

CLR News

No 1/2001

Workshop Reports and Projects

Note from the Editor	1
Workshop East-West Integration and the Social Dialogue	2
<i>Harrie Bijen: East-West Integration after Nice</i>	2
<i>Jan Cremers: Dimensions of the Social Dialogue</i>	3
<i>Ernst-Ludwig Laux: Towards Transnational Collective Bargaining in Construction</i>	4
Workshop Women in Construction	10
Minutes	10
<i>Jörn Janssen: Frauen im Baugewerbe eine Kulturschande</i>	11
4th CLR Annual Meeting	18
Minutes	18
Research projects:	19
- Linda Clarke	19
- Edith Gross	20
- Stefan Hochstadt	20
- Peter Marwedel	22
- Gerhard Syben	22
- Jörn Janssen	24
Reports	26
Observatoire Social International, Paris, 19-1-2001, 'Meeting of European partners'.	26
New projects	28
Industrial Relations in the Construction Sector of EU Applicant States	28
Vision paper North-West European Network	31
Reviews	34
<i>Heribert Kobl/Wolfgang Lecher/Hans-Wolfgang Platzer:</i> Arbeitsbeziehungen in Ostmitteleuropa zwischen Transformation und EU-Beitritt	34
<i>Franciszek Draus: Les organisations patronales dans les pays de l'Europe centrale et orientale – Pologne, République Tcheque, Hongrie</i>	35
<i>Thorsten Schulten: Solidarische Lohnpolitik in Europa, Ansätze und Perspektiven einer Europäisierung gewerkschaftlicher Lohnpolitik</i>	36
Publications	38
Calendar of events	39

Note From the Editor

Once in a while even a loose network has to act in a more formal way. In our case we introduced an annual meeting from the moment when the CLR-network became a registered association according to Belgium law in 1996. We even produced by-laws in those days.

The number one issue of CLR-News in 2001 is completely dedicated to the very fruitful debates we had in our last annual meeting. Ongoing and pending projects were discussed and new projects announced.

For the first time in CLR-history the members of the network decided to engage themselves directly as a CLR-team on two new projects. It feels a bit like a 'coming out'. So far participants have primarily used the network to find colleagues and to create more co-operation in the field of research. During the annual meeting two projects were discussed in which the CLR-involvement goes beyond that. Read about it in this number under new projects.

We also agreed upon the content of our next issues. Coming soon is Number 2 on health and safety. It is not the first time that we take up that item. We had a CLR-News in 1998 dedicated to the same stuff.

That reminds me off another theme that I wanted to pick up in my editor's note. Thinking about the past, present and the future (you know how it is around New Years Eve) I started to count our blessings. The first CLR-News (in fact it was a dummy) was produced in mid 1993. If I have calculated well, we had some 25 issues. Not all of it is worth mentioning and millennium proof. But there are several articles that still stand out. We recently decided, therefore, to produce an index with the different subject articles we have published from the very beginning. The next step will be to build up a small electronic archive for those interested in these articles.

In the last number I reported on our questionnaire. The layout of CLR-News may be dull but most of you still want a copy of it like it is. However we are planning an electronic distribution sometime this year for those readers who indicated that they are interested in an e-distribution.

We will keep you informed.

Jan Cremers, March 2001.

P.S. Attached to this issue of CLR you may find a list with subject articles that have been published over the years.

Workshop East-West Integration and the Social Dialogue

A number of papers were given at the workshop that had not been published previously in CLR-News 2/3-2000. You will find some of them here.

Harrie Bijen/EFBWW: East-West Integration after Nice

Bearing in mind that the European Council in Helsinki considered the accession of central European states from 2002, we are now witnessing growing concern about whether the expectations for meeting the criteria for accession, determined at the Copenhagen summit 1995, were not too high. Whereas last year the reports *were* rather critical, this year progress has been notified. My feeling is that the reports have very much brightened up. At the same time an increasing uneasiness is being expressed from a social as well as political point of view:

- In the summer of this year Günther Verheugen, Commissioner responsible for Enlargement, suggested the possibility of holding a referendum on EU enlargement;
- Chancellor Gerhard Schröder has just this December expressed his reservations;
- IG Bauen-Agrar-Umwelt has issued a statement on enlargement that emphasises the need for strict adherence to the required criteria and stipulates a ten-year transition period for the freedom of movement of workers as well as for the provision of services. That statement was later a joint statement together with the employers federations in the construction industry

Within the European Federation of Building and Woodworkers no discussion on enlargement has as yet taken place. It has however been decided that unions from accession states shall be accepted for membership in the EFBWW.

In the discussions about the acceptance of 'acquis communautaires' the trade unions and the employer federations in the Central and East European states are not always and not fully aware of the implications concerning the Social Dialogue.

Concerning the consequences for the labour market the Commission published a report by five research institutes concluding that the labour market would hardly be distorted by the admission of new member countries. But for Germany and Austria the consequences will be more significant. And within those countries it will also be more important for the agricultural sector and the construction sector. And, different from the previous enlargement, the differences in wage levels with CEE countries are in fact significantly greater than those between the European Community and the countries who joined then.

But the Swedish presidency has given top priority to the issue of enlargement. The European Trade Union Council is also committed to support EU enlargement.

To conclude:

- Transition periods will probably be unavoidable ;
- The Posting Directive on the basis of erga-omnes clauses will need to be enforced;
- The EFBWW should increase efforts to promote the Social Dialogue in the applicant countries. This workshop might be a step in this direction.

Jan Cremers: Dimensions of the Social Dialogue

Talking about enlargement and integration there are a few reasons to look back at the most recent European history. First of all we have the experience with the Portuguese and Spanish entrance. Secondly we have the German unification and all the transition problems in the so-called Neue Länder. And finally we can learn from our own behaviour after the fall of the Berlin wall. One of the real mistakes that were made was the idea that it was possible to transport our system of industrial relations to Central and Eastern Europe. I personally remember Western European colleagues going to a CEE-country to discuss the problem of Thatcherism. How terrible then to find out that our colleagues in the East were only in for liberalism! And how our colleagues took with them their national rivalry with other unions, thus introducing the differences that they had at home not the things they had in common. But hush now that is history.

What was more was the finding that the new union initiatives in the CEE-countries had difficulties in finding a counterpart. In the middle of the nineties employers organizations were still rather rare in the CEE states. There was a sell out of some of the bigger industries, some investment and the privatisation of national industries with as a consequence the entrance of transnational companies in the cement sector, the branch of construction materials, utilities and even a few construction companies were taken over. But all this did not lead to something that could be regarded as a new system of industrial relations. In CLR-News 2-3/2000 this was elaborated in an article. There I also drew a parallel with the introduction of the internal market and the principles of the free movement. In the December-workshop two overviews were discussed as a further explanation of my thoughts. One is about the basis elements for a system of industrial relations. It would be worthwhile to examine whether, after 40 years of state capitalism, different dimensions of the preconditions listed here can be traced.

Nowadays we see in Western Europe that the sectoral level is under pressure. The tendency is either to centralise to the level of the state and the central organisations (even in the EU as a whole) or to decentralise to company level. How much ground do we have then to plead for the development of a decent system of industrial relation at sectoral level?

For what economic reasons do we have to get the unions and employers in the sector to the table? What in 2001 is the added value of a social dialogue in the sector?

I could mention a few, the question is whether these are self-evident enough to convince the partners in the CEE states.

Preconditions for a system of industrial relations:

1. Defined partners
2. Mutual recognition of the partners
3. Balance of power, freedom of negotiation
4. Internal discipline and/or external (mandatory rules)
5. Institutionalised procedures and working methods
6. Relationship composed of cooperation and confrontation
7. Joint interest
8. Recognised in society and political institutions.

LEVEL	ACTORS	PLAYING FIELD	INSTRUMENT
National economy	Central organisations of employers and employees	<ul style="list-style-type: none"> - Labour legislation - Socio-Economic policy - Overall policy for collective bargaining 	<ul style="list-style-type: none"> - (Tripartite) National advisory committees - Social Dialogue - Framework agreements, social pacts.
Sectoral level or branches	Unions and employers; organisations in the branches	<ul style="list-style-type: none"> - Specific labour legislation - Sectoral socio-economic policy - Industry policy - Collective bargaining 	<ul style="list-style-type: none"> - Ad hoc or permanent advisory bodies - Social Dialogue - Sectoral agreements - Collective agreements
Company level	Management Workers representatives (Local) Unions	<ul style="list-style-type: none"> - Company strategy and HRM policy - Working conditions - General policy 	<ul style="list-style-type: none"> - Codecision, information and consultation - Company agreements - Codes of conduct

Ernst-Ludwig Laux: Towards Transnational Collective Bargaining in Construction

In the last issue of CLR-News 2-3/2000 I made some points about steps towards collective bargaining in the European construction industry, since the deliberations on this subject have made further progress in the respective EFBWW working group.

Based on the development up to the declaration on the principles of collective bargaining adopted in 1999 by the General Assembly of the EFBWW in Luxembourg, it is evident that the issue of collective bargaining, in particular coordination of collective bargaining as well as knowledge about collective agreements, has significantly increased in the member unions. I wish to mention here only that the conferences within the Social Dialogue between FIEC and EFBWW concerning particularly the freedom of movement of workers and the importance of the social funds in construction 30-31 October 2000 as well as deliberations about contacts with east European construction unions 19 December 2000 concerning collective bargaining have been important milestones on the way to collective bargaining at European level. If we add the conference on working time and working time policy of the European construction unions 26 – 27 February 2001, we will recognise that in certain aspects we are going ahead on the thorny path of coordinating European collective bargaining.

In this presentation I would like to give an interim account, from the point of view of the German IG Bauen-Agrar-Umwelt, of how coordination of collective bargaining at bilateral level, especially with unions in neighbouring countries, is being implemented.

The figure shows the existing exchange in collective bargaining between the Federal Republic of Germany and its neighbouring states, the intensity of cooperation and whether it is based on common declarations. The figure also shows the cooperation between the social funds in construction (based on collective agreements) which have assumed great importance with the Posting Directive.

Agreements on cooperation in collective bargaining

In the last two years common declarations on collective bargaining have been signed between IG Bauen-Agrar-Umwelt and some neighbouring unions in which cooperation in collective bargaining, fast exchange of information, and annual meetings are regulated. A common agreement between Austria, Switzerland and FRG regulates that biannual meetings on the actual situation of collective bargaining shall take place in order to increase mutual understanding of collective agreements and develop common strategies.

This continual cooperation over the last 2 years has allowed for a significant improvement the understanding between each other with the effect that we can now develop common perspectives for the large sites of the Alp-Transit-projects.

Through the 'Impulse' meeting of the EFBWW in Menaggio on Lake Como 16th – 18th March 2000 a working group was established which was able to carry out a most detailed comparison of collective agreements. Mutual advice and support of the neighbouring countries is also regulated for the large Alp-Transit sites and, moreover, the Swiss Parofonds model is intended to be adopted through bilateral agreements between Switzerland and Austria as well as Switzerland and FRG. As a matter of course the Swiss unions will have to sign agreements with Italian, French, Spanish, and Swedish unions, because these countries are represented by construction firms on the Alp-Transit sites.

The examination of collective agreements in the Austrian, Swiss, German, and Italian construction industries (Gottschalk and Laux) have helped to conclude agreements on core conditions for sites of the Alp-Transit project which have to be complied with by all construction firms on these sites. The control is under site delegates who are appointed and assisted by the Swiss construction unions. All this is contractually agreed and enjoys the support of the respective unions.

