers: 12, all full time

activity: research about social status

external contacts : Ministry of Labour, CNR

publication: IRES Materiali
annual reports
IRES economic series

IRES -Istituto di Ricerche Economiche e Sociali
 CGIL (Confederazione Generale Italiana Lavoratori) Italy
 (Economic and Social Research Institute)

IRES-CGIL began in 1979 as an institute for economic and social research tied to the CGIL. In the beginning, it was a research collective which worked with Giuliano Amato (first president), and later with Vittorio Foa. It was reorganized as an association in 1988. There are also local institutes of IRES CGIL, which carry out research in cooperation with regional union offices. IRES research is closely connected to the large and difficult trade unions questions of recent years. From studies on industrial democracy we have moved to include studies on the cost factors of labour and fiscal policy, a macro-economic analysis of the development of various sectors and of the international articulation of production and markets.

IRES research on new professional categories, and on social policies of income transfers and on social policies regarding the transmission of knowledge complement IRES research on the trade union as an organization.

IRES carries out single research projects and also organizes four permanent areas of research, study and action:

- Welfare laboratory: the sources of the present crisis in welfare and possible ways of reformulating it in the perspective of new citizenship rights.
- Pedagogical laboratory: education with specific reference to the relationship between training and organization and to the processes of acquiring, elaborating and transmitting knowledge.
- Laboratory of industrial economics: observation of the dynamics of Italy's most important productive sectors, RECORD. It is administered by IRES together with specific CGIL branches (agriculture -food; chemical workers; commerce, tourism and service categories; metal workers; textile workers and clothing manufacturing workers). Record publishes the results of research in "Record", articulated in monographs according to sector.
- Research on unemployment: analysis of the real dynamics of unemployment in Italy and Europe, with particular attention to the condition of unemployed persons in South Italy. We publish the results of current research and the work of our seminars in "Ires materiali", and innovative ways of interpreting economic and social events in our collection, "Ires-Cgil Ricerche", published by "Nuova Italia Scientifica".

Major research projects

The professions of a developed service sector (1987)

A project of research and action in order to initiate social centres of Cgil, Cisl, Uil (1989)

Annual report on income distribution in Italy

Welfare laboratory

The image of welfare in Cgil (1988)

The rights and income of citizenship (1988-89)

A minimum income for social empowerment in France (1989)

Care work border line labour (1989)

Timetables and time (1989)

Pedagogical laboratory

Didactic modules for the training of instructors (published by Ediesse in 7 volumes with the title "Formazione alla formazione" (1988)

Training of teachers (1988)

Working for employment (1988): research action for the training of persons responsible for social labour policies.

Professional qualifications and the contents of training programs (1989): professional changes among technicians and office workers analyzed in connection with technological innovations and organizational changes.

Laboratory of industrial economics

The direct foreign investments of Italy and some other western countries (1988-89): internationalization of Italian manufacturing during the 80s.

"Salaries and incentives" (1989) an analysis of various forms of retribution tied to incentives and their relationship to changes taking place in industrial relations.

Research on unemployment

The characteristics and general features of unemployment in Italy" (1989).

Use of the 'cassa integrazione ordinaria' and special benefits in Italian manufacturing (1989): analysis and samples of requests for "cassa integrazione guadagni" made to the Ministry of Labour by firms

Investigative methods for studying job leaving by industrial workers (1989, Ministry of Labour): methods by which employment commissions and agencies can analyze the socio-economic contexts in which they move.

ITALY

CRDP Centro Ricerche Documentazione e
prevenzione 1985

CGIL

CORSO D'ITALIA N. 25 00198 ROME Phone: 39/6/84761

Responsible: GLORIA MALASPINA

Researchers: 6, all full time

Activity: Trade Union Education, Environment

Contacts with university: Some Universities and
research institutes

Publication: Quarterly Magazine: RASSEGNA DI MEDICINA DEI
LAVORATORI

CENTRO RICERCHE E DOCUMENTAZIONE SULLA PREVENZIONE (CRDP - CGIL)
ROMA

This institute founded in September 1985, has these primary objectives:

- to structure a documentation centre on working hazards and harmfulness.
- to define strategies to fight the damages in the working place and in the territory.

To pursue such objectives, the centre has promoted initiatives at a national level and leads a research project about the relations between technology and health.

This project includes the creation of an informative system created with the help of calculators. Inside the project the institute tries some educational forms orientated to inform the delegates about the situations at risk and to put them in conditions to be able to reach agreements with the counterpart about the elimination of harmfulnesses and relative hazards.

The centre publishes the "Rassegna di Medicina dei Lavoratori" magazine. Besides, it will be published the n.7 supplement of IARC monographies about the evaluation of cancer-producing hazards. The centre has relations with different national scientific communities.

ITALY

SINDNOVA	Istituto per lo studio dell'innovazione, delle trasformazioni produttive e del lavoro	1985
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CISL

via Boncompagni n.19	00187	Roma
	Phone:	39/6/ 4456676 461288
	Fax:	4743069

responsibles:	LORENZO CASELLI
	CLAUDIO STANZANI

researchers: 14	of which	7 full time
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activity:	labour organization, analysis of company balances, Sindnova network, working conditions
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contacts with university:	Facolta' di economia e commercio di Genova;
	Ist: di Medicina del Lavoro dell'universita' "La Cattolica" Roma

publication:	- Sindnova reports (industrial relations)
	- Notebooks from the industrial observatory
	- Manuals

SINDNOVA Istituto per lo Studio dell'Innovazione e delle Trasformazioni produttive e del lavoro

CISL (Confederazione Italiana Sindacati Lavoratori) Italy
(Institute for the study of innovation, transformation in production and in labour)

Sindnova is an institute of CISL whose aim is to study innovation, transformations in production and in labour. It operates "within" and "for" the union in support of industrial relations.

It began in 1985 under the auspices of the CISL confederation with its sectorial Federations FIM (metal and mechanical), FILTA, (textile), FLERICA (chemical), FILCA (construction), FAT (food industry), FIS (paper, media) and FIBA (bank sector), in the role of cofounders. In its first years of activity, the institute has carried out studies and research, collected documentary material, promoted cultural and political training programmes and seminars.

At present it has ties to the confederation, the various federation and the union's local and provincial offices. It works with various research institutes and study centres, with international bodies (EEC, CES, CISL international). It cooperates with Italian and foreign universities.

Sindnova investigates the enterprise and its technological and organizational transformations, its relationship to sectors; its productivity and profitability within the new context of industrial relations; professions, working conditions, the health and safety of workers, defence of the environment. The institute's role is to make specific and precise contribution with regard to this problem.

The institute gives substance to these aims through research and experiences designed to improve the quality of contractual negotiation, particular at firm level.

Sindnova has published a series of Reports dealing with industrial relations, the strategies of the enterprise, new technologies. It has also published "Quaderni dell'Osservatorio industriale" (notebook from the industrial observatory), which analyse sectors, budgets and productive cycles, the environmental and working conditions.

During the last year, the institute published Sindnova -Tools Network (with Quaderno n.3, in January 1989). This issue of the periodical does not contain studies or research, as is the rule, but rather the computer information necessary to the creation of data banks on various contractual themes at firm level, such as productivity, professional skills, working conditions. These files can be used by trade union firm councils sectional and regional offices of the trade union.

Network is a group of CISL structures associated with Sindnova in the administration of these archives. We bring these archives up to date continuously with the help of instruments which allow us to exchange and share experiences and knowledge. Among these instruments are a programme for the reclassification of the budgets of firms (and this is the first step toward an economic-financial analysis of the enterprise); a programme for the construction of a data bank on working conditions; and finally norms and agreements for reconstructing cycles or production.

These instruments create new possibilities for industrial relations at many levels. They constitute a common language able to overcome territorial and categorical divisions. This language allows us to compare different realities which apparently have little in common. Sindnova wants to standardise certain kind of techniques so that they can become available to the whole organization, rather than remaining in the hands of a few people.

Major research projects

A manual on enterprise and labour: we analyse the enterprise and the way in which it actuates new models of participation whose objective is to define and realise choice about organization and production according to the general spirit of Sindnova. Here we have collected materials aimed at furthering.

Biotechnology and working conditions: we consider biotechnologies with respect to their application. We consider the health and safety of workers in this field, preventive measures with regard to health and environmental questions.

Quaderno n.4 July 1989: problems of industrial strategies in Europe; labour organization and accidents on the job; among marble workers; the creation of the Enimont group; profitability agreements at Olivetti; an analysis of the spinning industry in Italy.

It has carried out and continue to carry out training programmes for the trade union leaders, research workers and shop stewards on questions of: professional skills, collective labour contracts, sector analysis, productivity and profitability, analysis of working conditions, etc.

ITALY

CESOS Centro di Studi Sociali e Sindacali 1980

CISL

via Boncompagni n.19

OO187 Roma

Phone: 39/6/4818779
4821970

responsibles: Guido Baglioni President-
Domenico Paparella -Secretary general-

researchers: 4 full time

activity: promotion of studies about social and
political problems, connected with
trade union

external contacts: CNEL (Italian national Council for
Economics and Labour)
Ministry of Labour

publications: different research projects

Cesos Centro di Studi Sociali e Sindacali
 Cisl-(Confederazione Italiana Sindacati Lavoratori) Italy
 (Center for the Study of Social Question and Labour Movement)

In 1980, Cisl founded Cesos (Centre for the Study of Social Questions and of the Labour Movement). This institute coordinates and promotes theoretical and empirical studies on questions about industrial relations, social and political problems connected with union action, the structure and function of representative organizations, the transformation of the worker and what causes it, and the history of the labour movement.

Cesos uses three types of analysis in order to study these questions and their implications for trade unions and workers:

- a. it supports empirical research in its various forms (systematic annual enquiries, for example on contract negotiation at the firm level, on the dynamics of unionization and of union structures, on the values and attitudes of workers);
- b. it carries out interdisciplinary studies. It analyses processes and use different modes of explanation, some structural and some not (our annual reports on the industrial relations in Italy are typical examples of this approach);
- c. it emphasizes the experience of other countries through comparative analysis (for instance in the reports on the industrial relations in Europe).

The centre chooses its studies, carries them out and interprets them autonomously, as in the tradition at Cisl. It is convinced that the unions continue to be an important central element in social regulation and in the collective organized expression of interests, expectations, hopes and values.

Major research projects

- Observatory for negotiation at firm level:
 an annual sample on the qualitative and quantitative aspects of negotiation in industrial firms. An account of the results of the observatory 1984-87 is being published in the collection CESOS.
- Observatory on the industrial relations in Italy:
 for the eight consecutive year we have related the most significant events in Italian industrial relations during 1988-89. We publish an annual Report on the industrial relations in Italy.
- Research on professional training in Italy:

in cooperation with ISFOL (Istituto per lo sviluppo della formazione professionale dei lavoratori): La formazione nella contrattazione aziendale;

in cooperation with IRES-CGIL and CREL-UIL (Centro Ricerche Economia e Lavoro): The trade unions and professional training: roles, models, instruments;

in cooperation with the ministry of labour: A pilot project to devise ways of measuring the effectiveness and efficiency of professional training;

with contributions from EEC and CNR (Italian National Council for Research): a comparative study on industrial relations in Italy and Europe (Le relazioni industriali in Italia e in Europa);

in cooperation with ASAP (Association of Petroleum and Chemical Firms: research on incentive pay "il ritorno degli incentivi" (1989);

- Observatory on the values and attitudes of workers: a sample study recently concluded;
- A national study of CISL trade union structures in places of work;
- Trade union membership in Italy 1980-1988.

