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Public Sector Employment in Europe: Where Will the Decline End?*

The developments in the public sector have attracted growing attention in the last two decades. This interest is caused by the expansion of public expenditure, the growing state debt and the consequences of demographic aging and rising unemployment for the financing of social security and social services. Since the late 1970s governments have felt the need to control public expenditure in order to consolidate state finances. During the 1980s some success with respect to stabilizing or even reducing government outlays was achieved, although since 1989 public expenditure has been rising again.

1 Introduction

Public expenditure is closely related to public employment. Roughly 40 per cent of all public expenditure is spent in the form of salaries for public employees. If pensions are added, the share is even much higher. Thus one of the most important measures for curbing public expenditure is to halt or reduce public employment. Many governments have therefore tried since the early 80s to consolidate state finances by introducing measures to reduce public employment or to increase productivity in the public sector.

The close relationship between public expenditure and government employment can be seen in **Figure 1**. Partially there is a relationship, but not entirely, as the rather high unexplained variance shows. There are congruent cases where state expenditure and government employment are high resp. the opposite, and there are also incongruent cases, where state expenditure is high, but government employment is low (the Netherlands, Italy); or, on the other hand, cases where state expenditure is low and government employment is high (Australia). Thus different models of state activity and, consequently, of public employment exist in industrialized countries.

Furthermore, the individual countries are at different levels of economic development, and therefore face different problems. Consequently, there are no universal solutions for all countries. Thus, the pattern of public employment in different countries remains complex. As a consequence, developmental trends have to be studied in relation to national variations. Therefore the attempt is made in this article to present a general framework by looking at international trends in government employment.

The main development in public sector employment can be characterized as a decline after a long growth period. This contraction is accompanied by a feminization of and an increase in part-time work in the public sector. Other

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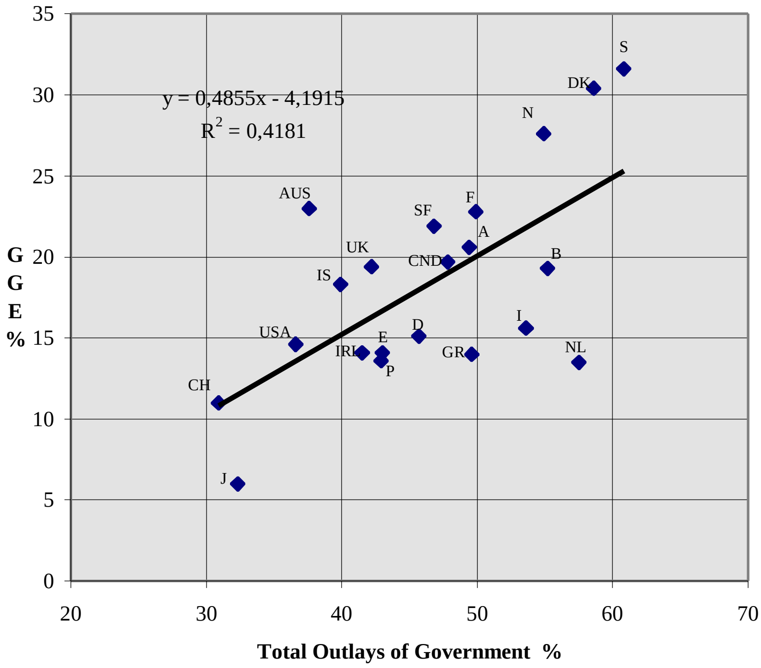
developments are: an increase in

Figure 1: Total Outlays of Government (% of GDP) and General Government Employment (GGE) (% of total employment), OECD Countries 1990



the number of higher qualified employees, a decline in the number of non-permanent public employees and - most importantly - shifts in the functional composition of public employment.

2 Main trends since the mid-70s

Here the main empricial trends in advanced industrialized countries will be described and analyzed. First, the aggregate trend of public employment will be outlined. It will also be disaggregated by sex. Further steps will be a look at the relation of part-time to full-time work. Other important topics dealt with will be trends in different status groups in the public sector, especially the effects of education.

Diachronous developments: Growth, consolidation, devolution

The following section presents data on general government employment in the OECD countries and its historical development since the 1960s. It has to be noted that these employment figures refer to „general government employment“, as defined by the OECD National Accounts statistics which corresponds to the UN National Accounts statistics. Therefore public enterprises producing and selling goods for the market are normally not included. Thus, these figures are not figures for „public sector employment“ and are generally much smaller than public sector employment ratios, as for instance used by Rose et al. (1985).[1]

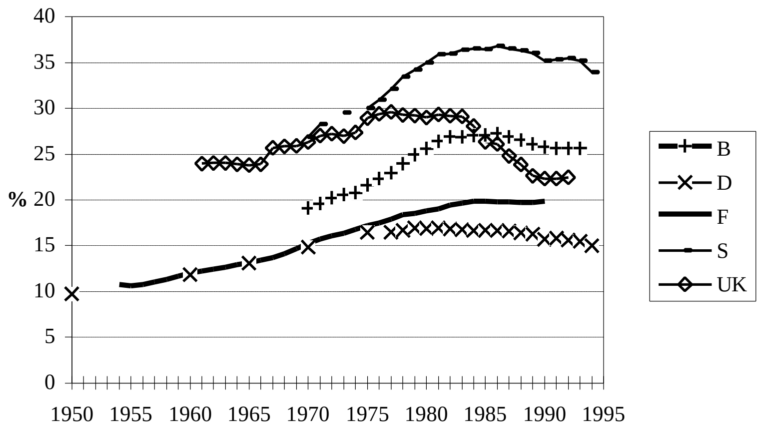
After World War II the share of general government employment in nearly all developed industrialized countries was around 10 per cent. In 1960, of all European countries only Belgium and Sweden had shares higher than 10 per cent. On average, the share of general government employment nearly doubled from 11.2 per cent to 18.2 per cent in all 15 EU countries. The growth rates between the individual countries were very different in this respect. The highest rate could be found in the Nordic welfare states. In Denmark the share doubled, in Finland the share trebled, and in Sweden the share almost trebled from a very high level. All countries with a share of 30 per cent and more belong to the group of Nordic countries. On the other side of the spectrum - the countries with the lowest employment shares - we find Switzerland (12.0 per cent), the Netherlands (12.8 per cent) and Luxembourg (10.9 per cent) within the group of developed industrialized countries. These countries have, in addition, other common traits. They belong to the group of countries which are known for their low „stateness“, id est, the central government has rather few competences, and liberalism has a strong position (Badie/Birnbaum 1983; Heper 1987). Another group of countries with a lower degree of economic development - the European peripheries, namely Ireland (14.0 per cent), Portugal (13.6 per cent), and Spain (15.1 per cent) have remarkably smaller employment ratios in general government employment. A historical description of the direction of trends and differences in the levels of the overall employment in general government shows that in all OECD countries the overall employment in the post-World War II period went up until it reached an upper limit and meanwhile goes down or stagnates. At the end of the 1980s, following the example of the United Kingdom, several countries started to reduce public employment. From 1989 onwards the growth rates were negative in the following countries: the United Kingdom -6.1, Denmark -0.4, Finland -1.2, Sweden -2.1, the Netherlands -0.8. A zero growth rate could be found in Italy and the Federal Republic of Germany. Thus, the employment figures were reduced especially in those countries that have the highest levels of general government employment - with the exception of the United Kingdom.