Moreover, in these European collective agreements the contributions of employers as well as employees for financing the control through union officials is also laid down.

Though this is only the beginning of close bilateral agreements on collective bargaining, it is, nevertheless, a brave step forward towards regulations intended to prevent social dumping in a high wage country. At conference under the EFBWW to be held in June 2001 the unions involved will look at the results and work out further targets.

IG BAU has also concluded an agreement on cooperation in collective bargaining with the Danish construction unions within 'BAT-Kartellet'. Through two contact seminars collective agreements as well as measures for the prevention of unemployment in construction have been explained. The cooperation between both countries could also be intensified through an initiative in the scaffolding sector. As the systems of collective bargaining are very different in Denmark and FRG, further contact seminars are needed for better understanding of the systems.

An agreement on coordination of collective bargaining and mutual advice for members has existed between the Netherlands, Belgium, and FRG since June 2000. This agreement needs further refinement concerning representation in the field of labour law, because the juridical conditions have to be cleared up, so that work on collective agreements can further be co-ordinated.

Equally agreements, outside the scope of collective agreements, exist between IG BAU and the Polish construction unions. However, for better coordination and understanding of collective bargaining and other union issues IG BAU has set up in 2001 a union office in Warsaw with the support of the Polish unions. This shall enforce contacts with and integration of the central and east European unions in Europe.

Agreements between holiday funds in construction

Besides these agreements between construction unions on collective bargaining described above, contracts exist between the joint social fund of construction in Germany with those of some neighbouring countries which have been signed by the social partners and representatives of the social funds.

I regard these as the first valid European collective agreements, because, if the holiday pay schemes are regulated, for instance, between FRG and The Netherlands, the FRG and France, or FRG and Austria, and if these agreements bear the signatures of the top representatives of the respective employers' federations as well as construction unions, these are European agreements with substantial effect and they exist between these four countries. Agreements are being negotiated with Italy and consultations are underway with Finland, Sweden, Great Britain, Denmark, and Switzerland or statutory conventions have been concluded instead of collective agreements.

These collective agreements regulate that double payment for holiday remuneration in construction, as a result of the Posting Directive and national posting legislation, is avoided. Therefore the construction firms remain members of their respective holiday funds and pay their contribution to the respective national holiday fund in case of posting across borders into another country while making further arrangements through exchange of information between each other. For instance, if a Dutch contractor is controlled in FRG, but contributions were regularly paid according to Dutch collective agreements to the Dutch holiday fund, it will not be sued in FRG. This is, of course, implemented on a mutual basis and according to precisely fixed procedures of information.

At a conference of the Social Dialogue on 26th February 1999 in Wiesbaden and a second conference on 30th-31st October 2000 in Brussels the first experiences and future problems to be tackled were discussed. These Joint Social Funds, existing on a large scale only in the construction industries of some countries, have decided that ideas will be exchanged regularly within the framework of the Social Dialogue. The resolution of the participants of the European conference on the 'free movement of workers' in Brussels on 30th-31st October 2000 is attached to this article, because represents a wider common declaration of the social partners in addition to bilaterally mandatory collective agreements on the free movement of workers.

Working Time, Working Time Policy as a Focus of European Collective Bargaining

At a European conference of the EFBWW, the Friedrich-Ebert-Stiftung and the European Trade Union Institute (ETUI) 26th – 27th February 2001 in Brussels diverse strategies and collective agreements on working time in construction were presented and discussed.

At a round-table meeting uniting the European Construction Industry Federation (FIEC), the European Commission, the EFBWW and the ETUI it was decided to have further discussions and initiatives on working time as well as working time policy to be pursued within the Social Dialogue at European level. Besides weekly and monthly working time, annual as well as life-long working time in relation to continuous and further training will play an especially great role.

It is essential, now, that this question will be further developed, possibly in bilateral collective bargaining and on the basis of the above agreements.

Conclusion

I would like to venture an assessment:

The collective agreements between the social partners of some European countries are to be regarded as the **first European collective agreements**. The question of holiday pay according to the posting legislation has thus been well resolved.

In further consultations other targets and issues concerning social funds based on collective agreements ought to be considered from a European point of view.

As discussed in February 2001, working time policy as well as diverse strategies on working time should become the main subject of further consultations.

Concrete proposals on working time regulation ought to be worked out bilaterally and implemented as collective agreements.

Bilateral collective bargaining can, of course, only be a vehicle for European collective bargaining, because it is important that the EFBWW in particular documents and coordinates steps in collective bargaining. In order to overcome the multifarious individual initiatives, it is necessary that further stakes are pinned down bilaterally.

Attachment :

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**Joint Declaration by the participants
at the European Conference on
“Freedom of Movement of Workers”**

Brussels, 30/31 October 2000

With the adoption of the European posting directive and the national laws issued on this basis, the social welfare and holiday funds set up by both sides of industry in the construction sector of the member states have been assigned a key role in shaping working conditions.

In recent years, many bilateral agreements have specified the form which cooperation should take and/or how dual payments into the national holiday funds can be avoided. Further negotiations are taking place and it is expected that these will also lead to the conclusion of bilateral agreements.

The **first** conference held on 26 February 1999 in Wiesbaden was an opportunity for a preliminary stock-taking. Also on this occasion, the objective of concluding bilateral agreements was resolved by the conference.

The **second** conference on 30/31 October 2000 in Brussels discussed initial experiences, criteria for implementation as well as problems associated with the objective of achieving Europe-wide cooperation among existing and future social and holiday funds in the construction industry.

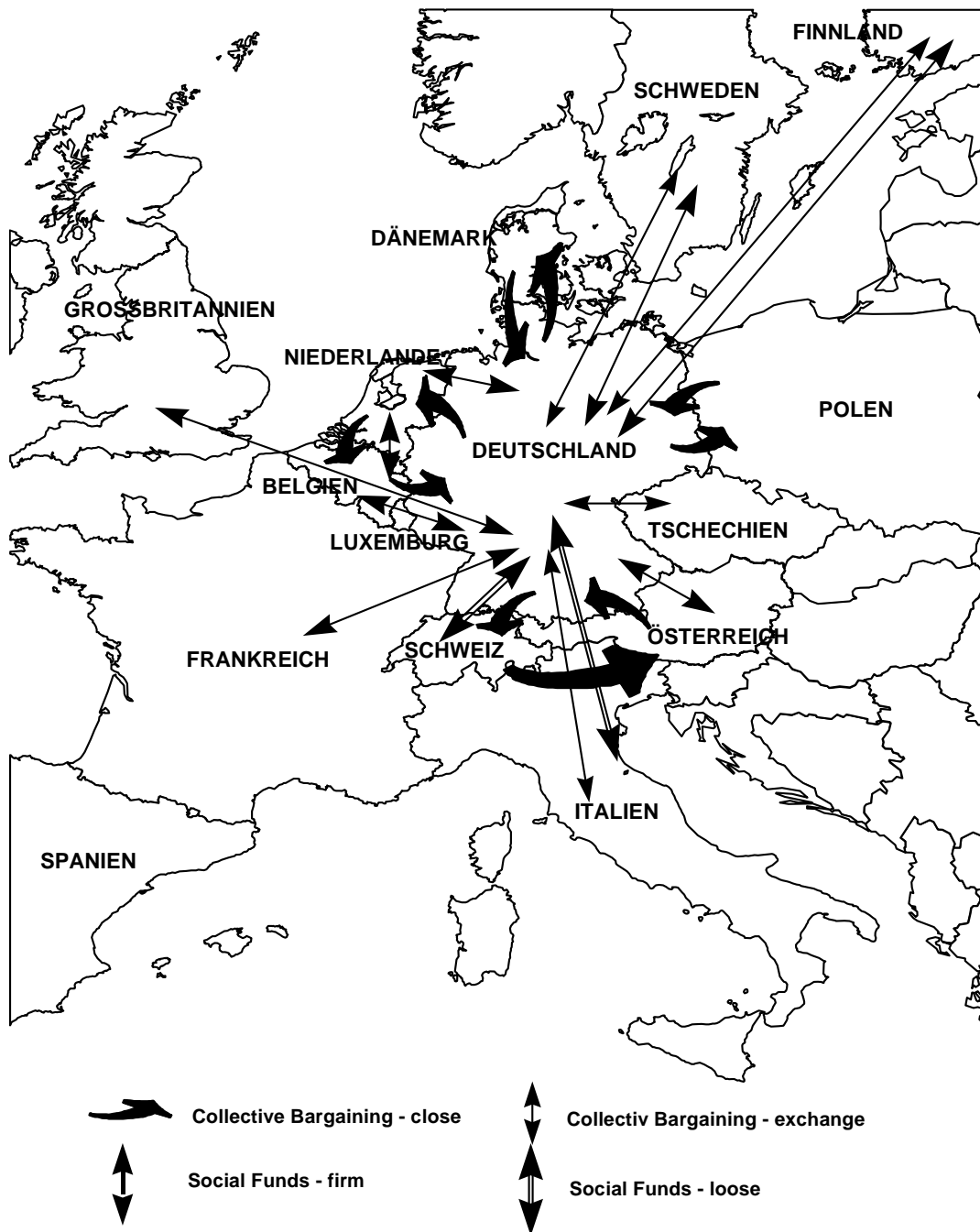
The participants jointly declare the following on behalf of FIEC/EFBWW and the relevant national social funds in the construction industry:

1. It is important that, regularly once a year, representatives of the social partners and the social funds meet to hold a Europe-wide exchange of experiences. This meeting will provide an opportunity to hold a concrete, sectoral, European social dialogue for the construction industry.
2. The participants from among the national and European social partners in the construction industry and in Europe call upon the European Commission to make the organisational and financial resources available for this annual meeting, so as to seek to balance the interests of this sector, which is particularly affected, within the framework of the joint industry social funds.
3. All the participants can conceive that in the matter of posting workers across national borders, the joint industry social funds will be assigned additional tasks in order, in particular, to prevent pay and social dumping.
4. In the light of the positive outcome of efforts made so far to achieve bilateral agreements, the participants propose that a follow-up project be conducted to draw up further agreements and coordination arrangements for the benefit of the construction industry, employers and workers, in this connection focusing on holiday pay, provision for old age and vocational training.

The representatives of the social partners in the construction industry have agreed with the representatives of the construction industry social funds that the bodies set up by both sides of industry (social funds) should be given greater consideration with a view to achieving further progress in a joint and coordinated manner in the corresponding consultations.

FIEC/EFBWW – representatives of the industry social funds

European Collective Bargaining in Construction
 - Links in Collective Bargaining and Social Funds -



Workshop Women in Construction

**Minutes: Monday 18th December 2000, Rue Royale 45, Brussels,
10.30am – 3.30pm**

Last year's successful workshop provided a day of interesting discussions regarding the position of women in the construction industry in Europe ranging from historical accounts, training, employment and working conditions, and comparison of the position of tradeswomen versus professional women (CLR News 4/1999). The current workshop focused on the publication of a book on the subject, following success in securing the interest of a publisher. Discussions from the previous workshop were therefore streamlined into broad areas of interest and possible gaps identified.