ITALY

CREL

Centro Ricerche
Economia e Lavoro

1981

UIL

via Salaria n.30

00198 Roma
Phone: 39/6/ 841984(1)
(2,3,4)

responsibles:

Piero Craveri -President-
Giampietro Sestini -Secretary general-

researchers:

8 researchers full time

activity:

study of the problems of the
economy and labour in general,
promotion of sociological studies

CNEL (Italian National Council for
Economics and Labour)

external contacts:

Ministries,
CNR (Italian National Council for Research)

publications:

"Il Punto CREL"
"The citizen's yellow pages"
Researches, studies

CREL Centro Ricerche Economia e Lavoro
 UIL (Unione Italiana Lavoratori) Italy
 (Centre for Research on the Economy and Labour)

CREL, Centre for Research on the Economy and Labour, began its work in 1981. It is an association founded by UIL (Work Italian Union) to study the problems of the economy and labour in general. One of its aim is to promote sociological, historical and political research and studies. In line with this aim, CREL organizes discussions, conferences and exhibitions. It also publishes books and documents. In particular it publishes a monthly periodical called "Il punto CREL" and "The citizen's yellow pages", information sheets on the social rights of citizens.

CREL has carried out and continues to carry out numerous research projects for various ministries, regions, local bureaus, public and private institutes, firms, associations and for the European Community.

Major research projects

EEC: a project to combat poverty among the elderly and for information on the social rights of citizens (in course);

Committee for the Business Enterprises of young people: means of support for the enterprises of young people, limits and opportunities for response to the demand (in course);

CNEL (Italian National Council for Economics and Labour): organization and use of the library fund of the Ministry of agriculture and forest, in order to study the activity of the Higher Council of Labour between 1902 and 1914 (in course);

Ministry of Labour: analysis of the potential for job creation of the real estate investments of public insurance agencies (in course);

Ministry of Labour: acoustic levels in Italian industry compared to European levels. Analysis of cost benefits should the EEC directive n.188 of 12 -5-86 be applied in Lazio (in course);

UIL - TUCS: analysis and prospects for commerce, tourism and the advanced service sector, with a view to the European market of 1992 (in course);

The region of Umbria: evolution in the productive structures and in the labour market in Umbria (1988);

Fund for earthquake victims, CGIL, CISL, UIL: training initiative for the administrative committees of 22 social centres (1987);

Asap (Association of petroleum and chemical firms): changes in professional levels and pay scales in integrative contracts and in personnel management (1987);

UIL -Public Employees: contractual negotiation in the public sector and in the efficiency of the public administration;

CNR (Italian national council for research): the impact of automated information systems and automatization of office work on employees in the public administration;

CNR: operative and technical aspects of the economic evaluation of actions taken in the transportation sector: with reference to employment, labour and the unions in so far as they formulate proposals;

ANSALDO: pay differences between employees of Milanese firms belonging to the Ansaldo group;

EEC: the relationship between labour policies and placement policies in employment agencies;

CNR: informatics and the public administration in Italy, organization processes and the trade union action,

The European Foundation for the Improvement of living and working conditions: the role of the parties involved in designing and realizing new forms of labour organization;

Intersind-Asap: application precedents of the right to information in firms. An analysis of nine firms with public funding;

Ministry of Public Education: the Council of Europe's contribution to the cultural and scholastic integration of immigrants in Europe and in the Mediterranean basin;

Intersind: the economic mind-set of industrial firms as seen in publications distributed by trade union firm councils, political parties and firm management;

CNR: a historical and juridical analysis of managerial prerogatives in firms in USA, Italy and Germany.

ITALY

IANOS Istituto per l'Analisi
dell'Organizzazione Sociale 1987

UIL

via Lucullo, n.6 00187 Roma Phone: 39/6/4751280
4973288

responsible: VINICIO NATALI

researchers: 6 of which 2 full time

activity: New professions, defence of the consumers

contacts with university: various

publication: "Economia Mese" (data processing)
"Quaderni IANOS" (investigations and researches)

IANOS - Istituto per l'Analisi dell'Organizzazione Sociale
 Roma - UIL (Unione Italiana dei Lavoratori)
 (Institute for the Analysis of Social Organization)

It was recently founded, in 1987, by UIL to go into more specifically the themes relative to new fields of interest of the Trade Union: social status, efficiency of the public service, finance, inland revenue, public and private saving.

Besides, this institute wants to face problems of the social life traditionally farther to the Trade Union activity. To realize this objective, the institute is engaged in themes relative to the defence of the consumers and to the foundation of a Trade Union that is closer to the citizens.

We mention a research carried out in 1988 concerning a prevision of the conflicts trend in the next years. The elements of crises are analysed together with potential elements of Trade Union resumption and with the evolution of the industrial relations.

The institute publishes a monthley magazine "Economia Mese" that deals with the investigations carried out by the institute itself and receives important contributes given by external experts and collaborators.

GREECE

GSEE - Greek General Confederation of Labour-

The Greek General Confederation is the only trade union interprofessional representative organization. It has 83 federations and 86 regional sections. After the 25th congress, the GSEE is representative of all the political organized trends that are at the moment represented proportionally to their influences in Board of directors (45 members) and in the Executive Committee (15 members). In 1982, the GSEE established a department that aimed to organize the trade union training and to realize a documentation and research centre. After the difficulties inside the GSEE arisen in 1985, this department could not answer to the initial aims, above all in the research field. Till now the department carried out few studies about the professional training and unemployment. In the sector of trade union training were realized some seminars and five national conferences with the assistance of the European Trade Union Confederation. The themes mainly discussed were:

1. Social Greek legislation, in particular the laws:

- 1264/82 (trade union freedom and action);
- 1365/83 (socialization of the industries);
- 1568/85 (Health and Safety Councils);
- 1767/85 (Work Council).

The GSEE is now analysing the possibility and the modalities of foundation of a Training, Documentation and Research Institute (I.M.E.T.E.) that will be run by a Board of Directors, by a

finance responsible and by a coordinator, who will organize the institute activity mainly in three sectors: training, documentation and research. There will be organized different seminars, and will be carried out surveys about the social rights, trade unionists dismissal, hazards and professional risk; these surveys will be published and their results spread in the working places. In April 1990 was realized a survey about the situation of the Greek workers by a private institute tied to GSEE, and the results will be diffused in all the regional and sectorial organizations of GSEE.

BELGIUM

The Belgian trade unions organize their research activities on different levels in institutions of different types. On the one hand there are research institutes within or very close to the trade union structure:

- Foundation André Renard (FAR), Liege, linked to the Walloon part of the FGTB/ABVV
- Hoger Instituut voor de Arbeid (HIVA), Leuven, linked to the Flemish part of the CSC/ACV
- Foundation Travail-Université (FTU), Brussels, linked to the Walloon part of the CSC/ACV.

On the other hand there are research activities organized and carried out in co-operation with trade unions within tripartite or public institutions and sponsored by public programs such as:

- Stichting Technologie Vlaanderen (STV), Brussels; lead by a tripartite board, within the SERV-Programme (Sociaal Economische Raad van Vlaanderen);
- Institut pour l'Amélioration des Conditions de Travail (IACT), Brussels, a state financed institute.

There are moreover important research contacts to institutes at the Free University of Brussels (VUB), as for example the Institute of Sociology and the CEPEC (Comité pour l'étude des

problemes de l'emploi et du chomage), an independent research institute linked to the university, which co-operates mainly with the FGTB/ABVV.

BELGIUM

CEPEC Comite pour l'Etude des Problemes
de l'Emploi et du Chomage

1976

FGTB

44, avenue Jeanne B-1050 Brussels Phone: 32/2
6423431-6423521

responsible : Prof. M. ALAUF

researchers : 7 full-time

activity: Technological innovation and change of production
cycles, working conditions, working time

contacts with university: Brussels university

publications: Critique Regional, Annee Sociale,

CEPEC - FGTB/ABVV Comité pour l'étude des problèmes de l'emploi et du chômage - Brussels (Institute for the study of employ and unemployment problems).

The institute, founded in 1976, is dealing along its work definition principally with questions of employment policy and the reasons for unemployment. A special problem dealt with are changes in working life reasoned by the introduction of new technologies in working process. In this field was done an evaluated case study about social economic changes which are combined with the introduction of new technologies in the production sector (1987). In different essays research officers of the institute have worked about problems of working time reduction, raising up of a new type of worker and in the latter period of 1988 began the effects of technological changes on local employment structure in classical European industrial regions, and last but not least with methodological problems of employment market research in Belgium. Specially important for the future of trade union policy is a new research of the institute about non-typical working types (peripheric workers) in relation to the trade union movement in Belgium (September 1988).

All scientific researchers within CEPEC are specialized on research fields, which are connected with working problems. There are working seven full time sociologists and economists, if necessary they engage experts from outside.

The institute cooperates with other research institutes and the trade union organization. CEPEC was founded as an independent institute without financial interests and is situated on the Institute of Sociology of the Free University of Brussels. Therefore, there are very tight connections with the university life. The institute has close connections with the FGTB, too. Some research projects were carried out with the tool organization but with a branch orientated and regional levels of the FGTB, too.

Mainly CEPEC is working in research, but there are some activities in the field of trade union and vocational adult training.

CEPEC publishes regularly research reports about the results of the research projects. There is an own quarterly "Critique regional" and CEPEC is co-editor of a magazine "Année Sociale". The research results of CEPEC are published also by the university of Brussels.

Research work is mainly done in problems of education, respectively qualification and employment and in the introduction of technology changes within the production process. The work is

done by an interdisciplinary view and tries to combine theory and practise. Depending on the special problems the research work could have a local, regional or international dimension.

The following main issues can be pointed out:

- working conditions and working time,
- local employment market,
- sectorial studies,
- problems of immigrants,
- different levels of vocational training and qualification and problems of the first steps (youth) into working life.

BELGIUM

STV Stichting Technologie Vlaanderen 1983

FGTB, CSC

Jozef II Straat 12-16
B-1040 Brussels phone: 32/2/ 2170745

responsible Paul Berckmanns
Lieve Goorden

researchers 16 full time

activity technological change and innovation

contacts with university Catholic University of Leuven
Free University of Brussels
University of Antwerp

publications research reports, leaflets, notebook

STV Stichting Technologie Vlaanderen
FGTB, CSC - Brussels-

The Stichting Technologie Vlaanderen was founded in 1983 and works along an interdisciplinary approach to the research of technological change (micro-electronics, new working materials, bio-technologies) and is concentrated to the situation in Flanders. The actual tasks of the STV are:

- building up a documentation center on the social aspects of new technologies;
- planning and carrying out social research;
- publishing and distributing the results of such research;
- coordinating research in this area in flanders;
- advising the Flemish authorities;
- providing guidance for the two sides of industries.

The long termed objectives for a coherent program are:

- technological innovation and available employment
- quality of work
- robots
- technological consulting in the enterprises
- bio-technologies
- new technologies in small and medium sized companies
- statistical problems in measuring the links between school and labour market.