The developments in Eastern and Southeastern European transition countries differ from developments in West European countries. While in Western Europe a trend towards stagnation predominates, a strong increase in public employment can be observed in Eastern Europe. In Romania, for instance, public employment rose from 724,270 in 1988 to 899,022 in 1991, a rise of 24 per cent (ILO 1993: 12).

As OECD figures based on national accounts do not show the extent of total public sector employment, one should use an alternative source for obtaining public employment figures. On the level of the European Union the EU Labour Force Survey (LFS) is a highly useful instrument for employment questions. But the LFS has the disadvantage not to supply appropriate public sector employment figures, at least not from the printed sources.

There are two possibilities: (1) One way to get figures is to quantify public sector employment in a definition which includes *the public sector as a whole, that means, it also includes private sector social services activities*. In principle, the data allow a description of the levels of the individual countries, of global trends and convergence resp. divergence processes. The pattern does not match in every respect the one received by the OECD general government figures. Here, Denmark ranks highest as a Scandinavian country, the Netherlands take the second place, which is surprising, because general government employment is low in the Netherlands. One explanation could be that private services are much more important than public services in the Netherlands. Belgium's figures are higher than France's in this respect, and the United Kingdom's lower than France's. The Netherlands and Italy appear once more in the midfield. Ireland and the Mediterranean countries Portugal, Spain and Greece have the lowest shares (in descending order). In relative terms, the individual countries have shares ranging from about 15 per cent to 35 per cent. In diachronous development there seems to be convergence to some extent, as the most developed countries have reached their upper limits and partly have declining shares, whereas the less developed countries, especially Greece, have overproportionate growth rates. In the Mediterranean countries and in Ireland the large, but declining primary sector still exerts its influence on these figures.

Figure 2: Employment in Public Sector/Service (% of all women and men in employment)



(2) Another possibility is to take the data for *public administration in a narrow sense*. If one therefore looks at employment in public administration only on the basis of the EU Labour Force Survey, a different ranking of countries emerges. Here Denmark, the United Kingdom and the Netherlands have very low proportions. As these figures do not include public and private social and other services, one could assume that these services are very important in Denmark, the United Kingdom and the Netherlands, and that public administration (including defence and compulsory social security) is generally less important. Most of the other countries are rather congruent cases, with Belgium and France having high figures in administration and public services, and the Mediterranean countries and Ireland again having low figures according to both calculation methods.

Figure 2 presents public sector employment in the five European countries of Belgium, France, Germany, Sweden and the United Kingdom. *The data used are national data and therefore subject to national definitions*. With the exception of Germany, the data refer grosso modo to public sector employment, while for Germany only data on the public service are available. As we can see, public employment, starting from different levels, expanded in all these European countries until the 1980s. Governments tried to cut back public employment - also to varying degrees since the late 1980s.

Structure of employment in the public sector

After having looked into the development of public employment over time with different indicators, I will now analyze the structure of public employment. In a comparative attempt, unfortunately, it is only possible to compare some few structural features of the administrative systems. The structure of public employment can be defined as the division of the publicly employed by sex, duration of work, professional status and career group. Comparisons can only be made here with respect to sex and duration of work.

A comparison of the functional division of public employment, as done by Richard Rose et al. (1985) is not yet possible with international data. But female employment and part-time employment are two important indicators for developments in public employment and shed some light on changes in government functions, especially the growth of social services in education and health. Thus, the following sections will describe the feminization of public employment and the increase in part-time work in public employment.

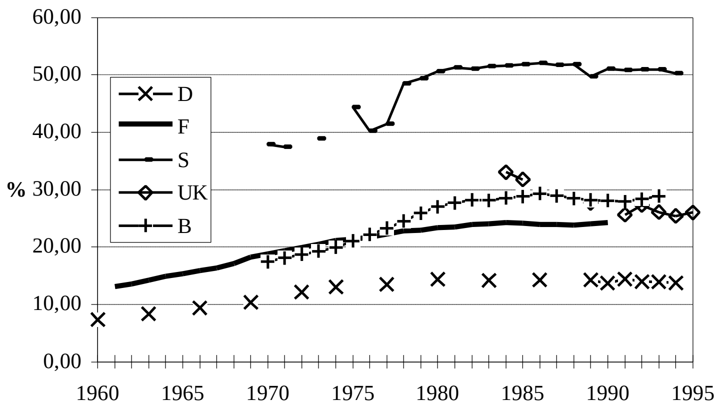
Feminization: Growing share of women in public sector employment

Growing female work participation in the whole economy is a feature common to all European countries. These developments are well-documented by the annual reports of the „Employment Observatory" of the European Union (European Commission 1994). In most European countries the overall activity rate of women ranges from 40 per cent to 50 per cent, but it does not exceed 50 per cent in any country. As in the economy as a whole the share of women in public sector employment is constantly growing throughout Europe. Government and public services have come to be the most important employers for women in the last decades.

The differences regarding the overall female employment share in the public sector are tremendous. In many Western European countries, the absolute employment figures in the public sector are meanwhile going down in favour of absolute employment increases for women. This is the case with the Netherlands, Sweden, New Zealand, and more or less the US (ILO 1993: 12).

The question arises, how many (in relative terms) of all women in employment work in public administration and other services. This indicator also informs us about welfare state development or the development of social services in general. According to this figure, the importance of government and social service employment varies to a high degree within the European Union and has reached the upper limit in many countries, as the low growth rates show. In the case of Denmark and the Netherlands, over 50 per cent of all women employed work in these sectors. In Greece, this figure is extremely low, with only one quarter of all employed women being employed in those two sectors. France and Belgium have values of around 40 per cent. In most countries it varies between 35 and 40 per cent. The share is smaller in the Mediterranean countries and in Ireland.