The book is intended to give an overview of the 'state of the art' regarding research and action on the issue of women in construction in Europe. Good practice examples will be presented, as well as obstacles to progression. The book is intended to be a mixture of articles (max. 5000 words) on the topics mentioned above and short statements regarding good practice initiatives; campaigns and projects (such as WAMT, Baufachfrau, Frau am Bau, Technica 10 and Technikzentrum), and personal accounts. Illustrations will also be included. The target group is: women's equality, training and educational organisations, trade unions and employer associations and academia.

The overall focus and main themes of the book identified are:

Editorial:

overview of the whole question, including boundaries of the publication. The book will be based on the premise that the inclusion of women as part of the European construction industry (at both manual and professional level) should be seen as a positive goal.

Area 1: Equality –

- Current European situation (Responsible: Elisabeth Michielsens)
- Policies of the EC
- The position of tradeswomen
- The comparison of careers between male and female professionals
- The discrepancy between training and work in terms of numbers
- The influence of the feminist movement on the integration of women in construction in the UK in the 1970s.
- The position of women in construction in WWII
- Possible addition: initiatives outside EU
- Organisations: Baufachfrau; Vrouw in de bouw; WAMT

Area 2: Training (Responsible: Linda Clarke)

- The system of apprenticeships as an obstacle to the integration of women
- Additional contributions
- Organisations: Technica 10; Tough Chicks; WEB; WITANTO; CITB

Area 3: Working Conditions (responsible Elsebet Frydendal)

- The position and working conditions of women painters in Denmark in the last century
- Additional contributions
- Bibliography and list of addresses

The deadline we have set for finalisation of this book is the next annual meeting.

As some gaps have been identified, additional contributions in the areas above would be appreciated, as well as contact details of organizations, projects and campaigns. Information and outlines for articles can be sent to any of names below.

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The workshop concluded with a fascinating account by Jörn Janssen of the position of women in construction in post-war Germany which is reproduced below.

EM/LC, 8.3.01.

“Frauen im Baugewerbe eine Kulturschande” Female Labour in the German Construction Trades at the Beginning of the Cold War

Jörn Janssen, University of Westminster

The employment of women in construction in the post war years was not simply a result of need. Men had lost their lives in the war or had not yet returned from imprisonment. War and the collapse of the Nazi dictatorship had rather created a situation where not only the towns but also society had to be reconstructed. After the experience of independent responsibility under excessive physical and psychical strain, the claim of equal rights assumed a new quality for women. As after the collapse the rubble had to be cleared before all other economic activities could be resumed, construction became the industry in which, representative for all the others, equal rights in employment had to be fought out and determined.

We do not know the exact numbers of women employed in rubble clearing and cleaning bricks. In any case they were more than those counted from 1946. In all about 85,000 women are supposed to have been employed in the Soviet zone of occupation.¹ If in the western zones of occupation in relation to the population the same number had been employed, about 340,000 women would have been active in the German construction industry. However, the figures for Greater Berlin can not be regarded as representative of other big cities such as Hamburg, Cologne, Munich, Dortmund etc., because the German authorities in the western (American, British, and French) zones handled the duty of women to work in rubble clearing in a rather lenient way. On the other hand, obtaining special ration cards was itself a great incentive to take on this work on a voluntary basis.²

¹ Lothar Lindner/Hermann Hunger: **Im Rückblick**. vol. I, Union Druckerei und Verlagsanstalt, Frankfurt am Main 1996, p. 135.

² Irmgard Weyrather Weyrather, Irmgard: *“Was Männer zerstören, bauen Frauen wieder auf” - Frauenarbeit am Bau in den Trümmerjahren*. In Arno Klönne et al. (eds.): **Hand in Hand, Bauarbeit und Gewerkschaften, eine Sozialgeschichte**. Büchergilde Gutenberg, Frankfurt am Main 1989, p. 280 - 295.

Even in January 1946, in Greater Berlin 38.8 percent of all operative employees were women. They were almost exclusively employed as unskilled workers, and among these at the same date their share was 55 percent. In the course of the year, the share of women declined continually and in January 1947 it was no more than 26 percent of all operatives and 45 percent of unskilled workers, then in September 1947 no more than 23.3 and 41.6 respectively.³ It seems obvious that the share of women in the western zones, as opposed to the Soviet zone of occupation, declined faster because of the attitude of the German authorities, the Military Governments and the trade unions.

It was not only in rubble clearing but also in new and re-construction that the level of female participation was initially high. On the construction site of the iron smelting works in Stalinstadt in 1950, 40.9 percent of operatives were women.⁴

Whilst to begin with women were employed in rubble clearing, with the transition to reconstruction in the Soviet zone and Greater Berlin they became unskilled workers in construction and civil engineering, and also painters and decorators, tilers, bricklayers etc. At the first Interzonal Conference of the construction unions 9th and 10th June 1947 a woman delegate of the *Industriegewerkschaft Bau* of Greater Berlin reported: "To date 272 women have been retrained as semi-skilled bricklayers and some have even been trained as proper bricklayers."⁵

Equal rights for women was a paramount political issue on which not only individual attitudes and values of men were divided but also the aims of the Military Governments of the Soviet Union on the one hand and of the western Allies on the other hand. The parties also differed on the question. Contrary to the Social Democrats, the Communists were standard-bearers for the liberation of the women and for their equal rights in employment. Franz Jahn, just before he was elected president of the central federation of the 'Industriegewerkschaft Bau' (Industrial Union for Construction) in the Soviet zone of occupation made himself an advocate of women's rights in his speech on the 'Importance of Industrial Unions in Democratic Reconstruction': "We are in favour of women in employment. [...] It has to be possible that women can carry out skilled work as well. Women have a right to work with us, and we have the duty to help them to get really integrated in construction. [...] The woman shall not be regarded as an alien element on construction sites."⁶

This position taken went beyond Command No 32 of the Allied Control Commission from 10th June 1946 which basically intended only to open up the possibility of temporary employment for women in the public sector: "The responsible German authorities are allowed to employ female workforce in construction and reconstruction including clearing work or to permit their employment."⁷ Contrary to Franz Jahn, Jakob Knöß, as a delegate of the construction union in the American zone of occupation, later from 1949 to 1957 chairman of IG Bau-Steine-Erden (Industrial Construction Union), passionately argued against women in employment: "Concerning female labour in construction I can imagine that women may paste wallpaper or do plastering, but I regard it as a cultural disgrace ("Kulturschande") to expose them to the impact of weather in heavy construction work."⁸ Nevertheless the first Interzonal Conference unanimously decided in favour of female employment: "For wide regions of Germany the conference regards *female employment in construction* [...] not only as a short term and temporary phenomenon. It is determined to secure protection and collective regulations according to the principle 'equal

³ See Annex 1

⁴ Jochen Czerny: *Der Aufbau des Eisenhüttenkombinats Ost 1950/51*, Dissertation, Jena 1972. In Ruth May: **Planstadt Stalinstadt**. Institut für Raumplanung Universität Dortmund, Dortmund 1999, p.63.

⁵ Herta Fertig in Lindner/Hunger, op.cit., vol. IV, Anlage 10.

⁶ Lindner/Hunger, op.cit., vol. I, p. 136.

⁷ Artikel I in *ibid.*, Anlage 41.

⁸ Lindner/Hunger, op.cit., vol. IV, p. 28.

wage for equal work' as well as possibilities for occupational promotion for women by all means of union organisation.”⁹ Unanimously indeed, but only “for wide regions of Germany” was the resolution taken; though unspoken, this did not include the western zones. The division was programmed at least in terms of policy for women.

The resistance against female labour in construction is depicted in the report to the British Government, commissioned by the Foreign Office and the Ministry of Labour and Social Affairs, which Miss B. P. Boyes edited after a study visit through the British zone of occupation and the western sector of Berlin: “In Berlin I saw and talked to women doing heavy work on rubble clearance. [...] Nevertheless, from the conversations which I have had, it is clear that there is still a marked prejudice in Germany against the employment of women in non-traditional occupations. The general feeling seems to be that women’s place is in the home and that if she must work, she should confine herself to occupations which are ‘womanly’ such as dressmaking, clerical work, hairdressing etc.”¹⁰ On 1st April of the same year statistics in the British zone of occupation counted no more than 1,654 women, that is 0.96 percent of 173,066 construction workers.¹¹ In hindsight Miss Boyes criticises the policy of the Military Government for having encouraged women to work on rubble clearance: “I found universal opposition to the employment of women in the building industry and I consider it to have been a psychological mistake to introduce women to work so far removed from that which they have previously done. The tendency now is for any suggestion that women may in future have to enter non-traditional occupations to be regarded as a suggestion that they should enter building or some other heavy industry and resisted accordingly.”¹² Based on this report, in order to break this resistance, the Ministry of Labour recommended inviting delegations from Germany in order to show them, through examples of female jobs and methods of providing jobs in Great Britain, how women can be introduced to employment.¹³

The inevitable consequence of female employment in construction – even if it was only in order to undermine the arguments of the opponents – was a protection of labour that took into account female peculiarities. As the Soviet Military Administration (SMAD) generally intended to encourage female labour, it passed Command No 39 on 19th February 1947 which identifies 36 occupations under “inhibition of employing women with heavy and unhealthy work”. This inhibition included in construction (2) painting and with paint containing lead, (14) work in quarries, (18) operating diggers, (22) heavy work in demolition, (23) piling work, (25) work in wood manufacturing with sawing and planing machines, and (36) generally work associated with carrying manually objects of more than 15 kg weight per employee.¹⁴ In the British zone of occupation the limits had been set more restrictively, for instance work on scaffolds, ladders and in roofing were forbidden as was labour involving lifting weights above 10 kg.¹⁵ We are not concerned here with the question of whether many protective measures would not have been equally appropriate for men in order to prevent premature wear and health risks. Determinant and bearing consequences for the future were the facts, that with this particular protection the construction industry was opened up for training and employment of women in the Soviet

⁹ Ibid. Anlage 11.

¹⁰ Boyes, Miss B. P., **Employment of women in Germany 1948**. Public Record Office LAB 13/282. **Womens’ Employment in the British Zone of Occupation**. Confidential Report to the British Government 1948. The study visit of Miss Boyes was commissioned at the request of the Military Governor of the British zone of occupation by the Foreign Office and the Ministry of Labour.

¹¹ Ibid. Appendix D.

¹² Boyes, op. cit.

¹³ Boyes, op. cit., attached correspondence.

¹⁴ Lindner/Hunger, op.cit., vol. I, Anlage 41.

¹⁵ Anweisung zur Durchführung der Kontrollratsdirektive Nr. 32, Oktober 1946, Arbeitsblatt für die britische Zone, in Weyrather, op.cit., p. 282.

zone of occupation, whilst the unions in the western zones hid themselves behind the smokescreen of health and safety in order to maintain the prohibition of employment of women in construction for another 50 years, enshrined in the regulation for working time (“Arbeitszeitordnung”¹⁶) from 1938.