In the past STV has organized and coordinated research projects with the catholic university of Leuven, the study group for technological, economical and social changes on the labour market (Free University of Brussels)

- the university of Antwerp
- the department of political and social sciences of the university of Antwerp
- the genetic center of the university of Gent
- the KMO study center
- the hoger institute of work (HIVA)
- the research institute for work and techics (RIAT).

Each research and advising project is coordinated and assisted by a project group in which members of the different trade unions are partecipators, next to members of the flemish employer organizations.

The flemish government has given the STV three main tasks in the field of social impact of new technologies:

- information and documentation
- reearch and coordination of research
- advice and consultancy.

The STV publishes:

- research reports: information about STV research results
- brochures: translation of these results to a broader public

- dossiers: synthesis of information on specific topics not based on original research by STV
- video films: made by STV and useful in discussion meetings.

The research projects, the information and advice tasks are limited to the Flemish region. The research program is mostly a combination of a specific technology, a specific labour orientated problem and a specific industrial or administrative activity.

BELGIUM

IACT Institut pour l'Amélioration des 1978
 Conditions de Travail

FGTB

établissement public
rue de la Concorde 60 B- 1050 Brussels phone: 32/2/5118155

responsable M. Pierre Director

researchers 7 full time

activity improvement working conditions, new technologies

external contacts various

publications bulletin, dossiers, leaflets

IACT Institut pour l'Amélioration des Conditions de Travail
 FGTB -Brussels-
 (Institute for the improving of working conditions)

The Institute pour l'Amélioration des Conditions de Travail was founded in 1978 by Arrete Royal and is working under the supervision of the labour ministry. It is concerned with questions of problems of new technologies, the improvement of working conditions and group work. The special service of this institute are video films concerning working problems (visual display units, ergonomics, sometimes in different languages).

The connections to the Trade Unions are relatively narrow. Together with the Trade Unions there were implemented project groups that project work about robots and the flexibilisation of working time (the working time projects are based upon 27 case studies). Other main issues are the research work about working conditions and ergonomics in hospitals and hospital institutions for disabled people. Between the IACT and the Dublin foundation there are working connections: the IACT has done research work for the foundation about the situation in the chemistry -, breweries- and metal industry.

Besides the very close and project- orientated cooperation with the FGTB there are different forms of cooperation with external institutes too:

- institute-projects, which are accompanied by an external council
- institute-projects together with external experts (for instance labour medicine, professors from universities, experts for questions of social organizations)
- trade union projects, in which one or more researchers of the institute are engaged
- combined seminars to the relevant topics about working conditions together with extern experts.

The IACT activity has a national character, even if there is a cooperation with different international institutes within EEC, with the Dublin Foundation and the European Association of national productivity centers.

The IACT publishes:

- a bi-monthly IACT-Bulletin
- Books and brochures about the results of the research
- Video films with regard to special topics.

BELGIUM

HIVA Hoger Instituut voor de Arbeid

CSC

LEUVEN E. van Evansstraat 2e B -3000 ph. 32/ 16/ 283111

responsible: L. Lagrou director

researchers: 35 full time

activity: economics, labour market and technological innovation

contacts with university: various

publications: monographies, manuals, research projects

HIVA - Hoger Instituut voor de Arbeid Leuven
 CSC - BELGIUM
 (Higher Institute for Labour)

The Hoger Instituut voor de Arbeid (H.I.V.A) (Higher Institute for Labour) is an interdisciplinary research unit of the Catholic University of Leuven. The aim of the H.I.V.A is to foster the scientific approach to problems at work in the widest sense and to contribute to the solution of these problems through scientific research.

The institute wants to bring together science and practical experience and so to stimulate dialogue and co-operation between the University and the workers' movement. The institute also intends to promote dialogue and co-operation within the University itself between the various branches, faculties, and departments that deal with aspects of problems at work. These objectives may be expressed under three general headings:

a. scientific study
 in past years research projects have been conducted in three areas:
 -economy: this covers a wide field including consumerism, wage and price policy, social security and the taxation system, health care at home.
 -education and culture; central questions are: workers' culture, workers' education, trade union activities, part-time education schemes, and care for handicapped.
 -working conditions: these projects have concentrated on shift work, unemployment, technological developments and its social consequences, participation and consultation at work, new system of regulating working hours, and linking education to the labour market.

b. training and education
 research has been carried out into the local status of safety experts, accident prevention policy, and accident prevention organizations in Belgium. For several years, courses for safety experts have been arranged at different levels.

c. contacts between the University and workers' movement
 contacts between the University world and that of workers are promoted by organizing semi-annual contact days on such themes as: the quaternary sector, unemployment, democratization of the workplace. These contacts are further strengthened by steering committees working on specific subjects and research projects.

NETHERLANDS

In the 70s there existed a trade unions research institute which was run jointly by the three big umbrella organizations. This institute disbanded when the socialist association joined the protestant one and became the FNV ("Federatie Nederlandse Vakbeweging") and when, subsequently, a polarisation occurred between the FNV and the CNV ("Christelijk Nationaal Vakverbond").

Since then a Research Department in the FNV head office has taken over the trade unions' research policies as well as the promotion and coordination of any research work within the scope of the FNV. The head office cooperates with a network of research groups and individual scientists at institutes and in universities. This cooperation also applies to the bigger individual trade unions within the FNV, as, for example, the "Industriebond FNV" which organizes their co-operation with external research groups via their own research departments. The CNV, on the other hand, maintains its own institutes for research and consultation, like for example the SDM ("Stichting Dienstverlening Medezeggenschapp"), which works exclusively for those trade unions united under this umbrella organization.

Lately, the two umbrella organizations have begun to coordinate and cooperate in the field of research.

In recent years a large range of research programs and institutions have been installed in the field of new technology,

employment and organisation, for instance the programs TAO (Technology, Work and Organisation) and BTE (New Technological and Economic Policy Studies Programme). The purpose of TAO is to provide an impetus to design-orientated research in the Netherlands. Two focal research points have been set up. The first is the Maastricht Economic Research Institute on Innovation and Technology (MERIT), concentrating on manufacturing industry, and the second the Erasmus University Rotterdam (EUR) in co-operation with the TNO Centre for Technology and Policy Studies (STB-TNO) in Apeldoorn, which carries out the research on the service sector. Apart from this specific subject TNO is involved in broader industrial research on technology and society. BTE-programme aims at increasing the understanding of the relationship between technological and economic development. In this programme research is done on subjects as developments in R&D, international co-operation in R&D and diffusion of new technology.

In 1986 the Netherlands Organisation for Technology Assessment (NOTA) has been installed. Its activities are related to the social and ethical aspects of science and technology. NOTA has developed the perspective of constructive TA, that is the use of Technology Assessment to improve policy making in enterprises and in politics. NOTA is directly responsible to parliament.

Finally, a tripartite government commission called COB ("Comissie Ontwikkelings Problematiek Bedrijfsleven") decides on research

projects relevant to the trade unions in the area of new technology and its social consequences. The committees of this organization distribute a budget of about 3 Million fl. per annum for research in technical-organizational innovation and in industrial democracy.

In the Netherlands the trade unions, both directly and indirectly, exert a certain influence on the wording of research topics and the allocation of projects. Within the framework of a government fund aimed at stimulating research, the trade unions receive resources for their autonomous use, on the condition that they themselves contribute the same amount out of their own research resources. For the time being this amount covers a maximum of 250.000 fl. for the FNV and about 80.000 fl. for the CNV.

The indirect way of influencing research is probably more important. Tripartite committees, i.e. the labour market parties, control the most important publically financed research funds and institutes in the area of new technology and humane work design. The research activities of these institutes, therefore, partially meet issues of interest to the trade unions without their having been formally commissioned.

In addition, there are a multitude of smaller, independent research and consultation groups, both within and outside the universities, which make an important local contribution

towards the solution of questions about work and technical design. This is done through a direct exchange with works councils and trade union groups. Here, we see a vital structure which consists of small units whose work is linked through numerous contacts with the work of the trade unions, small units which, however, evade the central control of any trade union board.

FNV Departments

Within the framework of this study there are two departments in the FNV head office that are working on research questions in which we are interested.

FNV Research Department, headed by Wim Sprenger; the central technology-advisory board (Steunpunt Technology) of the FNV in Amsterdam is also attached to this department.

FNV Department of Participation, Humanisation of Work and Work Legislation, headed by Marcel Wilders; here, projects especially concerned with health and safety are supervised and coordinated.

FNV Federatie nederlandse Vakbeweging Naritaweg 10, 1043 BX Amsterdam, tel. 31 20 58 16 300 Contact: Wim Sprenger, Research Department.

The staff members of these departments carry out liaison and coordination tasks in three ways: in relation to various ministries and administrative bodies; in relation to external research institutes; and in relation to individual trade unions and other related institutes. The cooperation with a greater number of external research groups frees the FNV from the need to run its own research institute. Among these were indentified:

NIA -Nederlands Instituut voor Arbeidsomstandigheden - Amsterdam
- (Dutch Institute for Working Environment)

The Institute aims of improving the quality of working environment and as a possible consequence the effective performance of work organisations. The board of the Institute is tripartite (four representatives each of employers' and employees organisations and the government).

TNO/NIPG - Nederlands Instituut voor Praeventieve Gezondheids-zorg, Leiden (Dutch Institute for Preventive Working Health). This institute, which has been in existence since 1929, is concerned, amongst other things, with research into the prevention of illnesses and the promotion of physical, psychological, and communal health. The institute's work focusses especially on courses for further training in the area of communal medicine. In 1988, initiated by the FNV, scientists of this institute produced, amongst other things, a concept for the integration of work and technology in the development of new plants: "Sociaal Inventiev Automatiseren" (automation with social imagination).

TNO/STB - Studie centrum voor Technologie en Beleid - Apeldoorn - (TNO Centre for Technology and Policy Studies).

Like the NIPG the STB is also an institute attached to the big government research organization TNO (Netherlands organisation for applied science research). Within this institute the "work group technology and organization", in particular, works on questions relevant to employees. This department has repeatedly received research commissions from the FNV. In recent years, for example, the following studies resulted from contacts with the trade unions:

- Knowledge Transfer Between the (Social) Science Community and Trade Unions.

Experiences of knowledge transfer between the social science community and trade unions, the main issue being the accessibility of workers (representatives) to the knowledge infrastructure of a country. Topics are: new technologies; quality of labour; industrial relations; and the relation with the national science and technology policy. Research was conducted in three countries, e.g. Belgium, Austria and Norway. The study was commissioned by the Ministry of Education and Science.

-Technology Consultancy Project for Workers and Work Councils.

Autumn 1987 the Dutch Federation of Trade Unions FNV started a programme aimed at consulting and supporting workers who are involved in the shaping of technology and the work organisation. In order to do this the participating unions each installed their own information and support point which in turn will be supported by a central consultancy unit. The FNV consultancy programme is subsidized by the Ministries of Social Affairs and Employment and of Economic Affairs for a period of four years. The FNV Board has commissioned the consultancy and evaluation of the programme to STB.

Other recent research items of this unit were:

"Technological Change and Development in Jobstructure";

"Short, Cyclical and Repetitive Work in Industry and Service Sector".

STZ - Stichting Technologie en Zeggenschap - Amsterdam - (Research Institute for Technology and Democracy).

Its activities as a consultancy bureau, advising works councils, trade unions and worker-managed firms concerning new technology they carry out research projects in cooperation with trade unions and other research institutes.