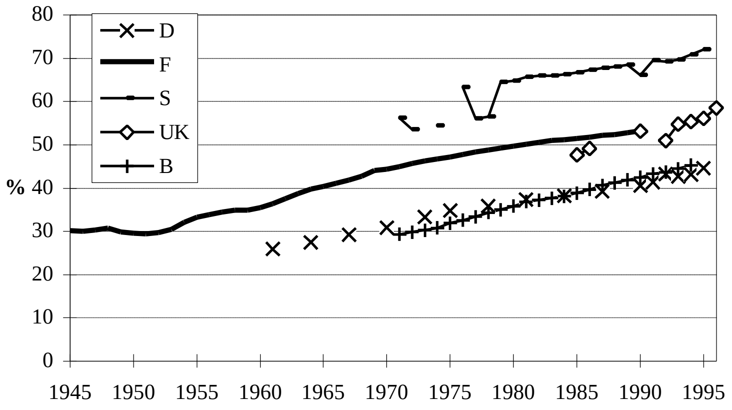
Figure 3: Female Employment in Public Sector/Service (% of all women in employment)



Another possibility for measuring female employment in the public sector is to recur to national statistics where available. It is important to note that national public sector statistics with a detailed socio-structural differentiation of categories are rather rare. Those countries for which data have been available are presented in **Figure 3**. This figure shows the proportion of women employed in the public sector according to national definitions and published results. The interpretation has to be given on the basis of national definitions. Developments over time are more reliable than differences between countries. Principally, the data show the importance of female public sector employment in total female employment. In Sweden half of all employed women have public sector jobs. After a steep rise in the 1970s and a slowdown in the early 1980s this high proportion was reached by the end of the 1980s, and it has been stagnating since then. In the other countries (France, Belgium, Germany, United Kingdom) an increase in female work participation occurred in the 1970s, and a stagnation in the 1980s. The only exception within this group of five countries is the United Kingdom where female work participation has declined since 1985. Given the higher overall employment rate of women in France compared with Belgium, it is interesting to see that public sector employment of women is obviously more important in Belgium than in France. In the United Kingdom female labour force participation in general is rather high and higher than in Belgium. Thus, the drop in public sector female employment below the Belgian level suggests that a shift from the public to the private sphere has occurred. In Germany, only roughly 15 per cent of all women in employment work in the public services, which is a narrow definition.

Figure 4 shows that if the proportion of women in public sector employment, based on national sources, is measured, it becomes clear that feminization is highest in Sweden with over 70 per cent in 1995, followed by the United Kingdom and France with roughly 60 per

Figure 4: Female Employment in Public Sector/Service (women in % of total public sector/service employment)



cent, and Belgium and Germany with roughly 45 per cent in the early 90s. The nearly linear trend of this indicator in every one of the five countries since the 60s is most impressive, while the levels of the individual countries remain stable. Thus, there is clear evidence of an ongoing feminization of the public sector. In most countries there are no signs - not even in Sweden - that an upper limit has been reached.

The pattern changes once more if one looks at public administration alone, according to the EU Labour Force Survey. Once again a change in the ranking order takes place. France and Belgium now have the highest shares, the Netherlands and the United Kingdom have rather small ones.

The alternative indicator (based on the EU LFS) measuring the feminization of employment in public administration and other services in terms of the proportion of women in these two sectors answers the question to what degree women predominate public sector employment. With over 70 per cent feminization is highest in Sweden and Finland; with nearly 70 per cent it is still high in Denmark and the United Kingdom. Surprisingly, Portugal also has a rather high proportion with 65 per cent, probably a consequence of its overall high female employment ratio. Most continental and Mediterranean countries have proportions around 55 per cent. The female employment rate is low in Italy, Luxembourg and Greece. But in nearly all EU countries women are now in the majority in these two sectors.

The feminization of public administration alone is much lower, partly because the male-dominated defence sector exerts its influence. Only in Denmark has this share reached the 50 per cent level. The development over time reveals that there is convergence to some degree, because some countries have reached their upper limits, while others are catching up a little bit. The countries with the highest feminization ratios are the Nordic countries, France and the United Kingdom. Again, the Netherlands have a very low rate in this respect.

Segregation: Male employment in public administration and other services

If one looks at the sexual division of public employment, one should not forget male employment. The tertiarization of the economy with a declining industrial workforce should lead to a growing number of men working in the service sector. Is this also true for the public sector? According to EU Labour Force Survey data, in the 1980s the shares in these two sectors increased also for men. Some results are surprising. In Belgium, the Netherlands and Italy nearly every fourth man works in these sectors, in Italy a steep increase occurred in the 1980s. Most continental countries and the United Kingdom are in the midfield with 15 per cent to 20 per cent of total male employment. The Mediterranean countries and Ireland have the smallest proportion of men in these sectors.

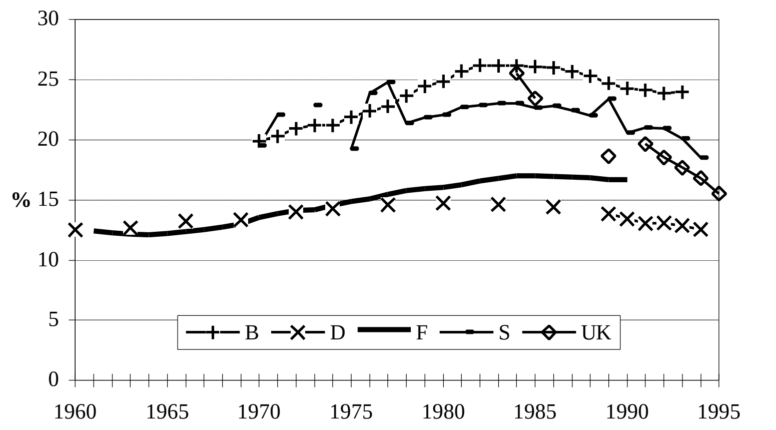
If one looks (according to the EU LFS) at public administration alone, only 5 to 12 per cent of all men work in this sector in EU countries. As defence is included in these figures, the variation is presumably heavily influenced by the size of the military forces. Belgium and Germany have the largest share in this respect. Denmark has one of the smallest shares. A declining trend can be observed in several countries (Germany, Belgium) and an increase in others (Greece, Spain).