The most important step for equal rights for women, however, was taken by the SMAD as early as 17th August 1946 with Command No 253 ‘concerning equal pay for equal work for women, young workers and adult men’. This Command already contained a clause that discrimination of women in employment had to be abolished in that the German Administration for Labour and Social Protection was instructed “to re-examine within two months the list of trades in which for various reasons the permission of the employment of women was either restricted or prohibited.”¹⁷ This Command was followed by the associated ‘Instruction’ from 27th November 1946 which stipulated: “All men and women who carry out equal work with equal productivity at time rates have to be remunerated at equal rates irrespective of gender and age.”¹⁸ The same was to be applied for task- and piece-rates. Lothar Lindner, from 1958 Chairman of the Central Federation of IG Bau-Holz (Industrial union of building and woodworkers) in ‘Freier deutscher Gewerkschaftsbund’ (Free German Union Federation) critically notes in hindsight: “But the lower pay of women [...] could be reduced significantly only after a longer space of time. It was never completely abolished.”¹⁹ Equality of women in terms of remuneration was not disputed either at the Interzonal Conferences of the construction unions. Nikolaus Bernhard, then chairman of the construction union (“Verband für das Baugewerbe”) in Greater Berlin, at the first conference already demanded in his ‘Report on the Development of Wages and Agreements’: As a matter of principle for equal work the female colleagues have to earn the wage of men.”²⁰ In the western zones of occupation, however, equal remuneration in the construction trades was meaningless for women; they were not allowed to work in it anyway.

In recruiting women for the construction unions Germany was also divided. In the western zones the exceptional permission to employ women in rubble clearance was regarded as an emergency regulation, whilst in the Soviet zone of occupation and Greater Berlin it was a first step to the abolition of the ban on female labour in construction. That is why the construction unions in the west when they reconstructed their organisations did not bother much about enrolling women, whilst their eastern colleagues recruited the female labourers employed in the rubble in order to fight with them for pay for women and for higher wages generally. The success was phenomenal in Greater Berlin. In June 1946 in Greater Berlin alone 17,252 or 40 percent and in October 1947 as many as 27,679 or 60 percent of the women employed in construction were members of the union (Industriegewerkschaft Bau). Thus they remained only slightly below the level of organisation of men with 46.5 percent in June and 62 percent in October 1947.²¹

Despite the decline of the share of women employed in construction between June 1945 and August 1947, the average share of women among the membership of the construction union in Greater Berlin dropped only from 33.1 to 31.4 percent in the same period.²² The district of “Berlin-Mitte” (Centre Berlin) scored a record with a majority of 55.1 percent women as compared to 39.5 percent men and 5.4 percent youth amongst the

¹⁶ **Arbeitszeitordnung** vom 30. April 1938, § 16, Abs. 2: „Weibliche Arbeitnehmer dürfen ferner nicht ... mit Transport von Roh- und Werkstoffen bei Bauten aller Art beschäftigt werden.“ (Women must not be employed with transport of raw and other material in any kind of construction.)

¹⁷ Lindner/Hunger, op. cit., vol. I, Anlage 43.

¹⁸ Ibid.

¹⁹ Ibid. p. 139.

²⁰ Lindner/Hunger, op. cit., vol. IV, Anlage 9.

²¹ Calculation according to figures from annex 1 and 2.

²² See Annex 3.

membership.²³ The district of Kreuzberg also consistently recorded a particularly high percentage of women in the construction union, reaching a peak of 50.6 percent by 30th June 1946 as compared to 46.8 percent men and 2.5 percent youth.²⁴ Compared to these levels the Soviet zone of occupation, in the centre of which Greater Berlin with its four sectors formed an island, appears relatively poor with its mere 9 percent of female membership in October 1947. But the contrast with the western zones could not be sharper. In October 1947 women represented 1.2 percent in the British and 0.5 percent in the American zone of occupation, which was a level of organisation just above zero. In the whole of the British zone no more than 1,900 and in the American zone just 540 women were organised in the construction union. These members taken together were much less than the approximately 2,600 women in Berlin-Mitte alone at the same date.²⁵

Women were represented equally as delegates and officials in the construction union almost in proportion to their membership. For instance, 99 of the 483 delegates present at the conference of the Greater Berlin construction union 20th May 1947, i.e. 20.5 percent, were women. At the Interzonal Conferences in June 1947 in Berlin and October 1947 in Ulm there were two women, Herta Fertig from Greater Berlin and Hilde Kuhn from the Soviet zone, each one of six delegates, at the last in February 1948 in Lübeck, though, only Herta Fertig had come. At the first Interzonal Conference Herta Fertig could report with self-confidence that women were represented in almost all local branch executives of Greater Berlin.²⁶ In order to facilitate the enforcement of the interests of women in the union at branch level, separate women's committees were set up.²⁷

In the Soviet zone of occupation according to Law No 22 of the Allied Control Commission²⁸ works councils were elected without delay in June 1946. Herta Fertig reported at the first Interzonal Conference that "out of the 3,110 reported works councillors in Greater Berlin 735 were women".²⁹ These 23.6 percent did not quite represent the 33.1 percent female union membership. In the following years the proportion of women on works councils in Greater Berlin declined to a level of 20.7 percent in 1947 and 19.5 percent in 1948 while the share of men stagnated at 74.4 and 73.3 percent. Yet the numbers of female works councillors, 1,030 in 1947 and 744 in 1948, remained above those in 1946.³⁰

The Soviet zone of occupation and Greater Berlin was a different world as compared to the western zones. Trying to summarise in simple words the share of women among employees in construction during the years of the Allied Control Commission broken down according to zones of occupation, this was one third in Greater Berlin, one tenth in the Soviet zone, and for the western zones, except perhaps on the initial work in clearing rubble, *none*. The support on the one hand and obstruction on the other hand of female labour in the construction trades from the end of the Second World War was an arena of the Cold War eventually dividing Germany into two separate states.

²³ In absolute figures: 1,948 male, 2,717 female and 265 youth of a total of 4,930 members. According to Lindner/Hunger, op. cit., vol. II, Anlage 11.

²⁴ In absolute figures: 1,732 male, 1,870 female and 92 youth of a total of 3,694 members, *ibid*.

²⁵ See Annex 2.

²⁶ Lindner/Hunger, op. cit., vol. IV, Anlage 10.

²⁷ See Weyrather op. cit., p. 286.

²⁸ Law No 22 of the Allied Control Council, Law on Works Councils, from 10th April 1946.

²⁹ Lindner/Hunger, op. cit., vol. IV, Anlage 10.

³⁰ See Annex 4.

Annex 1: Proportion of male and female construction operatives in Greater Berlin

Year	Construction operatives	Unskilled (labourers)		Percentage of	
		total	female	total	unskilled
Jan. 46	98,433	69,400	38,160	38.8	55.0
Febr. 46	99,088	68,380	37,011	37.4	54.1
März 46	104,891	72,677	39,169	37.3	53.9
April 46	112,364	78,506	43,640	38.8	55.6
Mai 46	113,687	79,414	44,145	38.8	55.6
Juni 46	114,852	79,071	43,398	37.8	54.8
Juli 46	115,312	78,190	41,116	35.6	52.6
Aug. 46	111,957	73,241	37,656	33.6	51.4
Sept. 46	106,939	69,234	34,440	32.2	49.7
Okt. 46	105,446	66,675	30,810	29.2	46.2
Nov. 46	102,009	62,743	28,820	28.2	45.9
Dez. 46	99,664	59,885	26,735	26.8	44.6
Jan. 47	91,056	54,214	24,417	26.8	45.0
Sept. 47	85,575	48,065	19,979	23.3	41.6

Source: SAPMO-B-Archiv 61/6736 1941-1 S. 49, in Lindner/Hunger, op. cit., vol. II, Anl. 21

Annex 2: Proportion of Women in Trade Union Membership

Regional scope		Men		Women		Youth		Total absolute
		absolute	%	absolute	%	absolute	%	
Groß-Berlin	Total June 1946	33,216	63.8	17,252	33.1	1,601	3.1	52,069
	Kreuzberg 31/5/46	1,600	49.1	1,579	48.5	79	2.4	3,258
	Mitte 31/3/47	1,948	39.5	2,717	55.1	265	5.4	4,930
Besatzungszonen 1. 10. 1947	Soviet Zone	248,000	79.0	31,000	9.0	35,000	11.1	314,000
	British Zone	141,000	89.5	1,900	1.2	14,600	9.3	157,500
	American Zone	105,473	88.6	540	0.5	13,000	10.9	119,013
	Greater Berlin	53,120	61.2	27,679	31.9	5,982	6.9	86,781
	French Zone							23,258

Quelle: Lindner/Hunger, op. cit., vol. II, Anlagen 10 and 11; vol. IV, Anlage 10 and p. 55
(Verhandlungsbericht der II. Interzonenkonferenz der Deutschen Bauarbeiter, 7. und 8. Oktober 1947)

Annex 3: Development of membership in the construction union in Greater-Berlin

Date	Absolute Figures				Percent		
	male	female	youth	total	m	f	y
15 October 1945	-	-	-	11,885	-	-	-
31 December 1945	-	-	-	22,851	-	-	-
31 März 1946	-	-	-	40,607	-	-	-
30 Juni 1946	33,216	17,252	1,601	52,069	63.8	33.1	3.1
30 September 1946	35,578	19,937	2,322	57,837	61.5	34.5	4.0
31 Dezember 1946	36,883	21,057	2,882	60,822	60.6	34.6	4.7
31 März 1947	42,240	22,607	3,906	68,753	61.4	32.9	5.7
30 Juni 1947	48,959	25,131	5,036	79,126	61.9	31.8	6.4
31 August 1947	52,335	26,593	5,739	84,667	61.8	31.4	6.8

Source: Lindner/Hunger, op. cit., vol. II, Anlage 11.

Annex 4: Women among works councils in construction firms in Greater Berlin

Year	Firms	Works Councils	Men		Women		Youth	
			numbers	%	numbers	%	numbers	%
1946	857	3,110	2,346	75.4	735	23.6	29	0.9
1947	1,428	4,982	3,705	74.4	1,030	20.7	274	5.0
1948	1,343	3,823	2,841	74.3	744	19.5	238	6.2

Sources: I. Arbeitsbericht der Industriegewerkschaft Bau Groß-Berlin 1945/1947, ed. by Vorstand der IG Bau, Berlin C2, Wallstr. 61/65, p. 12, in Lindner/Hunger, op. cit., vol. II, p. 33. Grundstein, September 1948, p. 64, in Lindner/Hunger, op. cit., vol. II, p.33.

Literature:

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May, Ruth: **Planstadt Stalinstadt. Ein Grundriß der frühen DDR – aufgesucht in Eisenhüttenstadt**. Institut für Raumplanung/Universität Dortmund, Dortmund 1999.

Weyrather, Irmgard: "Was Männer zerstören, bauen Frauen wieder auf" - Frauenarbeit am Bau in den Trümmerjahren. In Arno Klönne et al. (eds.): **Hand in Hand, Bauarbeit und Gewerkschaften, eine Sozialgeschichte**. Büchergilde Gutenberg, Frankfurt am Main 1989, pp. 280 - 295

Boyes, Miss B. P., **Employment of women in Germany 1948**. Public Record Office LAB 13/282.

4th CLR Annual Meeting 18 December 2000, Linda Clarke

1. Minutes of 3rd CLR Annual Meeting

The workshops on social protection and health and safety did not take place.

2. The Newsletter

50/60 responses were received to the inquiry to CLR readers concerning the Newsletter. The overall impression given was that it is worth doing and is what people want, though there were comments on improving the format. It was not recommended that the Newsletter change a lot. For the time being the booklet will continue to be produced, though an on-line copy will also be tried out. From January the EFBWW will have a web site into which CLR News could be inserted. More contributors from outside the network would also be welcome.

It was agreed for the time being to keep the financial arrangements as it would cost more to collect money than would be earned. Currently 300/350 Newsletters are cleared.