Studie Centrum Arbeid en Gezondheid - Amsterdam - (Study center for Labour and Health)

The institute aims to carry out interdisciplinary investigations in the problem area of labour and health and to implement scientific findings in cooperation with those social groups who work at improving working conditions.

SDM - Stichting Dienstverlening Medeseggenschap

CNV

since 1982

Amersfoortseweg 94
3941 EP Doorn
Postbus 9
NL-3940 AA Doorn

Tel.: 31 34 30 16977
Fax: 31 34 30 12927

responsible:

P.G.J. van Delden

researchers:

L.C. van de Kieft

J. Kuiper
J. Bakker

activity: Consulting and research work on problems
of technological and organisational change in cooperation
with trade unions and works councils

contacts with universities: Vrije Universiteit, Amsterdam

publications: M + M Magazine

SDM - Stichting Dienstverlening Medezeggenschap - Doorn -
(Foundation Codetermination service).

The SDM (Foundation Co-determination Services) was founded by the christian trade union organisation CNV and is concerned specially with introduction and quality of codetermination within the enterprises. Therefore the institute works out opinion evidences, often under active participation of the SDM research officers by the representatives of the codetermination. The institute tries to reach balance of power between employers and employees. In this coherence the technology consulting of the SDM plays an always more important role for the CNV. Especially research work should be done for seeking the influence of codetermination rules for the technology innovations.

The institute was founded 1982, it employs four research officers who are full time workers. Main work is done in the consuling of the representatives of codetermination within the Netherlands by the following aspects:

- financial-economic
- technological
- social
- organisational
- concerning law problems
- strategical.

Beneath the consultancy the institute works as well in the research area. Under the title "New Technology and Participation" an empirical project has been carried out since 1989. The key question of this project is: "How can works councils use their influence (based on law), in order to control automatisisation processes and influence it in the preferred direction?"

The survey can be divided into two parts: an analysing part and a part, in which actually support and advice for works councils is carried out. In the first part the researchers try to analyse the effects of automatisisation in two companies operating in the same branch. The researchers want to know how work councils handle the problem of almost or already completed automatisisation projects.

In the supporting and advising part they try to use the knowledge, gathered in the first part of the project, to develop a strategy-model. It is the aim of the researchers to provide the members of work councils with a structured approach of automatisisation projects. In this phase the researchers will, where possible, participate actively in meetings of work councils in firms, where an automatisisation project just has been started.

At the whole 18 companies in five branches take part in the survey.

FEDERAL REPUBLIC OF GERMANY

The German trade unions traditionally dispose on own research institutes within their organizational structures. The "WSI" (Wirtschafts- und Sozialwissenschaftliches Institut exists since 1946. Within the framework of the system of Corporate Codetermination has been developed in the Hans-Bockler-Foundation a second important structures organizing trade union research activities. The "HBS" organizes and sponsors trade union relevant research projects in a network of academics at universities, independent external institutes and research groups.

Moreover at some universities exist so called "Kooperationsstellen Wissenschaft- Gewerkschaft" (Cooperation Centres Science -Trade Union), partly sponsored by public funds.

Last but not least the DGB disposes today on about 10 "Centres for technology advice" (Technologie -Beratungs- stellen - TBS), providing the members of works councils with the results of actual technological and social research, they are as well partly sponcered by public funds. Besides this official structure there is a network of about 20 to 30 private research and advisory groups, which co-operate with works councils and trade unions mainly on the local and the regional level.

The major public programs to stimulate research and development of new technology and forms of work like the programme "Humanisierung des Arbeitslebens" (Humanisation of working life) and "Mensch und Technik" (Man and Technology) gave important impulses to the research of the trade union side.

FEDERAL REPUBLIC OF GERMANY

HBS Hans Bockler Stiftung1978

DGB

Berta von Suttner Platz 3

D- 4000 Duesseldorf 30

Phone: 49/211/77780- 777120

responsible: R. KUHLMANN, G. LEMINSKY

researchers 4 , all full time

activity: Finance, Cooperation, New technologies

external contacts: various

publication: monthly review and some brochure editions

HBS -Hans Boeckler Stiftung -
 DGB (Deutscher Gewerkschaftsbund) Federal Republic of Germany
 (Hans Boeckler Foundation)

The HBS (Hans Boeckler Stiftung) was founded in 1978 and it is composed of four researchers, all full time. The institute is tied to DGB and it is engaged in research promotion, in cooperation with the scientific sectors of the trade union. It is interested in the following fields of activity:

(for any specific requests, please refer to the project number in the brackets)

A. New Technologies

1. Introduction processes

The introduction process has been described in four case studies within the international comparative project "Workers and New Technologies". (720)

From manifold experience in more action - research oriented or cancelling projects we know that personnel planning is in most cases considered a residual category by management. The workforce is expected to somehow adjust to the change; if this assumption fails, the qualification in need are expected to be available on the labour market (833). Thus the potential of people as well as technology is usually not being optimized. -This finding is more relevant to smaller than to larger enterprises (822, works councils in small enterprises), but yet it would be misleading to conceive even "Big Industry" as being capable of mastering a totally informed, rational and optimized planning and introduction process. The question about the time elapsed between implementation and evaluation of NT seems to be misleading to me because usually no evaluation takes place. The introduction of NT is a trial and error process but there can be error grave enough as to return to status quo ante. NT in this way is a system of one -way -street with options to take different directions at different points but there is no way back.

2. Participation in planning and shaping

German trade unions do not see quality circles as a mean to shape new technologies. Viewing them at first as an attempt by management to undermine legally codified codetermination structures they are now beginning to realize that good QC practice may be attractive to workers in satisfying participatory needs until now unmet by the codetermination machine. "If you can't beat them, join them" is the pragmatic approach. HBS has

helped the unions coming to grips with QC's by providing research-based information on their spread in industry, empirical shop-floor practice and underlying ideas in management theory (734, 757).

A concept of "democratic user participation" in defining the layout of a dialogue systems is on the contrary seen as a good example of "codetermination at the workplace". Examples of such practice have been monitored in two public service agencies by the works council to evaluate working condition and to develop demands to change them. This project followed a sort of action-research approach, a handbook with guidelines how to initiate, steer and monitor such a work-council centred participatory approach has been published (745).

Processes of information and consultation were described in the project already mentioned under #1. Going beyond the specific topic of NT, these were surveyed in general in a project trying to understand the disclosure of information by management, the use made of this information by the works council, the works council's strategies to seek information, the presentation of the information to the workforce both by management and the works council etc. as a political process (715). Especially with regard to economic information, a project empirically evaluated the functioning of "Committees on economic matters" (Wirtschaftsausschüsse, 774) and developed a handbook for them (850).

The Handling of conflicts between works councils and management is highly regulated and formalized within the framework of the Work Constitution Act. However, this machinery will only come into play if the issue at stake is covered by a right of enforceable codetermination. With NT, there is no direct and immediate clause saying that the implementation and shaping of NT can only be decided upon with the consent of the works council. Only when the technology bears a potential to control the performance of the workforce (which is moalmost inevitably the case with all interactive computer systems since the operation system necessarily monitors the the periphery and thus user action) then there is a "hard" codetermination right with regard to the control of behaviour and performance of the employees which can be used as a leverage to bargain about wider issues.

In HBS-sponsored technology projects there has been a lot of technical screening to prove that practically all systems of digital information and communication technology have this control potential and thus their implementation will evoke rights of codetermination (818, 819, 860, 864, 881). There have also been suggestions how to change the layout of such systems to minimize the potential of control (727, 799, 999/29, 999/49).

3. Results of NT for working places

HBS funds are too scarce to carry out broad-scale surveys (which would have to be prepared every few years) about the perennial process of rationalisation, intensification of work and the changing patterns of qualification. Since in the FRG, there is a relatively well-established tradition of industrial and work sociology HBS see its role rather in making the results of publicly funded research available to TU's by inviting researchers to workshop or summarizing the results of such research in overview reports.

Since TU's take part in defining curricula of vocational training and since works council have a say about the quality of training given to apprentices, the reformulation of some such curricula in the chemical and metal industries gave reason to produce handbooks about these new curricula and to offer consultancy to works councils on the implementation of these new training schemes (refer to Abteilung mitbestimmungsforderung I, referat Qualifikation).
(changing patters of working time should be treated in chapter C.).

B. Working Conditions

1. Dangerous materials and processes

This has not been a major focus of HBS research funding because fundamental toxological research would be too expensive for us to finance and since the presentation of what is already known is partly done by other institutions in the FRG. Activities that do not exist are usually integrated in one of the following fields of focus:

- shop floor policies on working conditions in general:
rather than giving information about specific substances we try to help works councils to identify potential hazards and to obtain the necessary specific information themselves from the relevant institutions.
- "new" or "key" technologies:
in dealing with new compound materials ("neue Werkstoffe", industrial ceramics, powder metallurgy, new fibres) and their revolutionary potential in the coming change of production processes and also keep an eye on new health risks that might arise from the production of these materials, their use as components in consequent production processes and finally from their recycling or disposal at the end of the product cycle (877, 999/55, 047).
- environmental policy:
this field so difficult for trade union policy has so far mainly been treated in the perspective of job creation and structural policy. "New jobs by environmental technology" (048, 096, 102, 480). However, it will be necessary in the

future to deal with environmental issues in the concrete context of shop floor policy. Here it seems sensible to link the aspects of health risks at the work place with general environmental hazards.

2. Psychological stress

The intensification of work is an underlying theme of almost all our studies on changing working conditions. It is not only related to rationalisation and automatisisation, but also to tight personnel policy. Understaffing as a result of austerity policies in the public sector, especially the municipalities was the focus of a project that tried to explain the subtle mechanisms of intensification in fields where the stimulus to work harder comes from citizens and clients and where the immediate employers are unable to do anything to alleviate the tight personnel situation (775).

3. Health and safety of working place

HBS does not fund original empirical research on these subjects but tries to get knowledge already existing across to works councils and to help them to use their rights in this field. A book by the title "Kaputt und auch noch selber schuld?" (795) tried to attack the wide-spread assumption that the victims of accidents are to blame themselves because of the neglect of safety regulations. The study tried to underlyne the basis that it is the organization of work and its intensification that make the compliance with the rules unlikely.

Another study was aimed at the developing a more locally based approach to health and safety in the construction industry where the normal framework of "works" council activities does not apply since workers are spread out over many and frequently changing building sites (833).

Working conditions and especially health and safety in supermarket and in the departments stores are the focus of a project that provides information material to works councils in this sector (501).

C. Working time

1. Tendencies of reducing "normal working time". Part time work in the postal service is the concern of a study launched recently (070). The prevailing patten here is not the morning office work of housewives but night-shift work taylored to the needs of logistic processes going on every night in the sorting and expedition of mail. Since night work is only outlouded for female "workers" in the legal definition of the social security

act, it is mostly women who work these part time night shifts in numerous patters of duration and distribution of the working hours.

Temporary work in Germany has the two forms of the limited work contracts with a pre-defined date of expiration and the operation of the employment agency or "manpower services". Although the latter are bound by law to offer unlimited contracts and supposed to link different short-term jobs in the firms to which they send their staff to create steady employment, in reality there is a great fluctuation in this field and illegal practices by which the employees have to hand in their own undated letter of leave when taking of the job are well known. HBS is presently funding a project exploring different forms of workers doing their job on sites other than their formal employers' (886).