Whereas the public sector becomes increasingly important regarding the occupational opportunities of women, public sector employment is becoming less important for men. This can be seen in **Figure 5** which is based on national sources. In all five countries the share of publicly employed men in total male employment increased until the mid-1980s and subsequently declined partly dramatically. In Sweden, high female employment in the public sector does not coincide with high male employment in the public sector. According to sector of employment job segregation seems to be high there. Male employment in the public sector was very high in the United Kingdom, but lost 10 percentage points. The Belgian male public sector employment figure is still very high, but strongly declining, too. The French male public sector employment figure is declining to a small degree, but the decline is stronger in Germany. Most impressive is the declining share of males in Sweden and the United Kingdom.

Replaced by what? Growth, stagnation and decline of public employment

Different developments in female and male public employment, stagnating employment for women, and declining employment for men, result in a overall decline of public employment. According to **Figure 5** the developmental paths of all countries show one similar pattern: growth, consolidation and decline. Due to different traditions and structures, the levels of the individual countries are very different. The figure is very similar to the one known from diffusion theory or from the literature on growth processes in general, where one „product“ experiences mostly a „logistic“ growth process and afterwards a decline due to it being replaced by other products. In this case the product would be „public goods“. The question is what could be the substitutes? The processes which are responsible for the substitution of private employment through public employment are processes labeled „privatization“, „decentralization“, „slim state“, „efficiency“, „competition“, etc. The question which could be discussed is how far the public sector is able to retreat from the production of „public goods“, and to what extent „public goods“ can be produced on a private basis. The second subject for discussion would be to what extent „external“ processes can be considered to be responsible for a reduction of public services. One of these processes is the end of the cold war, the opening and reshaping of frontiers, which reduces the necessity of defence. As a consequence of these developments the military personnel has been reduced nearly everywhere in Europe. The third topic for a discussion are the consequences of European integration. The ongoing integration process tends to weaken national responsibilities and to shift responsibilities to higher levels. It therefore reduces the demand for national and „nationalized“ services as, e.g., the national postal services, the national railways, etc.

Figure 5: Male Employment in Public Sector/Service (% of all men in employment)



Increasing part-time work in public sector employment

- *General development*. As in the economy as a whole, part-time employment is also growing in the public sector.[2] Before we discuss the development of part-time employment in the public sector, we should look at part-time work in general. The increase in part-time work in the whole economy is a result of the increase in female labour force participation. The main group of part-time workers are women. The share of part-time working women in relation to all persons in employment is a first indicator of the importance of female part-time work. If the number of men working part-time is compared with the total number of men in employment it becomes clear that men working part-time are the exception.

- *Variations*. With only few exceptions part-time work is increasing in all European countries, but inter-country differences are rather big if part-time work is put in relation to total employment. For 1990 some country clusters can be distinguished: part-time work is high in all developed welfare states, that is in Scandinavia with the exception of Finland, where full-time work dominates. The highest extent of part-time work is to be found in the Netherlands. In the European peripheries, the Mediterranean countries and Ireland, part-time work is rare. Some continental countries, such as Germany and France, occupy a position in the middle (European Commission 1994; Ellingsæter 1992).

- *Sex differences*. Major differences can be found with respect to sex. Part-time work is predominantly a matter of female employment. As a rule, the share of part-time working women is high if female work participation is high, as in the Nordic countries. On the other hand, in countries where female labour force participation is low in general, part-time work is low, too. Again, the Netherlands are an exception, with the overall female employment ratio being rather low, but part-time employment being the highest in Europe. Part-time working men are a minority in all European countries, but the importance of part-time work for men is growing, too. It is most widespread in the Nordic countries, but the biggest share of part-time working men is to be found in the Netherlands. In the Nordic countries part-time work of men is more common. In the peripheries part-time work of men is mainly a result of latent unemployment and underemployment.

- *Women’s share in part-time employment*. The general feature of rising part-time employment but with different weight for the sexes can be supplemented by the question, how total part-time is composed. How many part-time jobs do women have as compared to men? Women in all European countries are dominant in part-time employment; it varies from roughly 70 per cent to 90 per cent. With about 90 per cent, the female share is highest in Belgium and the Federal Republic of Germany. Male participation in part-time employment is therefore, in contrast, lowest in these two countries.

- *Part-time employment in the public sector*. Empirical information on part-time employment in the public sector has only been available by means of national sources so far, mainly the national Labour Force Surveys and administrative statistics. In principle, part-time employment is included in the EU Labour Force Survey, but the published results do not include part-time employment in „public administration“ and the „other services“ sections. But even the national publications normally do not inlcude figures on part-time employment. Therefore data can only be supplied for some countries. **Figure 6** shows all public sector part-time employees as a share of all public sector employees. In principle, since 1945 the overall trend has been a rise in part-time employment in the public sector. Growth rates of part-time public sector employment were higher than growth rates of the whole public sector. The decline in public sector employment in the last ten years has increased the importance of part-time employment. Thus, in the United Kingdom public sector employment has decreased strongly since the 80s, but part-time employment has gone up by more than 10 per cent. There are some interesting national differences. In France, part-time employment was rather high as early as the 1950s, as compared to Germany, for instance, where it was negligible. In Sweden, Germany and France the shares of part-time employment in the public sector are similar now (1990s).

- *Sex differences*. There are major differences regarding sex in part-time employment in the public sector. If one compares **Figures 7 and 8** it becomes clear that in the public sector - as in the private sector as well - women represent the majority of part-time workers. Country differences concerning female part-time work are high. Every second woman in the public sector in the United Kingdom (1990s) works part-time compared to roughly 25 per cent in Sweden. In Germany nearly two in five women in the public service work part-time. Thus, there are different models of public sector employment for the individual countries. In Sweden, full-time public sector employment of women is predominant due to extended provisions for the reconciliation of family tasks with work. In the United Kingdom, such provisions are obviously available to a much smaller extent, and Germany is somewhere between these two countries.