It was suggested that where Newsletter contributions were available in another language, this should be made clear at the end of the article so that this version could be available. Another improvement would be some illustrations, inserting photographs.

3. Future Newsletters

2000

No. 4 Newsletter for is almost ready. For 2001 the following were proposed:

2001

No. 1 – A smaller issue with workshop reports and varia (JC)

No. 2 – Health and safety (RG)

No. 3 – Working time (LC)

No. 4 – Observatory (GS)

2002

No. 1 – Vocational training

No. 2 – East-West integration

4. New Research Projects

Education, Training and the Labour Market Research Group, University of Westminster

1. *Jersey Audit*

The Education, Training and the Labour Market Research Group of the Westminster Business School, University of Westminster is undertaking a Construction Industry Training Needs Audit and Analysis for the Training and Employment Partnership (TEP) of Jersey, Channel Islands. This audit includes all those involved in construction, from architects to painters. Its prime concerns are to evaluate training provision and to establish skill requirements and translate these into immediate training needs. It focuses on the local resident and relates to the specific nature of the construction industry in Jersey. Emphasis is placed on achieving worthwhile results and identifying roles and responsibilities associated with implementing the training framework proposed. The research will be completed in early 2001. (Sepideh Arkani, Linda Clarke and Elisabeth Michielsens, email: arcanis@wmin.ac.uk, clarkel@wmin.ac.uk, and michiee@wmin.ac.uk)

2. *Rethinking Construction's Respect for People: Priorities and Programmes*

To review the report of the working group "Respect for People" (Movement for Innovation) and define gaps and recommendations. (Linda Clarke and Elisabeth Michielsens)

3. *Overcoming marginalisation: structural obstacles and openings to integration in strongly segregated sectors.*

The objectives of this two-year EC-sponsored project are to identify structural and institutional mechanisms that exist to maintain certain groups of workers peripheral and marginalised to segregated labour markets (including construction) and to investigate the means for their integration. It involves a cross-national (Britain, Denmark, Germany, Italy, The Netherlands and Spain) and cross-sectoral (industry and services) study of marginalisation related to gender, ethnicity and unemployment. The methodology consists of quantitative statistical analysis of European and national labour force data together with qualitative research at macro and micro levels (interview and survey based) with relevant institutions and firms. At national and EU levels, the project is intended to contribute to the promotion of equal opportunities, the breakdown of ethnic and gender segregation in sections like construction, the reduction of unemployment and the integration of non-active/marginalised participants. The project is due to begin in the summer of 2001. Researchers include: Linda Clarke and Elisabeth Michielsens from Britain; Marc van der Meer from the Netherlands; Nikolaj Lubanski from Denmark; György Szèll and Wiking Ehlert from Germany; Stefano Paliermi from Italy and Luis Ortiz from Spain.

4. *Innovation and Skills: a transnational study of skills, education and training for prefabrication in housing.*

This project is concerned with the relation between skills (professional and operative) and innovation in social housebuilding in Britain, Denmark, Germany and the Netherlands and has involved detailed investigation of eighteen projects.

We have found that exactly in those areas where formal training is weak or non-existent and where the workforce lacks flexible and transferable skills that innovation – and hence productivity – whether attributable to prefabrication or mechanisation, is especially low. It is apparent that the structural imperative of the British construction industry has become one of controlling costs through overseeing contract relations, themselves

circumscribing a range of narrow, clearly defined and priced tasks. Long-term improvements to and knowledge of the production and labour processes have become secondary to this, as have the skills, education and training of the labour force. This is apparent both in the increasingly prominent role accorded to the quantity surveyor and in the extended use of subcontracting, including labour-only subcontracting and the individual contracts for services of the self-employed. In contrast, in the other countries, cost considerations are incorporated into rather than separated from the production system, itself built on a high level of productive expertise and on the predominance of employment (as opposed to contract) relations which serve to secure and develop skill potential. The architect and the civil engineer have both technical and costing competence and the construction process is geared to the careful coordination and combination of capital, in the form of materials and equipment, and the needs and reproduction of a stable and directly employed labour force.

The research is almost complete and will be available in Spring 2001 from Linda Clarke and Georg Herrmann. (email: clarkel@wmin.ac.uk and hermang@wmin.ac.uk)

Edith Gross – EFBWW Projects

Vocational training systems

The aim of this project is to get more transparency with respect to the harmonisation/equivalence of qualifications, and eventually to get mutual recognition on the agenda again. The project covers both east and west European countries and is about the supply and demand for vocational training. The working group is considering the skill requirements of construction firms and numbers of entrants, vocational education systems, the link these have to collective bargaining and continuous training, ‘the society of knowledge’ and life-long learning. A conference of experts is planned to exchange experiences.

Collective bargaining

This project concerns working time in a broad sector over a lifetime, whether agreed, legal or actual, including special leave. It has been carried out with the Frederich Erbert Stiftung and the ETUI with the EFBWW as a sectional association. A conference is to be held 26/27th February.

Stefan Hochstadt/Forschungsschwerpunkt Arbeit im Bausektor, Fachhochschule Dortmund:

1. Structural Change in the Construction Industry

It has become commonly accepted that the construction sector has been particularly affected by social and political change in Europe. After its importance was for long been underestimated, we are now witnessing an exaggeration of the effects of these developments. Catchwords such as “price-dumping, wage-dumping and social dumping” express everything but do not explain anything.

It is not only exterior factors impacting on construction. Internal factors, that may be enforced from outside and lead to a process of change in the whole sector, are adding to it. This is circumscribed with the term ‘service strategy’. A few years ago this strategy was still at the centre of interest in the sector. In the meantime, though, it has been pushed into the background in favour of an undue emphasis on Europeanisation and globalisation. Recent research shows, however, that it is wrong to attribute the observation of change in organisational and skill structures of the construction sector solely to external factors. Conversely, the dynamic originating in the sector itself and the resulting pressure for change determines new forms of production.

Now we intend to examine this momentum of structural change and its importance for the sector and its employees. In this we are particularly interested in the effect of these processes on the qualification of employees, the organisation of labour and production as well as the international division of labour.

We assume that our previous findings will be confirmed and differentiated. Though the influence of European change cannot be denied, it would be an overestimation to reduce the observable dynamics to this determinant. We would, therefore, rather attribute a catalytic effect to it, able to enforce certain latently existing dynamics or to shift them, but not to produce itself a dynamic.

Under conditions of sheer price competition and the attempt to attract new groups of buyers leading to further enforcement of price competition, the construction industry is confronted with the following tendencies. The relative importance of traditional construction and consequently the dependency on individual contracts, for which employees and plant have to be kept available, is decreasing. The construction of a building designed somewhere else is not any longer the focus of activity, but taking charge of the functions of the client. The chain of value added is being extended in that the whole building process including the supply of land, development, design, financing, facilities management etc. become part of the business. At the individual stages of value-added, the direct contribution is decreasing in favour of the management of the whole chain. Subcontracting is the normal business of a modern contractor.

This change is accompanied by a renewed increase in the share of prefabricated components, new techniques and materials. It entails new forms of work organisation and new demands on the skills of employees. This connection seems to work also the other way. The wide availability of cheap labour from abroad, resulting from the new European reality, obstructs this dynamic, but in the long run it is unlikely stop it. This development also implies great changes in contractual and inter-firm relationships of the actors involved with massive effects for employees at all levels of design, production and facilities management. The project is about the proof of these statements.

2. *On the Role of Small Enterprises in the Construction Industry*

In this project we seek to check our previous indicators which lead us to assume that small firms dominating the construction industry are acting on the market without a strategy and an insufficient management perspective. This is not only a problem of the small firms themselves but also of the whole sector, which must be regarded as traditionalist – precisely because it consists of predominantly small firms. Discussing this special situation and the character of small firms as well as developing proposals to overcome existing restrictions is relevant for the future of the whole sector.

Everywhere the need is underlined that construction firms have to face the new conditions of the market and develop new strategies to maintain or even improve their position. Large firms show in fact tendencies to attempt to liberate themselves from the famous dilemma of a supply industry which keeps being the role of the sector. Thus, the firms reduce their own contribution to production and shift their activities increasingly towards services related to construction. The productive business itself is being handed over to smaller firms congregating around the large contractors. These smaller firms, in turn, hand over the larger part once again producing the notorious chains of subcontractors characteristic of the sector. According to the rule of thumb, the smaller the firm, the lower in the hierarchy. If a small firm tries to establish itself outside these chains, it depends on a declining number of niches.

Thus most of the small construction firms are in a markedly precarious situation from which they can liberate themselves only by developing counter strategies. Yet, the problem of the small firms is precisely this: that being traditional, that is often

unprofessionally structured, they react more than act. This phenomenon is not new and has been described for the construction sector generally as well as. However, according to our knowledge there are no studies about how this phenomenon works in practice. This is our starting point.

We intend to examine how the changing conditions of the market manifest themselves in small firms and what the forms of reaction are. In this context we are also interested in whether tendencies can be observed which lead to an active or activating appropriation of the market. If this is the case (which we expect in single cases), we shall raise the further question of whether and what particular conditions are required. We are working in the context of regional construction research, which for a considerable time has tried to deal with specific difficulties of the local construction industry.

Peter Marwedel/ Projektbüro Bauforschung/ Fachhochschule Dortmund:

Promoting Continuous Education after Further Education for Site Managers ('Gepriifte Poliere') in the Dortmund Construction Region.

Joint project of Projektbüro Bauforschung/ Fachhochschule Dortmund and Volkshochschule Dortmund, funded under the PROREGIO programme of the government of North-Rhine-Westphalia.

The importance of qualifications for operatives and site management is increasing with structural change. For site managers (*Poliere*), the most important management function on German construction sites, further education has been offered for two decades for promotion to examined site managers (*Gepriifte Poliere*). What is missing, however, is continuous education after this further education, corresponding with the demand for skills in a process of complex and dynamic structural change. Further education for promotion to examined site managers ought to be complemented by providing quantitatively and qualitatively adequate continuous training. The main problem to date is that for various reasons the German construction industry, as compared with other sectors, is at the bottom of the league in vocational further training.

It is intended to examine the need for further education according to the day to day experience of site managers. Selected subjects shall be developed as exemplary modules for continuous education. This is to be carried out in close cooperation between researchers, site managers, and construction firms as well as representatives of construction federations and institutions for further training in construction. After a comprehensive survey on the demand for further education in the process of structural change, a course on 'TT on site' is being conceptualised, tested and evaluated. The aim of the project, apart from such modules, is to work out an outline of subjects for continuous education and training for operatives and site managers.

The project runs from November 1999 until October 2001.

Publication: Peter Marwedel, Julia Kölsch: Situations, needs and perspectives for continuous education after further education for examined site managers – results of a survey among examined site managers in summer 2000. In: Dortmundener Arbeitshefte Bauforschung (DAB), Dortmund, 11. Jahrgang, Heft 14, 2000.

Gerd Syben, Hochschule Bremen

1. Workplace Representatives in SME's

Works councils (*Betriebsräte*), well established by the Act on Works Councils (*Betriebsverfassungsgesetz*), are an indispensable part of the German economic and social system. A recent study by *Hans-Böckler-Stiftung* and *Bertelsmann-Stiftung* has shown the great and positive impact of the system of co-determination (*Mitbestimmung*), including the Act on

Works Councils, on what is known as “The German model of capitalism”. But this is only half of the truth. In small and medium size enterprises (SME) the rate of coverage by works councils is only about 4%. Employees in the construction industry are particularly affected because construction is a sector with about 98% of SME’s. As a result, most construction workers are not protected by works councils.