A study on limited contracts and the impact of the "Beschäftigungsförderungsgesetz" (which made limited contracts between 6 and 18 months legal without employers having to state a specific reason for the limitation) is completed and will be published in autumn (810).

Overtime, its use in the flexibilisation of production and the potential to create additional jobs by cutting overtime studies in consecutive projects 308, 369.

The other forms of irregular time arrangements are under consideration, but so far no specific surveys have been commissioned.

2. Changes of working time

The fundamental change of working time in FRG was initiated by the TU's move to reduce weekly working time and to break the 40-hour-week. In consequence arrangements had to be found in the plants to fit the new working times into the rhythm of the production process. Employers were pushing for variabilisation and differentiation. HBS commissioned a follow-up study to monitor this plant bargaining process and to evaluate the schemes arrived at (027).

D. Core -/Peripheric Workers (segmentation)

1. The concern for segmentation processes within the plants is inherent in those studies dedicated to "precarious" forms of employment (see special list "ungeschützte und statusgeminderte Beschäftigungsverhältnisse"). Limited contracts, part-time work, employment agencies and subcontracting have already been mentioned; we also studied enforced self-employment or one-man-subcontracting as another form (748, 825). In addition, some consideration was given to franchising (766).

Segmentation processes on the labour market in a macro-economic perspective have not been studied by HBS-funded research projects since there is a well established scene of labour market research in the FRG with access to public funding.

2. Splitting up of employees/3. Consequences to the unions

No doubt employees are divided by many criteria; however it would be misleading to conceive of an original state of a "unified proletariat" which now is being split up by a diabolic scheme. There have always been fragmentations of the workforce, but they are changing. In trying to catch up with these changes, German trade unions are looking at a quite number of "new" groups of workers - some only being new in the sense that is "new" for unions to take them specifically in consideration. And - as it is likely with any such grouping these groups tend to overlap and are being looked at from different perspectives depending on what "group" forms the focus of discussion.

HBS has been helpful to the unions in identifying social change and the changing composition of the workforce by numerous studies on:

- "precarious" forms of work, as far as it can be identified by the nature of the labour contract (refer to remarks above and specific list)
- white collar workers in general (399, 474, 485, 495, 842)
- "professionals", engineers, highly qualified white collar people, white collars paid above collective agreements, managers (058, 124, 130, 828)
- youngsters (002, 013, 073, 106, 131, 496)
- women (039, 069, 076, 089).

E. Needs for future research

HBS is presently drawing up a research program for about the next five years. It is expected that discussions will be finished by the end of 1989. Before passing the foundation's board, the program may not be passed on.

Here are some research projects realized by HBS :

- Soziale Qualifikationen, neue Technologie, gewerkschaftliche Jugendarbeit;
- Gesundheitsschutz und Arbeitssicherheit für die Arbeitnehmer im Einzel-Großhandel;
- Gewässerschutz Umweltschutz Arbeitsplätze;
- Arbeitnehmer und Neue Technologien Beschaffung und Nutzung von Unternehmensinformation durch die Interessenvertretung,

- Der Prozess der industriellen Entwicklung und Anwendung der Werkstoffbereiche Kunststoffe und technische Keramik im Rahmen der Chemisierung der Technik;
- Technikgestaltung und Organisation im öffentlichen Dienst.

FEDERAL REPUBLIC OF GERMANY

WSI Wirtschafts und Sozialwissenschaftliche Institut 1946

DGB

Hans- Bockler Strasse 39 4000 Duesseldorf 30
Phone: 49/ 211/ 434527

responsibles: H. MARKMANN
B. SPIEKER
W. LECHER
G. BOSCH
R. BISPINK
M. HELFERT

researchers: 28 full time

activity: Economics, social sciences, technological innovation,
environment, working conditions

contacts with university: various

publication: 8 magazines, "work health humanization"

WSI Wirtschafts und Sozialwissenschaftliche Institut
 DGB (Deutscher Gewerkschaftsbund) West Germany
 (Economic and Social Research Institute)

The statutory purposes of the WSI are described by:

- researches in the field of economic and social sciences, about new technologies, and environmental protection
- expertise reporting, publishing of scientific magazines
- connection between social science and Trade Unions.

Therefore, the WSI is focusing its research capacity on the following areas:

- employment and labour market
- structural change and company strategies
- distribution of income and social safety
- collective agreement archives and collective bargaining reporting, new technologies, labour
- cooperation between Trade Union and associations

Some objectives are based on the development of themes that will probably constitute the keypoints on which building the operative policy of Trade Union.

The WSI is divided in several departments, including some permanent working groups such as:

- economic (micro and macro, prognosis)
- distribution and social policy
- societal problems and labour law
- EEC - Interpretation
- white-collar-workers

Research of WSI

1. New Technologies

It is difficult to summarize the actual socio-political discussion about the consequences of technological development. There exists a wide scope of risks and chances of rationalisation for workers and for trade-unions. Especially trade unions and their representatives are restricted in their action possibilities, because bargain and legal structures (German Work Constitution Law) are negatively affected and changes of work-organisation could be systematically handled only on plant level.

The constraints of new technologies on working conditions and participation rights are fixed on the plant - level, where traditionally collective agreements and legal procedures are not

able to influence this process in a satisfying manner. The concepts of "systematic rationalisation" must be developed by the trade unions in a long - termed and plant -overlapping perspective. Basic problems caused by new technologies are:

- new psychic stress phenomena
- segmentation of workers (core/peripheric)
- setting acceptable norms for performance -schemes
- participation rules and procedures for planning until evaluation of new technologies (process of introduction as a whole)
- developing a change system of collective bargaining framework/legal norms and specific enterprise and/or plant orientated rules and appointments.

The WSI has published in the second half of the eighties two studies about these problems from the trade union point of view and is just preparing a research application about the connections between technological development and workers interest.

2. Working Conditions

From 1984 till 1988 a project group within the institute has done intensive research work about "Labour, Health and Humanisation". Aim of this project was an action-oriented transfer and systematic exchange of information of experiences and knowledge about work loads and stress. The project was financed by the Ministry of Labour. Emphasized were:

- systematic information and distribution of relevant results of the project among the different levels of trade union;
- development and test of a computer - based information system about different aspects of working conditions for the trade union;
- development of a concept of local trade union engagement in work and health measurements.

Therefore, this project was less an autonomous empirical one but aimed more at the aspect of transportation of scientific results and other knowledge and experiences for trade union work.

Important thematic issues were:

- psycho- social stress
- heart and blood circulation diseases
- rheumatism.

These issues were tested in the field of special exposed occupations like:

- construction industry (traditional stress)
- social services (psycho- social stress)
- high qualified white -collar workers (ambivalent stress)
- overlapping problems (risky technologies)

The project tried to find out possibilities to ameliorate and talk politics of an enterprise -oriented work, health and safety policy of the German trade unions. The result are published in WSI editions, all in German.

3. Working Time

In 1989 the WSI started a project financed by the German Research Community and the EEC Commission about an international comparision on working and plant operating times in the EEC internal market. In an international view traditional working time patterns are at present underlying fundamental changes, which have different reasons:

- deregulation of working time standards to cut wage costs, weaken the labour movement, and facilitate the implementation of new production strategies
- mass unemployment and increasing competition on the labour market, which increases workers willingness to work inconvenient hours
- changing composition of the working force, mainly increasing participation rates of women. Because of the traditional division of labour in the families there is an increasing need for part-time work, flexi- time etc.
- new needs of the employed because of increased incomes, changed family structures (single or DINK -hoseholds), new leisure time activities. Possibly certain categories of the employed prefer sabbaticals, new shift -systems etc.
- new technologies. They allow better control of beginning, and effectivity of work which allows management to drop rigid hours as a mean of control. They facilitate faster adaption of production to fluctuating orders (just-in-time, seasonal fluctuating operating time). The necessity to amortize capital increased because of faster technological innovation, machines have to bedepreciated in a shorter period of time. Finally through the integration and automation in certain sectors production must be performed without an interruption or delay
- increased international competition for example through the internal European market. Deviating working time standards may create pressures to adjust these standards to the minimun level

(but only in sectors in which competition increased through the EEC internal market and in which working or operating time cannot be compensated for by lower wages, better quality etc).

Obviously restructuring of the working time is caused by needs from workers and from the capital side, what sometimes makes it difficult to identify the interests involved in working time issues. The study will concentrate on the links of working time structure and plant operating time, which, today, are underlying fundamental changes: the extension of the operating time and its variabilisation. Reports are to be done for the British, Dutch, French, Spanish and Portuguese cases. First empirical results are expected for spring 1990.

4. Core/Peripheral Workers

The institute dealt with this subject in its Japanese studies. In Japan the difference between these two types of workers is very significant, concerning life-long employment, seniority rules, allowances, bonus, lump-sums, working time and trade union recruitment. About 25% core workers (most of them male, highly qualified and occupied in big firms) are opposite to the rest (most of them female, and less qualified and occupied in small/dependent firms). Specific is the different approach to flexibility: core workers are highly flexible within their enterprises, peripheral workers have an external flexibility. The division of labour is traditionally accepted in the Japanese society, because the educational system guarantees everybody formally the chance to become a core worker. Under several aspects the situation in Japan is of high interest for the Western societies and especially trade unions today:

- deregulation and flexibilisation aim on a greater differentiation of the work force;
- trade unions have traditional problems with the recruitment of peripheral workers;
- the importance of education and vocational training is rising;
- new technologies require a new approach to work place organisation and a new division of labour;
- the competition between the big industrial hemispheres (USA, Japan; Europe) is increasing and "successful", experiences and examples could be transferred very quickly.

The WSI -research work in international problems is concentrated on these aspects. Results are published in several WSI studies and expert evidencies about industrial relations, structural change, working time and labour law in Japan (published in German and partly in Japanese).

Here are some studies realized by WSI:

- Humanisierung der Arbeit, Probleme der Durchsetzung, 1982
- Mythos und Wirklichkeit. Eine kritische Analyse von Konomie und Arbeit, 1983
- Humanisierung der Arbeit und ihre Umsetzung. Ergebnisse und Erfahrungen beim Aufbau einer gewerkschaftlichen Informationsvermittlungsstelle, 1986
- Arbeitszeitverkürzung. Abbau der Massenarbeitslosigkeit. Verbesserung der Arbeits und Lebensbedingungen, Finanzierung und Probleme der betrieblichen Umsetzung, 1983
- Krankenstand: "Krankfeiern" oder Krank durch Arbeit ? 1983
- Arbeitszeit im Umbruch. Analyse und Dokumentation der neuen tariflichen Arbeitszeitbestimmungen, 1984
- Stand und Perspektiven von Arbeitnehmerbeteiligung und Mitbestimmung in Europa, 1985
- Arbeitsrecht im Arbeitskampf. Der Arbeitskampf 1984 in der Metallindustrie und in der Druckindustrie im Spiegel juristischer Auseinandersetzungen, 1985.

DENMARK

In Denmark industrial relations between partners in the labour market have developed relatively stable traditions of cooperation. To a high degree decisions and solutions to conflicts are sought at various levels in bodies whose members are from various backgrounds. This system does not exclude open conflicts. Rather, they are an element within a system of cooperative social consensus which one cannot do without. A number of cooperation committees with a tripartite composition confer on important decisions in the areas of economic, social and research policies.