Part-time employment of men in the whole economy as well as in the public sector can be used as an indicator of parental leave arrangements, also allowing and stimulating men tor reconcile family and work; but it could also be a result of unemployment or the reduction of male labour supply in case of divorce. **Figure 8** shows that Sweden is most advanced in this respect, with almost 12 per cent of all men in the public sector working part-time. In one year only (1993-94), due to the reduction of public sector employment, the share of part-time working men in Sweden rose by 2 per cent. In the United Kingdom, even less than 10 per cent of all men in the public sector are employed part-time, but the proportion

Figure 6: Part-time Employment in Public Sector/Service (part-time employed in % of all persons employed in public sector/service)

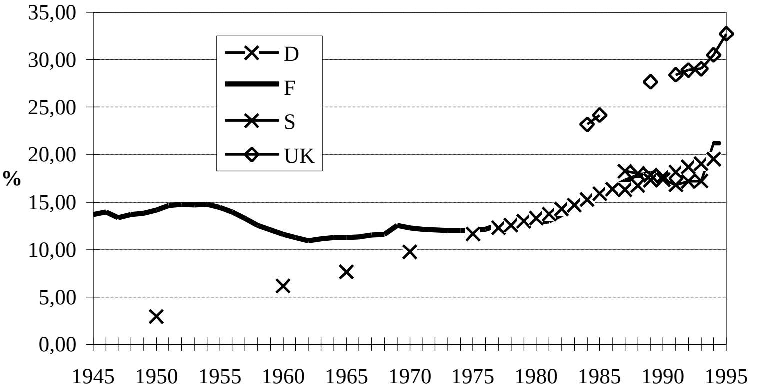


Figure 7: Part-time Working Women in Public Sector/Service (% of all working women in public sector/service)

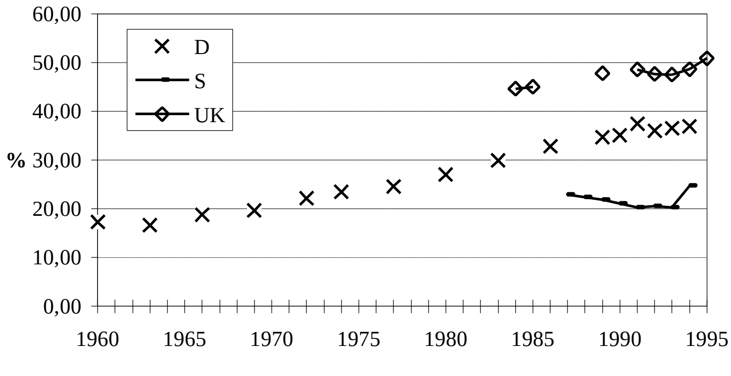
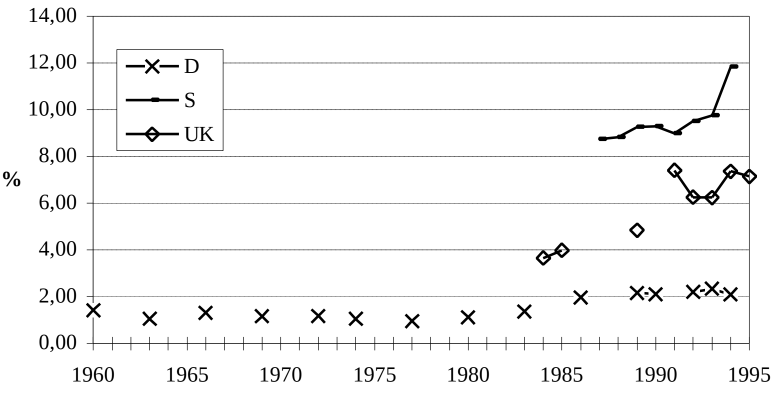


Figure 8: Part-time Working Men in Public Sector/Service (% of all working men in public sector/service)



is increasing strongly, probably because of a similar reduction of public employment. Germany maintains the traditional model of very low or non-existent male part-time work in public services in this respect.

- *Distribution by sectors*. Apart from aspects of growth and sex division, the distribution of part-time workplaces in different fields of the public sector is of interest. Here data are available for the United Kingdom and for Germany. In the United Kingdom, given the overall decline of public sector employment, part-time work has been rising tremendously in the last ten years (1985-1995) by almost 10 percentage points. Part-time workplaces have been reduced in central government and in the National Health Service. Especially public corporations as well as other sectors, e.g. education, have increased their part-time labour force. In Germany part-time work (part-time workers T1 in per cent of part-time workers T1 plus full-time working civil servants, judges and public employees in the direct public service; the figures are higher in this calculation than if all public service employees would be counted) is generally highest in the communes and the communal associations, whereas part-time work in federal government only amounted to 10 per cent in 1994. In the Federal Railways part-time work was in principle non-existent, but it was widespread in the Federal Post. If only women are considered we get the same structure. Part-time working women in federal government accounted for 30 per cent of all women employed in federal government. In the communes and the Federal Post part-time work of women is widespread. 40 to 50 per cent of all women work part-time there.

Relative decline in number of „non titulaires“

In most European countries public employees are grouped in different status categories. Civil servants in the sense of permanent civil servants („fonctionnaires“, „Berufsbeamte“) are a minority in several countries, at least in the United Kingdom, where civil servants account for only 10 per cent of all public employees, and in Germany, where civil servants („Beamte“) have to be distinguished from employees („Angestellte“) and workers („Arbeiter“) in the public sector. The small nucleus of civil servants in Germany conducts sovereign tasks („Hoheitsaufgaben“), is subject to public law and is permanently employed. The employees and workers in the public sector are not employed on a permanent basis (de jure) and are subject to private law. Besides these three main categories, in Germany there are also civil servants and public employees who are on probation or are employed temporarily or for specific tasks only. In France most public servants are employed on a permanent basis and subject to the civil service code, but there exists a group of non titulaires who are employed temporarily or for specific tasks.

A trend which can be found in several European countries is the relative reduction of „non titulaires“. Titularisation means the transformation of temporary employment contracts into permanent civil servant positions. This procedure is common especially in France and Italy. In the French system only *fonctionnaires*, *ouvriers d'état* and *praticiens hospitaliers statutaires* exist. Non titulaires are those employees who do not fit in these groups, that is, especially persons who are employed for limited time periods or have part-time jobs; therefore they are not intended to be given the status of „fonctionnaires“. In France the number of non titulaires did not change significantly between 1969 and 1989: 864,000 in 1969 and 877,000 in 1989. As the number of total employees in the public sector rose steeply, the relative share of non titulaires dropped from 28.4 per cent to 17.9 per cent in the same time period. In the French public sector the number of non titulaires varies greatly. In the hospital sector the non-medical staff normally does not belong to the non titulaires (5 per cent). Physicians practising at hospitals normally are non titulaires, because, as a rule, they have their own practices and are therefore in principle self-employed. There have been several plans in the ministries to reduce the number of non titulaires. In 1969 456,000 non titulaires were employed in the ministries, in 1982 the number was highest with 481,000 employees. By 1989 the number of non titulaires had been reduced to 386,000. The composition of non titulaires has changed fundamentally in this respect. The number of part-time employees in the group of non titulaires has grown overproportionately. Meanwhile there is one part-time non titulaire for each full-time non titulaire. In the field of *collectivités locales* the number of non titulaires is by far the highest. The recruitment of non titulaires increased in the 80s with ups and downs in absolute terms, accompanied by a relative decline due to the even stronger increase in positions for fonctionnaires. With 380,000 non titulaires by the end of 1989 the *fonction publique territoriale* had a share of employees outside the civil service code of over 30 per cent (Quarré/INSEE 1992: 46f).