So IG BAU (the construction workers’ union) has started a project to increase the number of works councils in SME’s. First an explorative study pointed out some of the reasons for low coverage rate in SME’s. Most remarkable is a kind of a “symbiosis” in SME’s. The owner of the small company offers immaterial and sometimes material gratification, such as using the companies’ truck for private purposes on weekends or a free Monday after a regional festival event on a weekend. The workers “give” by doing what the boss asks for. Both sides do not insist on regulations, even if they are fixed in law or collective agreement – and the benefit of this agreement for both sides is social peace in the firm.

But works councils can play a role even in such an arrangement and should do so because this agreement is mostly to the disadvantage of the employees. IG BAU, therefore, started a project to qualify workers who are union members but not yet representatives in the workplace. A three-weekend-seminar was developed, combining knowledge elements (what is a works council, its position, possibilities, rights and duties) and behavioural elements (how to get into contact with colleagues, what to do, if you are confronted with the boss and he gets angry). The hope is that colleagues in SME’s will be found who are motivated and – after having run this seminar – able to become works councillors.

The project runs from 1999 to June 2001.

The seminar materials are available (in German language):

Frank Steininger, IG BAU
Abteilung Mitbestimmung – Recht,
D – 40423 Frankfurt.

Gerd Syben/ Hochschule Bremen, Peter Marwedel/ Projektbüro Bauforschung, Fachhochschule Dortmund/ TOB Management Consulting Fischerhude

Facility Management – Developing Services Capacity for Small and Medium Size Construction Firms

Construction firms, small and medium size in particular, offer construction work and usually nothing but this. This is not enough on a difficult market. This is why paths are being sought to open up new potential markets. This project is to explore the chances of small and medium size construction firms (SMEs) entering the new field of ‘Facility Management’. Following an analysis of potential markets and firm structures, qualification profiles will be examined. The question is, how should firms be structured and what qualifications are needed to match the demands of the business of facility management?

Two construction firms as co-operating partners and co-operating institutions of further education in the construction industry as well as joint partners in the regions of Bremen, Dortmund, and Leipzig will constitute the empirical basis for the analysis and a first test of its results. The results with these partners will be tested and implemented through a consultative and coaching process. The management of change as carried out in these partner firms will later be offered as an orientation for innovation to other firms.

The project runs from October 2000 to September 2003.

Wage Relations in the German Construction Industry under the Allied Control Council

“It should be made clear that the struggle for control of the German labour world is a very important aspect of the present struggle between east and west to decide whether the future Government of Germany shall be totalitarian or liberal.”
(*Secret letter in 1947 from D. Wilson/Foreign Office London to C.E. Steel/Control Council, Berlin*)

Research on wage relations in the German construction industry during the Cold War has entered a new stage after the publication of a richly documented chronicle on the construction union in the Soviet Zone/German Democratic Republic by Lothar Lindner and Hermann Hunger: ‘Im Rückblick’, 6 vols, Frankfurt am Main 1996-2000. New documents of the British Government concerning labour politics under the Control Council in Germany have also become accessible in the British Public Record Office. The interventions of the Soviet and British elements of the Control Council are particularly important with regard to the shaping of wage labour relations in the two Germanies. They show on the one hand the impact of the Control Council in dividing Germany, for instance by imposing contradictory union structures and by different policies for the employment of women, and on the other hand the relative success of the German labour movement in defending certain conditions of employment in the field of working time regulations, workers’ rights in companies, collective bargaining, and the predominance of time rates.

The focus is now on the development between 1945 and 1949 with regard to

- The regulation of working time;
- The opposition against piece rates;
- The reconstruction of labour unions;
- The representation of employees in companies;
- The employment of women.

These aspects will be added to the second chapter of the planned book on wage relations in Germany during the Cold War (Janssen/Laisx/Rieprecht: *Die Entwicklung des Lohnarbeitsverhältnisses im Baugewerbe deutscher Staaten nach dem Zweiten Weltkrieg.*).

The intervention of the British Control Council based on the policies of the Foreign Office and the Ministry of Labour with regard to the imposition of industrial unions, the prevention of all-German union organisation, and the regulation of workers’ councils will form a special subject of research. This research is expected to throw more light on the failed attempts towards unification by the three ‘Interzonenkonferenzen’ (inter-zonal conferences) of the construction unions in 1947/48, and the control of the works council movement under different auspices in the east and western zones of occupation. This study will be carried out in cooperation with Geoffrey Stuttard and presented to the British Universities Industrial Relations Association annual conference, 7th – 9th July 2001 at Manchester Metropolitan University.

5. Future Workshops

A workshop on health and safety is being prepared and another on training is planned by the end of 2001. A third workshop on women could take place at the end of 2001.

6. Publications

Women in construction

A publisher has been found for a book on women in construction to include contributions from the previous two workshops held on the theme. Assistance in funding the publication is however required and it was agreed to invite construction unions and training institutions. The book will cover: historical issues; tradeswomen and women professionals; training; and working conditions. The book aims to integrate the experiences of European tradeswomen and women professionals with more academic analysis and descriptions of the past and current situation, and the obstacles to be overcome. It will include papers, plus personal accounts and descriptions of initiatives. If you have a contribution you would like to make please contact:

Elisabeth Michielsens – michiee@wmin.ac.uk or

Elsebet Frydendal-Pedersen – efp@byg.dtu.dk

7. AOB

Edith Gross reported that she has agreed to sit on an advisory body, the scientific board, of the ETUI.

Report

Observatoire Social International, Paris, 19-1-2001, 'Meeting of European partners'.

Jan Cremers

1. *Introduction.*

Born as an international thinktank mainly driven by the HRM division of the French transnational SUEZ Lyonnaise des Eaux after a fruitful European co-operation with the EFBWW and the European Works Council at the beginning of the nineties, the OSI has been transformed in recent years into an international association. After a symposium in Rome in January 2000 more executives and HRM-managers of other transnationals came in, together with representatives of large international institutions.

The key questions with these international networks are of course their added value to the already existing structures and participation on an equal footing. The European trade union movement (and I personally) has participated in the past because these meetings gave the opportunity to have a dialogue between company leaders, social partners, public authorities and representatives of important institutions. A loose platform, low profile, but nevertheless an informal direct contact with some prominent captains of industry. I was absent for a year or so and in the meantime a more formal structure has been established. I am not so sure whether this will lead to more impact. If participation is becoming a must or routine, then the risk is there that the apparatjiks from the companies are sent. There is still a bit of a French bias. One of the challenges will be to attract partners from outside France.

I can imagine that the European Trade Unions will maintain some reserves mainly dictated by the fact that international networks nowadays are created like mushrooms.

2. *The programme.*

One of the steering group leaders is Jean Kaspar, former general secretary of the French CFT. With his fellow steering committee members he prepared a programme for the European partners in the network.

In a very short time 5 items were touched upon:

- the impact for our industrial relations and working conditions of *New Information Technologies*, introduced by William Kornblum, professor from New York. His contribution was dedicated to the use of computers in the training of workers, the lack of content and the fact that training and real learning are often absent. 'To throw hardware at a problem is not a solution' is his experience.
- the development of *employee shareholding*, introduced by Didier Blouin, Suez Lyonnaise. The importance was demonstrated by contributions from representatives of several bigger French transnationals. Shareholding contributes to the corporate image (belonging to the family), it can improve communication inside the company, but it also can create some confusions if seen as a wage component.
- social indicators of company performance; a first debate introduced by Nicolas Piau, also Suez. Several comparable initiatives, e.g. the Global Reporting Initiative (GRI) and the social listing of Price Waterhouse were mentioned in the debate. One of the key questions is how to use such ranking as a valid instrument for the improvement of social practices.

- non-discrimination, introduced by Abdeslam Seddiki, MP from Morocco. The overall reasoning was that, with regard to non discrimination, other target groups and other targets are becoming more important. In Europe the legal dimension of equal treatment between men and women is strongly developed.
- Social Europe, introduced by Jean Kaspar. This item serves as the umbrella for several questions, the improvement of the social dialogue, the negotiation power of works councils etc.

At the end of the meeting future workshops were announced on these items. The OSI will also open up a website with publications. During the general debate I raised the point of linking up with other existing European initiatives, to take on board the result of several available studies and to look for some synergy.

Let's see what the future brings.

New Research Projects

Industrial Relations in the Construction Sector of EU Applicant States

The project entails: examining the preconditions for the social dialogue on the basis of surveys including meetings of experts from applicant states and a conference with representatives of social partners, governments, and the European Commission; and publication of a synthetic report and recommendations for each country. It concerns 6 Applicant Countries: Bulgaria, Estonia, Hungary, Poland, Romania, Slovakia

12 months from 1 May 2001 to 31st April 2002

Background

The social dialogue is an agent of East-West integration through the transfer of good practice, case law and 'acquis communautaires'. A precondition for the social dialogue is an institutional system of industrial relations as the forum for bargaining wages (as well as salaries) and working conditions. In EU states the most important level of industrial relations is the sector. Conversely, in the socialist states the sector was subordinated under general union organization and had hardly any function in wage bargaining. As a result, at EU standards, sectoral industrial relations are underdeveloped in the EU applicant states.

The construction sector plays a pivotal role in East-West relations because of the mobility of the industry, e.g. transnational contracting, groups and subsidiary networks, and the notorious migration of workers. Conversely, in particular in Central Europe, construction is a peculiar sector in the sense that its industrial and trade boundaries are extraordinarily fluid. A large part of the sector is 'informal' in that there is neither a distinction between employer and employee (self-employment), nor between task work and contracting, price and wage. Construction labour is highly casual and many workers are still based in farming or alternating with other occupations. In contrast the market for large infrastructure, industrial and commercial projects served by civil engineering and engineering construction is highly capital intensive and dependent on continuity with a stable workforce. Both parts are inter-linked.

Correspondingly we expect the system of industrial relations to be very patchy, most collective agreements at the level of large contractors, predominantly individual arrangements based on local or regional task-, piece- and day-rates. There will be enormous variations, though, between the states as well as large towns and rural countryside fluctuating with the vicissitudes of the market. An exception is the works councils of West European construction groups, some of which are firmly established in the applicant countries such as Poland, the Czech Republic and Hungary.

Objectives

This project is intended to examine how the construction sectors of EU applicant states are in a position to contribute to a system of industrial relations as a precondition for the social dialogue in the sense of the Amsterdam Treaty. It will focus, therefore, on the following aspects:

- **Industrial relations in the construction sector**, e.g.
 - union organization: according to trades, regions, political and religious affiliations, membership figures/coverage, main activities, partners in collective agreements etc.;
 - employers' federations: according to (sub-) sectors, regions, membership figures/coverage, main activities, partners in collective agreements etc.;

- existing collective bargaining arrangements and agreements on a bipartite/tripartite basis and how they may cover up the absence of an effective social dialogue.
- **Macro statistical evidence**, related to for instance:
 - the demarcation and structure of the construction industry with special regard to the 'informal' segment;
 - the structure of the labour market with special regard to 'self-help', seasonal, casual and black labour in the predominant trades and sectors of training/education;
 - the institutional structure of training and education;
 - wage income in relation to other sources of income and maintenance;
 - forms of wages such as task-, piece- and time-rates related to respective employment conditions, broken down according to market sectors (housing, commercial, industrial, civil engineering) and trades (bricklayers, carpenters, concretors, machine operators, plumbers, electricians etc.).
 - **Specificity of labor conditions in the construction sector**, including:
 - wage differentials, grades, functions, training levels;
 - social protection for wage earners (for sickness, invalidity, old age, unemployment etc.) incorporated in wages or as a state benefit;
 - protection of labour in terms of health and safety provisions, workers rights (labour code), co-determination, consultation and representation of employees in firm management.