In this situation the trade unions do not consider it necessary to maintain their own research institutes. They claim to have influence, to the same extent as the employers, on the choice of topics and on the operating and the implementation of state-promoted research pro-grammes: "We, the employees are, after all, paying the biggest part of the taxes, therefore, we want a say in their use!"

The promotion of new technologies and new forms of organisation as well as the development of improved conditions for health protection are the object of numerous public research pro-grammes. For the problem areas of this study mainly the following programmes are of interest:

- Technology Fund

Promotion of innovations in firms according to applications of the management ; limited influence exercised by the trade unions on project operation at plant level.

- Biotechnology Fund

A small part of the research resources of this fund is reserved for technology assessment in the social sciences. Here the trade unions have the appropriate influence.

- Work Environment Fund

A tripartite board decides on the promotion of projects.

Resources for projects from this and other funds are given to numerous institutes in universities or private industry. The Danish trade unions try to exert their influence at various levels:

In 1986 DA (employers association) and LO concluded a central agreement which for the first time directly incorporates the provision on the introduction of new technology in the central agreement. Today more than 3000 cooperation committees exist in the private sector and according to the agreement, the primary task of a committee lies in observing and promoting day-to-day

cooperation and involving as many people as possible in the task.

The central organisations are involved in the work of co-operation committees through the Cooperation Board, a national-level body with three representatives from the DA and three from the LO. Its role is:

- to further cooperation by carrying out research and work on communications, information and development;
- to help set up cooperation committees and give guidance on their operation;
- to settle disputes about the interpretation and implementation of the agreement.

The work of these committees has resulted in a number of attendant research projects for the introduction of new technology into enterprises.

The Reserch Department in the LO-central office in Copenhagen and its head Sune Bogh does at least claim to be keeping abreast of all the cooperative research activities going on between the trade unions and institutes or universities.

The individual trade unions, have naturally developed their own direct research and consultation contacts with individual scientists and research groups which they maintain independent of

any control from the LO-central office.

The white-collar organisation FTF has no formal research institute either incorporated in the Ftf-structure or linked to it. What is carried out in this field is done in the political-economic section of FTF. There is more day-to-day activity without a real research approach in the sense of our survey.

In Denmark, the confederations did not establish own trade union research institutes, but within the universities there are a number of scientists or research groups at work who have become important cooperation partners for the trade unions in the researching of topics relevant to their organisations. University research has to raise 70% of its resources from outside sources. This has lead to university scientists doing a great deal of practical research both for firms and also for the trade unions.

There are contacts with scientists working in the area of the social sciences, especially in the reform universities (Aalborg and Roskilde). Medical and technical projects, and projects in the Natural Sciences seem to be carried out more frequently in the traditional universities.

University of Aalborg

For years now a research group has been working here in co-operation with LO and individual trade unions on topics such as labour market research, professional training, further training and questions of working hours.

(Contact: Morten Lassen, Aalborg University-Center, DK 9100 Aalborg, P.O.Box 159)

University of Roskilde

The work of a research group focusses on workers education. From 1988 to 1992 there is a joint project with LO for the development and testing of a further training programme for elected permanently employed trade union officials, called "Course of Study for Local Unionists, STI".

(Contact: Adult Education Research Group, Institute of Educational research, Media Studies and Theory of Science, Roskilde University Centre, P.O.Box 260, DK-4000 Roskilde, Tel.: 45 46 75 77 11, Mr. Henning Salling Olesen)

University of Aarhus

It is mainly in the following institutes that various research groups cooperate in trade union projects relevant in this context:

Institute of Hygiene, Institute of Hygiene and Social Medicine, Sociomedical Institute, Psychological Institute.

In the past few years the Department of Occupational Psychology has carried out research studies on topics like "Control, Influence and Codetermination as Concepts and Methods in Occupational Psychology" (Arbejds-psykologisk Bulletin, 1989,5).

In the institute for occupational medicine numerous projects on individual problems of strains and dangers at the workplace have been carried out with the promotion of the Work Environment Fund and other public means. Some examples are:

Exposure to Toluene. The Effect on Printing Trade Workers and Control Persons

Fertility and Occupation

Working Conditions by Insulation Work with Mineral Wool

Quantitative Determination of Formaldehyde in Air using the Acetylacetone Method

Varying Concentrations of Solvent Vapours in Printing-Houses

Health Conditions and Environmental Conditions in a Tobacco Factory

(Contact: Aarhus Universitet, Universitetsparken, Bygning 180, DK-8000 Aarhus C)

University of Copenhagen

Here Institutes such as the Institute of Social medicine, the Institut of Hygiene, the Psychology Laboratory and the Institute of Economy carried out relevant projects:

Womens` Working Environment and Health

The Working Environment of Engine Personnel in the Danish State Railways

Investigation of the Working Environment of Laboratory Workers in Denmark

Fertility and Quality of Children of Male Painters Exposed to Solvents

Working Conditions and Health of Danish Slaughterhouse Workers

New Office Technology and Work Conditions in a Municipal Administration

Economic appraisal in Occupational Health and Safety Regulation

(Contact: Kobenhavns Universitet, Juliane Maries Vej 32, DK-2100 København O)

UNITED KINGDOM

In Great Britain no special research institution exists, run and founded by the trade unions or by the TUC itself.

Most of the bigger national unions dispose of own research departments. Two departments of the TUC administration are responsible for research activities in the areas focussed in this survey as e.g. "Working Conditions, Health and Safety, Flexibility of Working Time, New Technology" etc.:

- Economic Policy Department (formerly Economic Policy and Research Department) and the
- Social Insurance and Industrial Welfare Department

Beneath other duties the staff of these departments is engaged in stimulating trade union orientated research work outside the TUC and to maintain contacts to researchers in universities and other academical bodies. Till today in Great Britain there is not yet achieved a real network of contacts and stable forms of cooperation between trade unions and researchers in universities and other academical bodies. Bill Callaghan, head of the TUC Research Department, sees only some elements of such a network today.

An important difference between Britain and other European countries is the lack of state funding. The special political

climate concerning joined research programmes under participation of the unions could be typified by the words of the conservative Lord Young, describing a tripartite body as "an organisation which would be introduced into this country over my dead body". On the other side there is a lack of union representation in those research councils where participation is possible. Unions did not promote their research interests enough forcefully at all funding levels. And in the past trade union focus on research had been narrowly limited to industrial relations, industrial disputes etc. A problem of trade union acting as contractors of research is, that there are only few instances in new technology, health and safety or environmental protection where trade unions have fully commissioned strategic research. Till today strategic long-term research is often considered too diffuse, and unions and their members still tend not to be convinced about the merits of such research.

The 1987 Trades Union Congress called for the labour movement to set up a well-funded, broadly based, and independent think tank. The creation of a think tank should not be seen as competition to other academics or to in house research departments of the unions. Rather, a growing interest by trade unions in research ought to lead to more activity on all fronts.

Beneath the Fabian Society, which is affiliated to the Labour Party, in 1988 the "Institute for Public Policy Research (IPPR)" has been founded as an independent alternative to the established free market think tanks. Founder and chair of the trustees is

Baroness Blackstone, master of Birkbeck College, London, and a left wing peer in the House of Lords. The institute will "contribute to public understanding of social, economic and political questions through research, discussion and publication". One of the aims of this institute is to provide a forum for political and trade union leaders, academic experts and those from business, finance, government and media, "bringing people together from throughout Britain and the European Community to discuss issues of common concern".

Bill Callaghan emphasizes that it is important for the unions and the TUC to maintain relationships to very different groups of the academic society: "It would not be helpful if trade unions relied too heavily on a narrow group of academics."

The level of the co-operation between TUC and research institutions may be characterised as occasional commissions and exchanges on actual problems. Researchers are asked to prepare papers or are invited to speak at trade union seminars and conferences. Sometimes they may carry out a short study funded with trade union money. Short-term research offering immediate results predominates.

In a few cases the TUC recently succeeded in stimulating major projects in co-operation with researchers. The recent TUC General Council Report (1989) e.g. speaks about two major projects to examine the causes and incidence of repetitive strain injury

(RSI) amongst workers including VDU keyboard operators. Another major study is being conducted on trade union amalgamations by researchers of the Oxford University.

TURU (Trade Union Research Unit) 1971

supported by 40 local and national member unions of the TUC

Ruskin College	GB-OXFORD, OX3 9 BZ
Dunstin Road	Phone 0865/60049
Old Headington	Fax 0865/742195

responsible:	DENIS GREGORY
SUE HASTINGS	

researchers:	2 full time
10 free lance subcontractors	
(5 full time equivalents)	

activity:	trade union policies, social research,
seminars, further education	

university contacts: Collaboration with Ruskin College

publication:	Discussion Papers, Economic Appraisals,
Technical Notes, Industrial Studies	
Labour Market Issues, Occasional Papers	

TRADE UNION RESEARCH UNIT, Oxford

The institute has been founded in 1971 as a research group within the Ruskin College at the University of Oxford. Till 1979 there has been a steering committee with trade unions representatives. Since 1980 the unit became more independent from the Ruskin College. As the "Trade Union Research Unit Limited" it has now a management council, consisting on representatives of about 40 trade unions within the TUC. The TUC is only represented by one regional representative from Wales.

TURU is not an official body of the TUC or any other single union. The research officers of TURU work together directly with the individual unions, respectively the national officials of the Trade Unions. There is a network of contacts to British and European universities and research institutions.

The main issues and the qualification of the research officers refer to industrial-sociological problems, problems of industrial relations and to the relation of work and economy.

The affiliated unions receive the publications of the unit regularly and may ask for special research commissions. The level of commissioned work for unions or other bodies is rather high. Comissioned work for several trade unions includes as well as advising the staff side in technical and organisational changes or in assisting in job evaluation exercices on the firm level.

Together with individual unions and with Ruskin College the unit carries out education activities for shop stewards and other trade union activists.

To realize its research work, the unit co-operates with a number of free lance researchers. The volume of these external subcontractors may be about 5 full time equivalents.

The unit publishes a wide range of special papers and report series:

- Diskussion Papers
- Economic Appraisals
- Occasional Papers
- Technical Notes
- Industrial Studies
- Labour Market Issues
- Seminar Reports
- Training Texts.

Moreover some research results are edited occasionally. If there is a cooperation with a special individual union, the results of such research work may be published by the union itself.

The research work of TURU aims to the national level. But sometimes there are commissions on the regional/local and even on the firm level. For some years researchers of TURU participate in international studies as well. For example they carried out the English part of the international study on New Technology and the Disclosure of Information (Hugo Levie) or an EEC funded project about the employment effects of telecommunication in Europe in cooperation with the BIPE/Paris.

Traditionally the items of the research work of the unit respond on special demands by the trade union movement, especially of the representatives of the affiliates. In these cases the projects are funded by the union side. But recently the unit began to carry out some projects which were stimulated and financed by firms. The precondition is that there is a virtual interest of the employees side and the local unions agree to the realization of such a project. The "EDAP-project" for FORD, carried out since 1987 is an example for this new type of joint research activity with management and unions. The item is the developing of a retraining programm for the employees at FORD and the evaluation of the realization of this programm.