From a comparative perspective it is difficult to find out where changes from temporary employment into civil service employment took place due to the heterogeneity of the systems. Processes of titularisation can only be observed in those administrative systems which are similar to the French one. In other systems as, e.g., the German system, there is a clear demarcation line between civil servants (Beamte), public employees (Angestellte) and public workers (Arbeiter). To change a position planned for a public employee into a civil servant position is only possible through political decisions. Titularisations become interesting with respect to the functioning of the political system when they are used to reward the clientel of the winner of the elections and to supply them with civil servant positions. Non titulaires can therefore be regarded as a potential group for the recruitment of civil servants. In France (Quarré/INSEE 1992: 47), Spain (Martin-Retortillo Baquer 1992) and Greece (Spanou 1992) civil servants have been recruited in the group of non titulaires.

Increase in number of highly qualified employees

Another trend is the permanent increase in qualification levels. Nearly every system of public administration is structured in such a way that a position in the administrative hierarchy is linked to the achieved educational level. The expansion of the educational system in general and the fast integration of women into the educational system leads to a rise in the number of higher educational degrees and thus to an oversupply of highly-qualified persons. This, in turn, affects the recruitment methods, i.e., an increasing number of positions are assigned to persons with higher educational degrees. In the final analysis this can be interpreted as a market imbalance resulting from the oversupply of candidates for only a small number of positions; thus, those with higher grades get the jobs. This in turn circularly affects the requirements for higher positions. Thus it can be said that ceteris paribus this has important consequences for pay and pensions.

- *France*. First, one has to distinguish between the qualifications required for positions in the public administration and the qualifications of the applicants. In France, for instance, in the annual „concours“, it is increasingly applicants with educational degrees that are higher than those required for the positions in question who compete for the jobs. This could be a sign for an oversupply of highly qualified persons. It can furthermore be said that qualifications change significantly while the grade system lags behind reality. Thus the actual profile of the whole group might change due to the oversupply of highly qualified persons. The pattern of hierarchical categories becomes even more complicated if the titularisations are included in the lowest category (D). On the whole, since 1969 an increase in employment in the highest category A has taken place, whereas category B has not changed substantially, and categories C+D have clearly diminished, with category D nearly dying out. The strongest pushes in the qualification structure occurred after May 1969 and May 1982, the time points with the highest number of titularisations. Another aspect are the different qualification structures of the three parts of the public sector. In state employment, grade A and B account for 60 per cent of all employees (teachers, officers and noncommissioned officers, administrative staff); in hospitals for 40 per cent (physicians and medical staff), in collectivités locales for 20 per cent (Quarré/INSEE 1992: 48f; Rouban 1995).

- *Germany*. In Germany there are four career groups: the higher service (höherer Dienst), the upper service (gehobener Dienst), the middle service (mittlerer Dienst) and the lower service (einfacher Dienst). These career groups are identical for civil servants and public employees. Career groups are linked to educational degrees. The higher service is open only for applicants with university degrees, in the upper service the upper secondary school (Abitur) is required, in the middle service it is the secondary school; in the lower service primary school is the minimum prerequisite (Southern 1979: 137; Schmidt/Rose 1985).

In general, in Germany as well as in France, a relative growth of upper career groups can be observed, that is, the higher service and the upper service. This is the case with civil servants as well as with public employees. The higher service has nearly doubled its share since 1960, while the upper service has grown only little, while the middle and lower services have declined. The structure of career groups in the institutional parts of the public sector has remained the same. The higher service is strongly represented in state government, probably because of the teachers, who are employed by the states (Länder). The federal government (Bund) employs considerably fewer persons in the higher service, and the communes even fewer. It is important to look at the absolute numbers in this respect. In 1994, the federation employed 198,000 civil servants/judges and public employees, the states 1,400,000, the communes 726,000, the communal associations 30,000, the Federal Railways (Deutsche Bundesbahn) 121,000 and the Federal Post (Deutsche Bundespost) 304,000. The central government is therefore rather small and accounts only for one sixth of all state employees. Thus, the communes employ half of all state employees. The centre of gravitation of the German administrative system is therefore the state government where, in addition, the labour intensive fields of education and health are located.

3 Conclusion

(1) The trends in public sector employment are not uniform. Some kind of consolidation or stagnation or even small declines have occurred in most countries. In only one European country - the United Kingdom - has a structural decline taken place. In other countries, especially Finland, Iceland, France and Austria an ongoing growth of public employment can be observed. In the last years, especially Switzerland has modernized and extended its public administration. There are signs that Sweden has reached the upper limit of government employment, which is around 30 per cent of employment in general government. Norway and Denmark have also reached this level meanwhile. The question is if other countries - besides the Nordic ones and possibly France - will ever reach such levels.

(2) Where aggregate trends are not coherent throughout Europe, there is a common trend in public sector employment, namely increasing feminization. And there seems to be one regularity: the larger the public sector is on the whole, the higher is the female share. The underlying logic is probably the following. The traditional government functions require only a relatively small number of public employees. But as the welfare state expands and therefore social services as well, especially health and education, it is predominantly women who are recruited for these positions (Kolberg 1991; Pierre 1995). Thus, another rule can be derived: the lower government employment is, the more it is restricted to the classic functions of government and the higher is the share of male employees. The growth of the welfare state is congruent with the growth of female public sector employment. But there are exceptions, as the Dutch example illustrates, and the crucial variable for public sector growth seems to be the extension of the social services, which are labour intensive. Welfare states thus can be shaped in different forms, they can be mainly service oriented or place more emphasis on fiscal welfare.

(3) Another coherent trend is the increase in part-time work. This phenomenon is strongly related to the growth of female public employment. Public employers give priority to part-time work. It functions as an employment policy and family policy measure for achieving a reconciliation of family obligations with female employment. Thus: the higher „welfare stateness“ is, the higher is female public sector work participation and the larger is the share of part-time work (examples are the Netherlands and, partly, Switzerland).

(4) One further common trend is the permanent increase in the number of higher qualified employees in the public sector. This phenomenon is not easy to explain, because different mechanisms can be at work: firstly the expansion of the educational system with a rising number of university graduates exerting pressure on public sector employment. On the pull-side there exist rising qualification requirements to fullfill a task. One important factor causing the shift in qualifications is the growing number of teachers who are mostly university graduates.

