

Contents

List of Tables and Figures	vi
Foreword	viii
Acknowledgements	x
List of Common Abbreviations	xi
Introduction	1
1 Employment and the Labour Market	9
2 The Public Authorities and Employee Relations	51
3 Management and the Unions	84
4 From Collective Bargaining to Social Dialogue	124
5 The Individual at Work	163
6 Collective Rights at Work	206
Conclusions	245
Bibliography	252
Index	263

List of Tables and Figures

Tables

1.1	Labour force participation (total civilian working population as a percentage of the total population)	11
1.2	Unemployed persons as a percentage of the civilian labour force (1964–1993)	12
1.3	Sectoral composition of the workforce in the EC, the USA and Japan (per cent)	14
1.4	Economic sectors as a percentage of total employment	14
1.5	Percentage of women in the employed workforce	18
1.6	Unemployment rates (annual averages)	19
1.7	Female employment by economic sector (percentage of total women's employment)	20
1.8	Percentage of the population aged 65 and over for selected European countries	22
1.9	Comparative unemployment rates (per cent)	23
2.1	Public employment (1981) as percentage of workforce	62
2.2	Government employment, year-to-year changes (per cent)	64
2.3	Private and public sector unionism (1985), density rates (per cent)	64
3.1	Union representatives' rights and activities in selected European countries	99
4.1	Levels of basic pay determination in the private sector for manual workers (percentage of organizations)	129
4.2	Changes in the level of collective bargaining	132
4.3	Composition of works councils in EC Member States with statutory works councils	136
4.4	Workforce size thresholds/minimum and maximum numbers of works councillors in EC Member States with statutory works councils	137
4.5	Industrial disputes: comparisons of coverage and methodology	152
4.6	Strikes and lock-outs, workers involved and work-days lost	154

4.7	Industrial disputes: working days lost per thousand employees in all industries and services 1980–1989	156
4.8	Industrial disputes: working days lost per thousand employees in selected industries (mining and quarrying, manufacturing, construction, and transport and communication) 1980–1989	157
5.1	Retirement age in public pension schemes	176
5.2	Labour force participation of older workers	177
5.3	Activity rates by age (1989)	178
5.4	Old age and survivors's benefits: amounts per person in 1984 purchasing power standards	182
6.1	Normal weekly hours of work	208
6.2	Minimum annual leave in legislative provisions	209
6.3	Unit labour cost in manufacturing – year-to-year percentage changes	217
6.4	Low pay in the European Community	220
6.5	Summary of minimum pay rates in Western Europe (1990)	222
6.6	Employment in new shipbuilding	227

Figures

2.1	Decision making in the EC (post-Single European Act, pre-Treaty on Political Union)	75
6.1	Average hourly earnings of manual workers in purchasing power standards (April 1990)	219
6.2	Occupational fatality rates (per 100,000 employed)	233
6.3	Occupational injury rates (per 1,000 employed)	235