TURU has done its research work since the middle of the eighties with special issues of employment policy and unemployment, technological changes and trade unions, work evaluation and problems of societal imbalance (women, periphic workers). The titles of some of the most remarkable publications in this field will be presented here:

Women and Trade Unions: Trade Unions and Women (1986)

Unions and Technical Change, The British case studies (1986)

Employee Share Ownership, Economic Democracy or Workers Capitalism? (1987)

Health Hazards of VDUs, A review of the issue and a bibliography with selected annotations (1987)

Independent experts and their reports (1988)

Balloting before industrial action (1989)

Identifying discrimination in job evaluation schemes (1989)

The Impact of the Single European Market on Employment in the European Printing and Graphics Industry (1989)

The Employee Development and Assistance Programme (EDAP), Questionnaire Survey 1989 (1990)

LRD (Labour Research Department) 1912

supported by 50 national member unions of the TUC, 170 Trade
trade union districts and 250 shop stewards committees

LRD Publications Ltd.
78, Blackfriars Road Phone 071/928 3649
GB-London, SE1 8 HF Fax 071/928 0621

responsible: LIONEL FULTON, Secretary

researchers: 12 full time

activity: Enquiry Service for Trade Unions, Social
Research,
Publication Series

university contacts:

publication: Labour Research, FACT Service,
Bargaining Report, LRD Booklets

LABOUR RESEARCH DEPARTMENT, London

In 1987 the LRD celebrated its seventy-fifth anniversary. In 1912 the origin of the institute, a "Committee of Enquiry into the Control of Industry" was set up. It was sponsored by the Executive Committee of the Fabian Society and chaired by Beatrice Webb, allready well-known as a social investigator.

Today the Labour Research Department and L.R.D. Publications Ltd. is an independent institution with strong links to the trade union movement. It counts about 50 national trade unions (TUC member unions), 140 trade unions districts, 250 shop steward committees and about 750 individuals as affiliates. LRD says that the 50 unions affiliated to the institute represent over 88% of the TUC membership. There is an Executive Committee including representatives of the most important unions affiliated and a Publishing Committee including research officers of these unions.

In 1989 LRD employed a staff of 21 employees - 19 full time equivalents. There are 12 research officers with special qualifications in the following fields: Law and Work, Health and Safety, New Technologies, Work and Economy.

The main fields of activity of this institute are

- an enquiry service for the affiliated unions,
- publishing of several periodicals and information services and booklets for employees representatives,
- social research surveys on special topics.

The enquiry service includes the gathering and evaluating of informations concerning fields as "women at work", "changes to contracts", "anti-union-laws", "disabled workers", "Europe 1992", "training", "multinationals" etc. The main areas of interest in health and safety were chemicals, VDUs asbestos, stress, repetitive strain injury and inquests.

"Labour Research" is a monthly review with an average circulation of about 9.000 copies. It may be estimated as an independent review with a wide range of trade union movement topics on national and international level.

"FACT Service" is a weekly information service for trade union activists. It provides official statistics on prices, earnings, unemployment and other economic and social data.

"Bargaining Report" is a magazine to provide trade union negotiators with background informations. It has an average circulation of about 3,000 copies.

LRD researchers regularly carry out empirical surveys by questionnaire concerning topics of collective bargaining (wage comparisons) as well as in the fields of working conditions, working time and health and safety problems.

Recently they published the results of a survey concerning the practice of the official health and safety inspections in British companies (Bargaining Report 2/1990). In the same issue there was a report about the working conditions of women in contract cleaning companies. In March 1990 LRD published a survey concerning the amount of overtime, based on informations gathered by questionnaires received from 60 workplaces. In April 1990 LRD presented findings of an in-house survey concerning Driver's pay and working conditions (Bargaining Reports No. 3 and 4/1990)

The results of major surveys are published in series of "LRD-Booklets". Some of the topics of recently published booklets are for example:

Workers' Rights and 1992, Implications of the European Social Charter and the action programme for UK workers (1990)

Winning Equal Pay - an LRD guide to job evaluation and equal value (1989)

The Hazards of Coal Mining (1989)

Stress at Work - the trade union response. What trade unionists can do about stress (1988)

Shiftwork and Unsociable Hours - a comprehensive guide for negotiators (1987)

VDUs Health and Jobs, Health risks and the impact of VDUs on job security (1985)

Safety Reps in Action, A guide for safety representatives and those willing to become reps. (1984)

JCF (Jim Conway Foundation) 1975

supported by AEU (Engineering Union), GMB (General Union)
and further TUC member unions

Jim Conway Foundation
8 Yarm Road Phone 0642/613 541
GB-Stockton-on-Tees Fax 0642/618 408
Cleveland TS18 3NA

responsible: ANDY WOOD

researchers: CALVIN ALLEN
LOUISE MCARDLE
IAN CUNNINGHAM

activity: Educational and Research Projects for
Trade Unions

university contacts: Institut of Manpower Studies,
Sussex University, and others

publication: Trade Union Report, Discussion Papers,
Background Papers, Research Reports

JIM CONWAY FOUNDATION, Stockton on Tees

The Jim Conway Memorial Foundation was established in 1975 as a tribute to the memory of Jim Conway, the General Secretary of the Amalgamated Union of the Engineering Workers, now the Amalgamated Engineering Union, who was killed in the Paris air disaster of 1974.

The Foundation has been established by trade union members. The Foundation received charitable status in 1976. It is controlled by a board of the affiliated trade unions. Among the unions affiliated the AEU (Engineering Union) and the GMB (General Union) are the most important.

The Foundation presents its aims as following:

- "1. To provide a forum for exchange of opinions and ideas between trade unionists. It will further this aim through the organisation of educational programmes on topics of an industrial, economic and social nature.
2. To expand the knowledge of trade unionists in all matters concerning, being pertinent to and touching upon industry, economics and social problems. It will further this aim by producing publications and distributing information in these subject areas. It will conduct its own independent research and disseminate the findings of that research.
3. To respond to the needs of trade unionists through the provision of educational and information services.
4. To encourage a better understanding by UK trade unionists of the opinions and actions of foreign trade unionists and of the operation and organisation of the foreign trade unions. It will further this aim by encouraging and organising exchange visits between UK and foreign trade unionists, and in particular trade unionists from Western Europe and countries within the European Economic Community.
5. To assist in the development of an awareness of the need for a better understanding between those involved in industrial relations."

Situated in Stockton-on-Tees, in the middle of a traditional industrial district in the north-east of England the foundation has a lot of links and cooperation activities with the trade unions in this region.

According to the Foundation it has organised and run over 250 different educational projects, the majority have been weekend and day schools for trade unionists, and moreover international trade union exchanges as well as a number of joint management and trade union conferences.

The JCF offers to its affiliated unions special research commissions. But most of the main research activities are sponsored by national and international foundations or administrations. Research commissions from the EEC administration plays an important role in the research work of the foundation. Until today about ten major research projects have been carried out.

The following choice of publications presents the main topics of the research activities of the last years:

The Introduction of New Technology: Training and Retraining Needs in the Light of Future Employment Requirements, (JVC and EEC, GD V, Brussels 1982)

Participation and Industrial Democracy: The Shopfloor View, (JVC Stockton 1984)

Work Sharing and the Reduction and Reorganisation of Working Time at Firm Level: Anglo-Italian-French Case studies (JVC and EEC, GD V, Brussels 1985)

Work and the Prisoners of Time: the Case for Work Sharing (Work and Society Report, London 1984)

Case Studies in the Reorganisation of Operational Time at Firm Level - United Kingdom (Anglo-Belgium-German study by EIFIP, EEC, DG V, Brussels 1985)

The Challenge of Change: A Study of Technology and Industrial Relations on British Rail (JCF, mimeo, 1986)

New Patterns of Work and Labour Flexibility in the UK (paper presented to European Metalworkers Federation conference at European Commission, Brussels, 1986)

New Technology and Trade Union Strategy: A study with reference to the UK Engineering Industry (JCF, mimeo, 1987)

Time and Work: Employees Preferences and Policy Options (JCV, mimeo, 1988)

Trends in Employee Involvement, Communications and Participation (paper to JCV/EEEMA Conference - "Industrial Relations and Communications into the 1990s", 1988)

THE SCOTTISH TRADE UNION RESEARCH UNIT (TURU), Glasgow

This unit has been founded in 1977 after the model of the TURU in Oxford. It works essentially for and on behalf of trade unions in Scotland. The activities carried out by this group resemble more to a type of advisory work than to genuine research work. They conduct for example branch surveys and help to formulate perspectives of trade union action concerning the disclosure of firms. Recent surveys dealt with problems of the electrification of the railway system, the computer industry and the manufacturing of arms.

The Scottish TURU publishes every trimester a magazine called "Scottish Trade Union Review", a medium of communication within the Scottish trade union movement. There are close links of exchange and cooperation between the Scottish Trade Union Congress (STUC) and this institute.

RECAPITULATORY TABLE

COUNTRY	TRADE UNION CONF.	STRUCTURE IDENTIFIED			A	B	C	D	RESEARCH AREAS		
		(1)	(2)	(3)					TECH INNOVATION	WORKING CONDIT.	WORKING TIME
ES	UGT USO CC/OO ELA	GAB.TEC (x)	I.S.E. U.S.		1987 1983 1977	2 3	X X	X	X X	X X	X X
PT	UGT.P		ISEFOC		1986	9	X	X	X	X	
FR	(all) CFDT CFDT CGTFO	CENTRE	IRES INPACT ARETE		1982 1985 1978 1948	11 4	X X X	X X X	X X X	X X X	X X X
IT	CGIL CGIL CISL CISL UIL UIL	CRDP	IRES SINDNOVA CESOS CREL IANOS		1989 1985 1985 1980 1981 1987	12 6 6 4 8 2	X X X X X	X X X X X	X X X X X	X X X X X	X X X X X
GR	GSEE		IMETE(x)								
BE	FGTB (all) FGTB CSC		CEPEC STU IACT HIVA		1976 1983 1978	7 16 7 35	X X X	X X X	X X X	X X X	X X X
NL	FMU CMU	2DEPART	SDM		1982		X	X	X	X	X
D	DGB DGB		HBS MSI		1978 1946	4 28	X X	X X	X X	X X	X X
DK	LO FTF						X X		X X	X X	X X
GB	TUC TUC TUC		TURU LRD JCP		1971 1912 1975	2 12	X X X	X X X	X X X	X X X	X X X

Notes

- (1) = internal structures of trade union without legal autonomy.
 (2) = structures with legal autonomy but connected with trade union confederation.
 (3) = independent structures that cooperate with trade union.

A = year of establishment
 B = number of researchers
 C = collaborations with universities
 D = other institutes.

(x) = not yet founded.

CONCLUSIONS

CONCLUSIONS

The present survey, carried out for the European Foundation of Dublin, aims to examine the existence and the quali-quantitative consistence of a net of research centres and institutes that operate at national level, "within " and "for" the trade union in support of the study of innovation process , transformations in production and labour.

The complexity and speed of the increasing changements in the different economic and productive situations put in evidence the "central and particular position" of the human resources and the necessity of an aware participation of the workers and trade unions to these present changements.

But such participation supposes, the existence among the social parts of a common and spread decisional capacity based on agreements and choices of shared values and on equal opportunities to the access to information and training process.

The need of such simmetry in the industrial relations is one of the basis of the principle of the "social dialogue" considering the aims of markets unification included in the "Consolidation Act" and in the "European social Charter".