(5) Public sector developments therefore have cross-cutting tendencies. Traditional government functions, such as defence, post and telephone, railways, either lose their traditional importance or have been privatized. On the other hand, due to the consequences of persistent low fertility, demographic aging and globalization, to name a few important trends, social services have been and will be expanded. This is especially the case in the fields of child care, old age care and health care. Thus public services and public sector employment are not being dismantled, it is rather their composition that changes.

(6) A more general perspective of influences on national public administrations can be seen in the process of European integration. It can be supposed that the state formation process of the European Union has impacts on national administrations. The more the integration proceeds, pulling down internal boundaries and erecting external ones, the more the sovereign state functions developed by the 19th century nation states are transferred to the European level or are subject to privatization. To be more abstract, one could also say that differentiation on a higher level requires dedifferentiation on a lower level. In this respect, the sovereign tasks of defence, post and railways are questioned. Especially in these fields decisive changes have taken place in nation states. One general trend is the reduction of the military staff, which is not only the result of the collapse of communism in Eastern Europe, but also of the tendential shift of the „national security“ function to higher-level institutions. The relative as well as absolute reduction of the armed forces can be observed, for instance, in France and Germany. France has abolished the compulsory military service and changed it into a professional army. In Germany, the armed forces have been reduced substantially. Similar processes can be observed regarding the postal services and railways. In the 19th century the nation states took over post and railways in order to integrate these areas economically and to institutionalize national defence. In a much larger economic and defence space the necessity to maintain these functions as national functions no longer exists. The privatization of some of these state functions is thus possible and has been initiated in several European countries.

Notes

* A longer version of this contribution was presented to the ECPR Workshop on „Working for Government: Explaining Public Sector Employment Trends in the Last 20 Years“, in Berne, Switzerland, 27th February to 4th March 1997.

1 According to the System of National Accounts of 1993 (Commission of the European Communities et al. 1993) the general government sector consists of four sub-sectors: (a) central government, (b) state government, (c) local government and (d) social security funds. The general government sector does not include public corporations, neither of the non-financial nor the financial sector (e.g. central banks).

2 There are usually two variants of the definitions and data on „part-time work“: 1. Recalculation of part-time places in full-time places, or 2. each part-time workplace is counted as one unit and is classified according to the number of hours.

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Centro de Estudios Avanzados en Ciencias Sociales Instituto Juan March de Estudios e Investigaciones

CEACS (Centro de Estudios Avanzados en Ciencias Sociales), officially opened in September 1987, forms part of the Instituto Juan March de Estudios e Investigaciones, a private research institute founded in October 1986 and recognized by the Spanish Ministry of Education and Science.

The principal objective of the Centre is to undertake fundamental research in the social sciences. All the activities of the Centre, including postgraduate teaching, are conceived and developed in order to pursue this goal. Research carried out at the Centre is essentially concerned with the study of the structure and evolution of advanced contemporary societies, their political systems, economies, and cultural and historical roots. Hence the Centre focuses on the analysis of topics such as the institutional conditions for economic modernization, political and sociological aspects of internationalization and regionalization, the current redefinition of the welfare state, and the bases for the legitimacy of liberal democracies and market economies. Research concentrates on the geographical and cultural area of Europe.

Given the particular importance which the Centre attaches to research, the teaching programme pays special attention to questions of social science methodology. The core disciplines are Sociology and Political Science; however, an interdiciplinary approach is fostered. Comparative analysis is a feature of research carried out at the Centre and is fostered through extensive international links maintained with other research teams.

Study programme

The Centre's study programme consists of two distinct stages: the first one leads to the Master's degree, and the second one to the doctorate.

The first stage spans two academic years. Students take a number of methodological, empirical and theoretical courses in the fields of Sociology and Political Science as well as two background courses in economics. The purpose of the Master's stage is to prepare students for the second stage, the doctorate. It is designed to provide students with a well-rounded and systematic knowledge of the social sciences and research methods which will enable them to begin their thesis.

The second stage is dedicated to the completion of a doctoral thesis with a comparative and analytical approach based on empirical research. Before moving on to this second stage, students must obtain the degree of Master in Social Sciences of the Institute Juan March and demonstrate their ability to carry out and present a thesis proposal which falls within the Centre's research profile.

At present there are twelve students in the Masters programme and eighteen in the Doctoral programme. Fourteen students have successfully defended their doctoral thesis and have been granted the title *Doctor Miembro del Instituto Juan March*.

Research

The Centre specializes above all on comparative political studies in the European perspective. At present, the permanent members of the faculty are mainly working in five interrelated areas. The first one is comparative sociology of economic policies. It encompasses the analysis of the influence of regimes, governments, institutions, and ideologies on economic policies and examines the way in which economic results influence politics and support for governments. The second area of research analyses the connections between equality, economic development and social policy. One of the most important connections is the evolution of European Welfare States.

Thirdly, faculty members are also involved in research on electoral behaviour and the comparative analysis of the social, party and ideological factors which influence the electoral preferences of the citizens of Western Europe, above all those of Southern Europe. They also work on related questions such as the territorial dimensions of political attitudes and institutional aspects of electoral systems.

The fourth area of research focuses on the study of those organizations which are connected with the productive system in contemporary societies (trade unions, employers' and professional associations), their role in periods of rapid economic change, and the impact of post-industrial unemployment in post-industrial societies.

Finally, research done by the Centre's teaching staff is concerned with democratization processes in Europe. Their work on the political transition in Spain has nourished an interest in changes currently taking place in Central and Eastern Europe, above all the evolution of parties and party systems, the character of political cultures before and after transitions, and economic and social reforms.

Visiting scholars

The Centre welcomes scholars whose research areas coincide with those of the Centre. While space is limited at the library, visitors are given complete access to the library's services and are welcome to attend the public lectures and seminars. We usually have from six to twelve visiting scholars at the Centre at a time, and their stays vary from one week to one year. The library assists visitors in identifying other research library collections in Spain which might be useful and writes letters of introduction to the directors of such libraries.

Scholars interested in working at the Centre should write to José María Maravall, Director Académico, and describe their research projects, send a curriculum vitae, and include the dates of their visits.

Library

The Centre's library holds a collection of more than 35,000 volumes and more than 550 journals and periodicals as well as a large number of electronic databases. The library was established in 1987. Due to a 6,000 volume donation of the research library of the Banco Urquijo covering the period from the 40s to the mid-80s, the collection has more historical depth than its age suggests. The library's holdings both reflect the study and research interests of the Centre and provide supporting material in the fields of history, economics, law and political philosophy.