These items will be explored in more or less detail according to the situation in the individual country. An adjusted questionnaire will be elaborated with the experts from the respective states.

This project should complement the ETUC/UNICE project 'Dialogue social et concertation dans les pays candidats à l'UE – bilan et perspectives'. It will draw on the information gathered at the general level of the social dialogue as well as provide additional insights and interpretations through the survey and analysis of the construction sector. For this purpose, results will be exchanged with the ETUC/ETUI project team, and the co-ordinator of that project will be on the steering committee.

Method

A Steering Committee will coordinate the collection of data and information by experts from the six applicant countries. The Steering Committee will encompass the partners in the management of the project, two experts from Italy and Switzerland, an expert from the Swedish construction union and the coordinator of the ETUC/ETUI project. The six applicant countries are selected with a view to cover the widest range of disparate conditions. For each of these countries an expert will be commissioned to carry out a survey about the preconditions for the development of the social dialogue.

During the stage of collecting data and interviewing the Steering Committee will liaise with each of the country experts through a visit in order to clarify arising problems and check compliance with the overall aims of the project.

The drafts of the country reports will be discussed among the Steering Committee and experts from the applicant countries in order to identify omissions, rectify mistakes, clarify misunderstandings, recommend interpretations etc.

On the basis of the finalised country reports, a synthetic report including recommendations for the actors involved will be prepared for discussion between the Steering Committee, country experts and a wider audience of social partners and representatives from the European Commission at an international conference/workshop. Taking into account the results of the conference, the synthetic report will be edited for publication.

CLR-News, the quarterly of the European Institute for Construction Labour Research, will disseminate news about progress of the project through articles on the events and specific aspects of East-West integration through the social dialogue.

The project manager will employ part-time assistance for co-ordinating and evaluating country surveys and editing the synthetic report with country recommendations.

Aims

The general aim is to explore the conditions and prospective form of industrial relations in the construction sector, in particular to:

- Establish the existing stage of development of the social dialogue;
- Promote the social dialogue through interviews, workshops and the main international conference;
- Develop bilateral relations between unions in the EU and the applicant states through the main conference and a targeted dissemination of the process and its results in CLR News and the publication of the final report.

The report will draw together the results of the six countries with a focus on the perspectives of the European Social Dialogue and its role in the accession process of Central European states (East-West integration). This report will also contain recommendations and proposals for future steps addressed to the social partners at national and European level (EFBWW and FIEC) as well as the European Commission.

The final conference is perceived as a means to discuss the survey results, disseminate findings and recommendations, and consolidate the network of experts and social partners.

This form of action research is aimed at motivating the social partners in the applicant countries to orient themselves towards the European Social Dialogue.

Innovative aspects

This project can be regarded as an extension of the ETUC/ETUI project 'Dialogue social et concertation dans les pays candidats à l'EU' in that it adds the sectoral to the general level of the European Social Dialogue.

Unlike the project on the Social Dialogue, this one will put emphasis on the preconditions of industrial relations. This examination of the preconditions as a diagnosis of the social dynamics is intended to provide a basis for recommendations on how to proceed in promoting the social dialogue in accordance with the possibilities of the individual states.

Given the present level of industrial relations in the construction industries in former Comecon states and the scanty information about it in Western Europe, this project is the first step to publicise the situation with a view to improving the conditions for the Social Dialogue. As yet no research across a greater number of Central European states has been undertaken about industrial relations at sector level. Beyond the results as such, the experience in the methodology (framework of criteria) applied in this study may pave the way for further projects in other sectors. Finally, the network of experts developing through the co-operation, workshops and conference of this project will improve the resources for further studies and progress in industrial relations.

Project Team

Legal Representative:	Jan Cremers	CLR Administrator	NL
Responsible for the Project:	Jörn Janssen	Fachhochschule Dortmund	D
Management team:	Jan Cremers	CLR	NL
	Linda Clarke	University of Westminster	GB
	Jörn Janssen	Fachhochschule Dortmund	D
Steering Committee:	Management team plus		
	Hans Baumann	Industrial relations expert	CH
	Giuseppe D'Aloia	Trade union research institute	I
	Sam Hägglund	Svenska Byggnads	S
	Grigor Gradev	ETUI	BU
Applicant Country Experts:		Bulgaria	
		Estonia	
		Hungary	
		Poland	
		Romania	
		Slovakia	

Vision paper North-West European Network

The d-build project. A new project with CLR-involvement.

We present here the draft document that was prepared for this project in November 2000.

History

Launched in early 1998, the North-West European Network started as a more or less informal platform for knowledge exchange between various training institutions and social partners in the construction industry from different European countries: Belgium, England, Ireland, France, Germany, The Netherlands, Denmark and Poland.

The network so far organised three central conferences. The first, January 1998, took place in Zoetermeer (NL) and was primarily meant as a first introduction to the activity fields, methods and problems of the participants. At the second meeting, April 1999 in Brussels (B), some important topics for the partnership were identified. As a result of this, a broad benchmarking research was held on the qualification structures, training systems and certificate comparison in the participating countries. The research report was presented at the third meeting, May 2000, in Warsaw (P).

The fundamentals thus being established, the next step is to come to more tangible forms of collaboration. In Warsaw we decided to set up a small working party, consisting of Jos Gijbels (FVB, B) and Michiel Mons (Bouwradius, NL) together with Jan Cremers (former general secretary of EFBH/FE'ITBB, chair of the annual meetings of the network), to create the outlines of a vision paper and a description of short term activities. The present document is the result of the deliberations of the survey party. It was presented for comment to the participating institutions and in the meantime worked up as an application for European subvention (Leonardo da Vinci programme).

Mission statement

What is the common element within our co-operation? It is the conviction that education and training are crucial factors in the process of creating European citizenship. Until now Europe is too much an institutional concept, too much the intellectual project of politicians, economists, lobbyists and sector experts. Broad support under citizens is lacking.

Cultural diversity will prevent European countries ever growing as close together as, for instance, the separate states of the USA. The culture differences between the nations of Europe, however, are much smaller than the large gap between Europe as a whole and the USA.

In the last decade, an economic revolution took place in Europe. The introduction of the internal market, combined with the principles of free movement of capital, goods, services and people, resulted in breaking down the frontiers of protectionism. Companies these days define their home market in European terms, no longer in national terms. Contract tenders are called at European level, and not infrequently a transnational enterprise acquires the order. On big construction sites throughout Europe the general foreman works with employees of different nationalities.

In every-day practice partners of the social dialogue in our countries often succeed in reaching common conclusions on matters such as continuity in the sector, the need for a solid system for vocational training and the responsibility of both sides of industry in realising this.

But how can a challenge for the active population be created out of this process of economic, monetary and political unification (including with the so called extension countries)? How can we optimally avail ourselves of the common features on the one hand and the diversity on the other hand?

Education and training are, as mentioned, crucial factors to accomplishing this mission. It is our job to teach the citizen how to deal with the variety of cultures and traditions within the economic reality. The process should, of course, have started a long time ago. At this moment, its urgency is evident. National authorities should take the lead in this action, and in their trail also the industry and the schools.

The common goal of our network should therefore be to contribute to this process by facilitating and organising exchanges, practices and traineeships abroad, mobility projects and other contacts between employees, apprentices and youngsters from the different countries. A second line of contribution is the well-planned consistent influencing of the national authorities in general and the departments of education especially, in order to integrate international orientation in the core goals of vocational training and to secure structural and adequate financial support.

Activities for the short term (2001-2002)

The working party wishes to present for comment the following action plan to the network.

Database

- Developing a detailed database with facts and figures on all kinds of professions and qualifications in the construction sector, responsible institutions and other relevant data. This will build on the accomplishment of former outputs, such as the CEDOFOP list of professions, the Warsaw-research of Tineke Kleene and the list of professions our own network has already produced.

- Making this database accessible by publication on internet, in different languages.
- Organisation and planning: research to be conducted (with European Leonardo subvention) by the s- called CLR-team (European Institute for Construction Labour Research), consisting of Linda Clarke, Georg Herrmann and Gerhard Syben, together with Tineke Kleene; a commission of supervision from partners of the network to be established; start date May 2001 - finish December 2001.

Mobility

- Launching an international apprentice construction site (along the lines of the "Tilburg-model"; 1996). Organisation and planning: Dutch initiative, also with Leonardo money; start at the beginning of 2002.
- Creating a network of companies in the different countries that are prepared to reserve practice places for pupils and apprentices from abroad. Making the facility accessible to schools and pupils.³¹
- Executing a pilot project with one of the professions, described in the database (see 1).
- Supplying regional labour markets suffering from shortage of employees with a labour force from other regions with surplus capacity. Training of employees working in another country.³²

Exchange of knowledge

- Providing access to all information available to the partners of the network.
- Developing a system to exchange knowledge and data (email/internet).
- Promoting the export of knowledge; making use of each others outputs.

Planning

- December 2000/January 2001: consulting the partners of the network (by email).
- 18 January 2001: deadline for Leonardo application (action by mr. Jos Gijbels).
- April 2001: next meeting of the network, as the starting point for the next phase.
- April/December 2001: research CLR-team, producing a database.
- April/December 2001: developing network of learning companies (initiative by Bouwradius).
- First half of 2002: start international apprentice constructional site (initiative Bouwradius).

³¹ In the Netherlands, national bodies for vocational training are responsible for the acquisition, accreditation and quality monitoring of training companies, including those abroad. In our own country therefore, Bouwradius together with the other national bodies in the construction and wood sector will develop a regulation for accreditation. The help of our partners in the network is needed for the acquisition, monitoring and quality scan of those companies,

³² The CLR-team is asked also to identify labour market problems in the different countries and suggest solutions.

Reviews

Heribert Kohl/Wolfgang Lecher/Hans-Wolfgang Platzer:
Arbeitsbeziehungen in Ostmitteleuropa zwischen Transformation und EU-Beitritt. (Industrial Relations in East Central Europe between Transformation and EU-Accession)
Friedrich-Ebert-Stiftung International Policy Unit, Bonn 2000. (130 pp.)

Heribert Kohl has summarised some of the essential findings of this research project on 'Industrial Relations in East Central Europe between Transformation and EU-Accession', funded by Friedrich-Ebert-Stiftung, in his article on 'Unions in Central and East European States' in CLR-News 2-3/2000, pp. 30-36. However, the report remains well worth reading. It examines industrial relations in Poland, Czech Republic, Hungary, and Slovenia and offers a wealth of detailed information on the conditions for transformation rather than just its actual deficits in terms of EU standards and 'community acquis'.