This simmetry condition is really lacking among the workers. As put in evidence by the results of projects research of the European Foundation about the rule and participation of the parts, the influence capacity of the European trade union in the

process of technological and organizational change is still very poor. On the other hand, the participation needs not only values but also culture and instruments. And the trade union needs today wider knowledges than it needed in the past years.

The experimentation , in these years, of new forms and more participating industrial relations was useful to put in evidence the lag and the inadequacy of the knowledge and check instruments that are at workers' disposal. Most of the knowledge they need already exist but "outside" the trade union and find difficulties to be spread "in " the trade union. There are in all Europe many university centres that offer valid and substantial cognitive contributes, and now there is a services sector that has gone over the limits of the traditional consultant agencies and it is able to produce knowledge and culture about the present changements. The Foundation of Dublin itself carries out important studies in all sectors of the improvement of working and living conditions. What lacks is not knowledge; but there are two difficulties at the moment:

1. the transfer of knowledge in the trade union and the its diffusion among the unionists is really difficult;
2. very often, the knowledge produced in the university centres or in independent institutes lacks of interpretative models and of empirical information, typical instruments of workers and trade union organizations.

In the last ten years, in almost each country belonging to the Community, the trade union organization tried to give answers to these difficulties and began, with different modalities and times, to create research, study and training instruments.

The common need is that to overcome the incommunicability between the trade union world and the research world, establishing within the trade union some research bodies, using independent structures that operate both with the trade union and external research world.

The aim of the present survey was that to carry out a report about these centres and institutes that operate with the trade union organizations and that are a potential net of interlocutors not only at national level, but also at level of the research European institutions. The survey demonstrated the existence of this experience tank and the remarkable richness of human and technical resources that it proposes.

All the interlocutors that have participated to the interviews, have offered their own availability to define common work programs with the Foundation of Dublin and to coordinate among them cooperation projects.

The typological difference (above all as far as their political and organizational relations and contacts with the trade union organizations and with the research world are concerned), and the complexity of the competence and products areas, that the institutes and centres present in the single countries, if from one side can be an element of difficulty in the cooperation

relations, on the other hand can represent quite the main element of this net. From the typological point of view, in particular, four reference modalities are put in evidence:

1. some trade union confederations took the decision to establish own offices, that even if have not legal or financial autonomy, they enjoy a remarkable financial autonomy and in the same time have strenghtened a good study and research project experience and a wide net of collaborators and correspondents.
2. other confederations have established in these years own research institutes, that operate mainly in support of the trade union action. These institutes have generally close research relations with public and private institutions and with the university world. Normally, such institutes make use of the collaboration of professional researchers and of trade unionists that have matured with the time a long experience in the fields of the empirical research in the working places, in training for workers and trade union cadres and in the information.
3. in some countries is particular spread the tradition of the relations between the trade union and independent research institutes (also at university level), that even if not operating directly for the trade union organizations, have however privileged collaborations of consulence and research.
4. in other countries, at last, such relation of privileged collaboration was tied with time with public institutions. The statutes of these ones have often a tripartite management form (government, trade union, entrepreneurs) and the participation

of trade union and workers in the formulation of research projects, training and information projects.

In some cases, the realization of these instruments is in late, but the trade union responsables affirm that this late is contingent. All the interviewed trade union confederations affirm to use these instruments of knowledge and the instruments produced (ex. research relations, magazines, handbooks) receive a wide diffusion.

The most important limits are of financial nature, because only in few cases there are forms of public support to the trade union research activity and still poor is the capacity /possibility to access to the European funds.

The areas of competence and of activity of the institutes result to be mainly those signaled from the present survey: technological and organizational innovation, the participation and the industrial relations, the working conditions, health and safety in the working place, working time. The institutes can offer knowledge products and research competence about the overmentioned arguments.

All the institutes and the interviewed centres affirm to know the activity of Dublin Foundation for the Improvement of Living and Working Conditions and to be available to agree on programs of labour that aim to study the research themes of the Foundation and to spread the results of these studies in all

trade unions and among the workers.

Starting from these considerations, and in order to conclude the present survey, we retain to subject to European Foundation's attention the following proposals:

- a. it can be supposed the establishment of a permanent network of reference for the Foundation, formed by centres and /or research institutes identified, and that are able to offer the main guarantees of competence and of link with the trade union reality.
- b. through this network it is possible to spread among the workers and in the trade unions, according a plan to choose all together, the results of the study and research activity of the Foundation.
- c. the working plan of the Foundation can consider, when it commissions research projects, the existence of such network of trade union institutes and centres. These can offer the Foundation the best conditions of synergy and capacity of empirical research in the working places and among the workers.
- d. it can be supposed, also through the access to other communitarian programs such as COMETT, the realization of training initiatives of high level between the researchers of institutes for the creation of a common cultural and methodological basis and overnational research groups.
- e. it is desirable, at last, the realization and the organization of periodical seminars promoted by the Foundation of Dublin in

order to verify the research activity of each institute and the common working programs. These seminars should also include participants of institutes and research groups, which co-operate with trade union or trade union institutes, and could have an annual periodicity.

The realization of these aims, in line with their undoubtful values for the establishment of a common European market compatible with the social dimension, it should receive a wider understanding and the support of the Commission of the European Community and of the European Parliament.

ANNEXES

ANNEX I.

EUROPEAN TRADE UNION INSTITUTE - ETUI-

The EUROPEAN TRADE UNION INSTITUTE is the research, information/documentation and educational instrument of the European trade union movement. It was established in 1978 at the initiative of the European Trade Union Confederation (ETUC) to deal with European aspects of economic, social and political developments with particular importance for the workers and their trade unions. The following national trade union centres are members of the ETUC; at the same time they are also membered of the ETUI, and as such constitute its governing bodies:

COUNTRY	CONFEDERATION
Austria	OGB
Belgium	CSC/ACV, FGTE/ABVV
Cyprus	SEK, TURK-SEN
Denmark	LO, FTF
Federal Republic of Germany	DGB
Finland	SAK, TVK
France	CFDT, CGT-FO
Great Britain	TUC
Greece	GGCL
Iceland	ASI, BSRB
Ireland	ICTU
Italy	CGIL, CISL, UIL

Luxembourg	CGT-LUX, LCGB
Malta	GWU, CMTU
Netherlands	FNV, CNV
Norway	LO
Portugal	UGT-P
Spain	UGT, STV-LA
Sweden	LO, TCO
Switzerland	SGB, CNG
Turkey	DISK, TURK-IS

The European Trade Union Institute is composed of three statutory bodies: the General Assembly, the Management Committee, the Auditors' Committee, comprising respectively 36, 12, and 12 members all chosen by the trade union confederations. These bodies have to choose and to approve the programs, proposals and research projects to carry out inside the ETUI.

The staff of ETUI is composed of 23 persons, of which 7 are researchers (director included);

1 is for press and public relations;

7 secretarial and internal translation services;

3 documentation centre;

4 technical and administrative services.

Each researcher officer is responsible for a group of research areas, so distributed:

1.

- general trade union policy

- coordination of reports on trade union structures and activities
- coordination of collective bargaining reports
- disarmament and conversion to civil production
- media policy

2.

- social security system
- tax harmonisation
- development policy including Lome'

3.

- sectorial industrial policy
- public sector policy
- regional policy including Meditarranean policy and interregional policy
- wage policy and income statistics

4.

- economic policy
- employment policy
- research and development policy
- agricultural policy
- multinational companies
- democratisation of the economy

5.

- collective capital formation
- labour market policy
- work and culture

- environmental policy

- women

6.

- working conditions

- working time

- health and safety policy

- consumer policy

- energy policy

7.

- youth

- migrant workers

- educational and vocational training policy.

In 1989 THE ETUI carried out a study on the positive actions, and realized a report concerning the problems of equal opportunities and rights in 18 Western countries; other studies were realized on collective bargaining in Western Europe and on the trade union movements in Finland and in Luxembourg.

The ETUI, besides carrying out research projects, organizes meetings and seminars on trade union themes. These meetings give the unionists the possibility to discuss and to compare important questions, that need to be the object of an international debate.

Here are some titles of seminars and meetings organized in 1989:

- ETUI Forum on "The future of Work"

- Seminar on the use of new information technologies in the

trade union organizations

- Seminar on the social dimension: European social dialogue and national collective bargaining
- Workshop on the European industry committees and the sectorial social dialogue.

The ETUI has a Documentation Centre opened to all organizations and people interested in the trade union themes. The Centre gathers 6000 volumes and 250 periodicals, following the up-dating principally on these sectors:

- EC internal market
- European trade unions
- Hours of work - flexibility
- Labour law
- Labour relations
- Social dialogue
- Social policy
- Wage policy
- Working conditions
- Women.

The centre gathers ETUI publications that are:

- ETUI Report
- ETUI Info
- ETUI Newsletter
- ETUI Activity report
- ETUI Documentation
- Centre bulletin.

As far as the future activity for 1990-91 is concerned, in the following sectors will be realized different research projects:

- research projects in collective bargaining
- research projects relating to the social dimension
- research projects relating to the structure and development of the trade union movement
- economic reform in the countries of Eastern Europe and relations with the countries of Western Europe
- environmental protection, qualitative economic growth and employment
- comparative analysis of working conditions in the textile, clothing and leather industries in the countries of Western Europe.

ANNEX II.

EUROPEAN TRADE UNION TECHNICAL BUREAU FOR HEALTH AND SAFETY
-TUTB-

The European Trade Union Technical Bureau for Health and Safety (TUTB) is an international association governed by Belgian law formed at the end of 1988 by the European Trade Union Confederation (ETUC). The TUTB has been entrusted with dual role: to provide the ETUC with studies and information in the context of its activities concerning the health and safety of workers and, more particularly, to monitor the legislation and European standards in these fields.

To fulfil its task of promoting a high level of health and safety in Europe and of contributing to the joint action of the trade unions in this field, the TUTB has set itself the following work orientations:

- to establish an information system on the Community work in the field of health and safety;
- to provide technical support to the representatives of the workers involved in the standardisation work and to create with these representatives a European network of trade union experts;
- to contribute , in cooperation with the ETUC, the European Industry Committees and the Workers' Group of the Advisory Committee in Luxembourg, to the Community work in the field of health and safety through studies, conferences, expert reports and training;

- to contribute as expert to the advisory duties of the ETUC on the Commission proposals, particularly in the fields of limit values, general product safety and machines.

In the context of its objectives, the TUTB is entitled to undertake studies and research in the fields concerning health and safety at work.

The approach of the TUTB is intended to be multidisciplinary in order to cover the various fields of European legislation in the field of health and safety. The TUTB has at its disposal a team of multidisciplinary scientific personnel covering the following aspects:

- monitoring and assessment of harmful agents (chemical and biological);
- design of mechanical and electromechanical equipment (including the ergonomic and safety aspects);
- ergonomics and quality of the work environment (working rate, physical and psychological factors, organisation of work).

The TUTB is introducing a documentary management system of documents from the Community institutions - the Commission, the Parliament, Economic and Social Committee and Council- as well as of CEN/CENELEC and EFTA; it is also engaged in setting up a technical library gathering together the reference documents existing in its three working languages: French, English and German. This will have access to the principal computer data banks existing in the fields of standards and health and safety.