It is a great merit of this study that it lays emphasis on the differences between the states rather than their common features. In this sense the 'Highlights: Socio-cultural Background and Industrial Relations' in the introduction to the report are very illuminating. The methodology adopted for analysing according to a number of aspects – collective labour law, industrial relations and employee representation at firm level, sectoral industrial relations, tripartism at national level, towards EU-integration – follows this principle. The respective chapters start by setting out the criteria, then look at each of the four states, and conclude with a synthetic/comparative summary.

In the final chapter, 'Balance and Perspective' the authors try to pinpoint the main deficits in the four states' industrial relations and suggest ways to adjust to EU conditions. They warn, at the same time, that industrial relations in EU states themselves are in a process of change which may, in some respects, be heading towards forms now prevailing in Central and East European states, such as wage determination at firm level accompanied by the weakening of sectoral bargaining, individualised and atypical forms of employment. Nevertheless, the authors strongly advocate the virtues of dual representation through unions as well as works councils. The lack of sectoral organisation of both social partners is identified as the most serious weakness in the EU applicant states. Or more generally, those societies are judged to be fragile because of a shortage in plurality of civil structures ('zivilgesellschaftliche Organisationsstrukturen') in which institutions of industrial relations such as labour unions, works councils, and employers' federations need to be embedded in order to function effectively. "The issue of 'the development of industrial relations within the framework of an organised civil society' ought to be high on the agenda of the 'old' EU as well as of the new applicant states." The authors recommend, therefore, that the social partners should build up links with the European Union through the Economic and Social Committee. Secondly, the extension of nascent European wage bargaining should be extended to central and eastern Europe. And, finally, tripartite institutions at EU level and in CEE states should intensify discussion on accession.

I missed more consideration on possibilities of developing industrial relations based on those historical forms of wage labour relations which have obviously survived even under the socialist planned economy. Given the heterogeneity and dynamics of industrial relations in EU states, compliance might well be achieved by way of widening the scope of such forms. Is it really necessary to re-introduce sectoral organisation? Are there no other options to link firm level with national organisation and bargaining?

Jörn Janssen, University of Westminster

The report can be obtained from
Friedrich-Ebert-Stiftung
Abteilung Internationaler Dialog
D – 5317 Bonn

Franciszek Draus: Les organisations patronales dans les pays de l'Europe centrale et orientale – Pologne, République Tcheque, Hongrie.

The employers' organisations in central and east European countries – Poland, Czech Republic, Hungary.

Max-Planck-Gesellschaft and ETUI, Bruxelles 2000. 124 pp. 14.87 EUR.

Franciszek Draus' report draws on empirical study as well as the theoretical debate on the transition of post-communist states from planned to market economies. Though the focus is on employers' organisations, the subject is industrial relations from this point of view. The Czech Republic, Hungary, and Poland will have been singled out, because they are leading the queue of applicants to European Union membership. Therefore the study may not be representative of the conditions in central and eastern Europe, though the theoretical considerations, in particular on the level of development of 'intermediate organisation' as an indispensable part in the fabric of the democratic state, cover the whole of the former Comecon states: "It can be said that the conditions for the development of the well functioning of intermediate organisations are not yet sufficiently met." (p. 11)

This is in fact the analytical core of the study, which is sociological rather than economic or historical. These considerations on the democratic as opposed to the communist state are the contents of the 'introduction'.

The first chapter elaborates the main five criteria for analysis:

- Economic factors,
- Political factors,
- Ideological factors,
- Unions,
- International factors.

The following three chapters (2 – 4) cover the empirical study of the individual states according to similar patterns. Here again the first section on 'general characteristics' is the most interesting one, whilst the ensuing descriptions of the forms of employers' - and industrial – federations paint a bewildering picture of scattered organisations. The basic verdict is, even if they exist, they do not legitimately represent their membership. The information is precise and the critical approach suggests reliability.

The 'conclusion' sums up the main problems that industrial relations in applicant states face with the obligation to comply with the 'acquis communautaires', namely the 'Social Dialogue':

- The link between the intersectoral national and the local and firm levels based on sectoral organisation is virtually non-existent: "... industrial relations at sector level are particularly weak." (p 121)
- Tripartite institutions lack bipartite underpinning: "... tripartism, so much advocated elsewhere, is basically only a show piece. It lacks an authentic institutional foundation, that is autonomous social partnership, and a real political basis, that is a solid implantation of the social partners at industrial sector level." (p. 122)

- The social partners have to fulfil their mission as representatives of their membership: “... the constitution of the actors is in no way abstract, determined by the day to day political needs, ... but a concrete historically rooted process, tied up with the social and economic conditions and precise collective problems.” (p. 123)

The study exhibits a firm belief in the form of industrial relations in the ‘continental’ European Union. British analysts would hardly share Draus’ criticism of the initial neo-liberal indoctrination in post-Comecon Europe. (pp. 19 f.) But they should at least read this excellent report and, perhaps, learn how Britain might adapt to play a role in the European Social Dialogue.

Jörn Janssen, University of Westminster

Thorsten Schulten: Solidarische Lohnpolitik in Europa, Ansätze und Perspektiven einer Europäisierung gewerkschaftlicher Lohnpolitik.
WSI Diskussionspapier Nr. 92. Düsseldorf 2001.

Thorsten Schulten’s discussion paper sketches the history of wage policy in Europe after World War II beginning with what came to be known as the Rehn-Meidner model. This model based on wage development according to productivity gains and components for social redistribution declined in the 1980s through an emphasis on national competition under neo-liberal auspices. However, since the mid-nineties signs of an emerging consensus in favour of a return to solidarity at European level can be observed. The main criteria for pinpointing the change in European (and partly US) wage policy are the relation between wage and productivity growth, the wage quota, and wage dispersion.

The paper is predominantly analytical and convincingly identifies the links between political and economic objectives pursued by their proponents. Interestingly, Schulten locates the turning point of the national pact for international competitiveness between capital and labour in the rise of European Monetary Union, having created a sufficiently powerful economic entity to determine its own economic and social policy in the global economy. From this historical basis he criticises the Blair-Schröder alliance for greater wage and income dispersion at the expense of wage solidarity as well as the associated academic back-up from scientists such as Wolfgang Streek (“too little inequality, productivity related wages, post-industrial wage structure”, p. 16). He traces the “contours of an alternative macroeconomic regime in Europe” around three objectives: (1) the need for ‘vertical coordination of wage, monetary, and budget policy’ at European level along a rate of inflation target and national productivity growth; (2) transnational ‘horizontal coordination’ of national wage and budget policies within which the Trade Unions are responsible for enforcing European coordination of wage policies; (3) an increase in the economic powers of the European Union to carry out redistribution policy, for which the lever is a gradual increase in the EU budget. (p. 27 f.)

Schulten argues that this strategy is only a return to the declared aim of the European Union according to the Treaty first agreed in 1957, “to promote improved working conditions and an improved standard of living for workers, so as to make possible their harmonisation while improvement is being maintained.” (Art. 117, § 1, last version)

The paper turns out to be not only a historical analysis of wage policy in Europe but, at the same time, a political pamphlet in support of the ‘Social Provisions’ of the Treaty of the European Union. Thus it joins other campaigns for a Social Europe such as the ‘Manifesto for a Social Europe 2000’ (CLR-News 1/1999), the ‘Osnabrück Social Charter’ (CLR-News 4/1998), and the ‘European Memorandum Group’ with its new Declaration

2000 on 'Full Employment with a Strong Social Constitution'. The paper should be made accessible to readers across the European Union through translations in all respective languages.

(Available on the web: www.boeckler.de/wsi/tarchiv/npshowlt.cgi?id=346)

Jörn Jansen, University of Westminster

Publications

Patrick Rozenblatt et al: Le mirage de la compétence. Éditions Syllepse, Paris 2000.
267 p, 18.29 EUR.

Transfer Vol 6, No 2
Enlargement as a Trade Union Issue

This is an issue which is particularly pertinent to those readers, who are concerned with East-West Integration, a subject going to gain importance in connection with CLR research activities.

Order from ETUI, Bld du Roi Albert II, 5 boîte 4, B – 1210 Bruxelles

Garibaldo, Francesco/Telljohann, Volker:
Il ruolo delle istituzioni intermedie – Il caso di Istituti di Ricerca oer li Lavoro
The Role of Intermediate Institutions – The Case of Research Institutes concerned with Work and Labour.

Franco Angeli, Milano 2000. 349 p., 20 EUR.

The purpose of this book is to provide an overview of institutes on work and labour which are members of an international network: Regional and Local Development of Work and Labour (RLDWL). The contributions come from France, Germany, Great Britain, Italy, Norway, Sweden, Japan, Taiwan, USA, and Australia. The European Union is presented in a special chapter. The 'Manifesto for an International Network for Regional and Local Development of Work and Labour' in the annex presents the organisation of the network. The book is bilingual in Italian and German.

The book can be obtained from the secretariat:

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Calendar of Events

Grigor Gradev, European Trade Union Institute, Brussels

An international conference in the middle of March 16th and 17th 2001 in Bratislava will mark the final phase of the project "Social dialogue and concertation in the candidate countries: balance and perspectives", organised by the partners in the project - ETUC, UNICE and CEEP. At the conference will be presented the results of the work in the project - national reports on the situation in each of the thirteen applicant countries, available both in English and French.

The conference will present the set of descriptions and analysis of the particular patterns of development of the structures, institutions and processes in each case but will also provide also a good overview of the magnitude and the depth of changes in the field of industrial relations and social partnership, especially in the CEE countries. It outlines the substantial achievements in consolidating the culture and practice of social dialogue, the slippery road of institutionalising the processes, consensus building and balancing the power status of the social partners and states. The reports also bring out the setbacks and serious flaws in different cases where there still problems with basic rights and freedoms of the social actors, governmental or political pressure, fragmentation of interests and unclear profile of certain social actors, especially employer organisations in CEE countries. The results demonstrate the diversity of outcomes from seemingly similar situations as well as major general trends like the still dominant role of the state in the process, the stable decline of trade union membership and power base, especially in the "transition" countries and the critical situation in Turkey and North Cyprus.

The conference will be attended by representatives of the social partners and governments from the respective countries, their European organisations and EU institutions.

Synthesis and National Reports available from the web
http://WWW.etuc.org.events/010316_17.com

Globalisation & Construction

European Construction Institute
29 – 30 March 2001-03-14

12th International conference to address key aspects of globalisation and its impact on the engineering construction industry, with emphasis on the drivers of change and how the industry has responded.

Grand Hotel Huis ter Duin
Konigin Astrid Boulevard 5
Noordwijk aan Zee
The Netherlands

For more information: ECI Team, Tel: +44 1509 223526

CLR: Health & Safety in Construction

Despite stronger regulations both at European and at national level, the working conditions in the construction sector did not improve. On the contrary, in several countries the number of work accidents increased and working conditions are still unsatisfactory. Against this background the European Institute for Construction Labour Research will organize a workshop dealing with Health and Safety conditions in the construction sector. Among other things it is intended to give an overview on the European discussion on Health and Safety and the development on risk factors in the construction sector. It is also planned to present an example of an investigations on working conditions carried out by workers in the scaffolding sector.

A separate invitation including the agenda of the work shop will be sent to you within the next weeks.

European Institute for Construction Labour Research
8 June 2001
Workshop on Health and Safety conditions in the construction sector

Venue: Office of the EFBWW
45, Rue Royale (3rd floor)
B - 1000 Brussels

International Industrial Relations Association 6th European Congress: Working Europe: Visions and Realities

Oslo, 25 – 29 June 2001
for details: www.iira2001.org

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