The library is connected to INTERNET as well as to other Spanish and international information networks. As a member of the Inter-university Consortium for Political and Social Research (ICPSR), it also has access to the ICPSR databases and collections.

The library offers interlibrary loan and photocopying services via the British Library and a number of other libraries both in Spain and abroad. It participates in the avtivities of the European Cooperation in Social Science Information and Documentation Group as well as in other cooperative information activities in Spain and Europe.

On the Centre's web page (*http://www.ceacs.es*) the library publishes its list of periodical publications holdings and a monthly acquisition bulletin. Plans for putting its catalogue, which is now available online internally, on the Internet will be realized in 1997.

Publications

Each year the Centre publishes a number of *Estudios Working Papers* in order to make the work of the Centre's scholarly community available to a wider academic public. This series includes papers written both by professors, researchers and students at the Centre and by others who participate in its activities. A list of papers is provided on the Centre's web page; for those published from 1995 onwards full text versions are available.

Within the *Doctoral Thesis Series* a limited number of the theses sucessfully defended by the Centre's students is published. They are available to interested academic circles. This series currently comprises fourteen doctoral theses.

Public lectures, research seminars and workshop luncheons

In addition to its research and teaching activities, the Centre hosts a number of public and private events including lectures, research seminars and workshop luncheons. Speakers are invited from Spain and from abroad and include leading scholars and specialists in a number of academic disciplines as well as prominent public figures.

Administration and faculty

The Centre's activities are supervised by the Board of Trustees of the Instituto Juan March. The Scientific Committee is responsible for the overall supervision of the doctoral research carried out by students at the Centre. It also collaborates with the Instituto Juan March regarding the definition of the overall research and academic orientation of the Centre.

The Scientific Committee is formed by the following professors: Gøsta Esping-Andersen (Professor of Sociology, Università di Trento, Italy), Juan José Linz (Sterling Professor of Political and Social Science, Yale University), José Maria Maravall (Professor of Sociology at the Universidad Complutense de Madrid and Honorary Fellow of St. Antony's College, Oxford University), José Ramón Montero (Professor of Political Science at the Universidad Autónoma de Madrid), Adam Pszeworski (Professor of Political Science and Economics, New York University), Steven Rosenstone (Professor of Political Science, University of Minnesota) and Vincent Wright (Fellow of Nuffield College, Oxford University).

The Administrative Director of the Centre is Javier Gomá, the Academic Director is José María Maravall. The permanent members of the faculty are José María Maravall, José Ramón Montero, Modesto Escobar (Professor of Sociology and Head of the Department of Sociology of the School of Social Sciences, Universidad de Salamanca), Andrew Richards (Centre for Advanced Studies in Social Sciences) and Mariano Torcal (Universidad Autónoma de Madrid). The Director of the library is Martha Peach, the librarians are Almudena Knecht and Jesús Cuéllar.

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Martin Mácha

Research Institute for Labour and Social Affairs - RILSA, Prague

Výzkumný ústav práce a sociálních (VÚPSV) (Research Institute for Labour and Social Affairs, or RILSA) would like to introduce itself by means of this newsletter and present both its long-term research orientation and the topics which are currently in the focus of its attention.

The Institute was established in 1992 as a contribution organisation. This means that it obtains its funding partially from the state and partially via donations coming from local and international entities interested in social and economic research. Nevertheless, the Institute dates back to the beginning of this century when the first research body in the Department of Labour and Social Affairs - Sociální ústav Ceskoslovenské republiky (Social Institute of the Czechoslovak Republik) (1919) had formed. The research work of the contemporary VÚPSV is based on these traditions as well as on the activities and research orientation of similar institutes and research centres in European countries and of similar institutes and research centres associated with international institutions (the International Labour Organisation, the Organisation for Economic Co-operation and Development, the European Union).

The main object of the work of the Institute is to organise and develop research projects, to produce expert opinions, analyses and policies in the field of labour and social affairs on the regional, national as well as international level, formulated according to the current needs of Parliament, of governmental bodies and state authorities or of other non-profit or private entities. Moreover, the Institute offers consultancy services for users of the research projects and organises workshops and international conferences, in particular for the representatives of the above-mentioned institutions. The annual plans for research work are prepared by the Institute itself in co-operation with interested bodies and take into account the continuity of the development of science and research in the specified fields.

One of the main research foci of the Institute is the field of changing conditions on the labour market, including specific features of employment of individual groups of economically active citizens, particularly of those who are most at risk, such as handicapped people. Research on international labour migration has become an important object of research: research in this area seems to be highly significant in view of our future membership of the European Union. The interrelationship between different factors influencing the labour market should lead research in this field to finding a solution concerning the links between the labour market and the development of human resources, especially regarding the level of education, re-training, flexibility, mobility and their specific regional features.

Another sphere of research is the field of social security. The demographic development, the health condition of the citizens and other factors have proven to be very important in the field of social security, be it the field of security for the elderly, the area of work disability or the need for health care. The existing systems of social security are often considered to be insufficiently flexible and expensive. Therefore research in this field monitors the financial flow within the individual social programmes, minimal and actual values of benefits, the structure of recipients and the institutions engaged in the field of social security. Apart from this, it is necessary to monitor the level of readiness of society to accept the individual social security measures or to accept their non-traditional forms, and the possibilities of implementation from the social point of view.

The economic changes are accompanied by significant changes in the patterns of family behaviour and in the forms of family life. Due to an increase in the number of single households, incomplete families and various alternative forms of family life the social system is facing new claims. Changes within families also affect the roles of the individual members of the family, above all the roles of men and women. A description of the forms of family behaviour and family life and its individual characteristic types is essential for the construction of social programmes and for their optimisation. Different types of families require different approaches. Therefore it is necessary to engage in research on their specific features. In particular, research must include families who are socially at risk, families with a handicapped member and families with children in custodial care.

The social and socio-economic transition since 1989 has brought significant changes regarding the dynamics of the structure and differentiation of the incomes, wages and expenses of citizens. The description and analysis of these changes provide important conclusions for the economic and social policy. An important point is research on the mechanisms for the development of wages, either contractual or mandatory, including an assessment of the effectiveness of wage systems. Directly associated with these problems are the problems of poverty, minimal income standards determination (subsistence minimum, living wage, etc.), their testing under the conditions of the Czech Republic and the definition of the socio-economic limits on the one hand and the risks of demotivation on the other hand. In this context, research on the socio-economic prerequisites of housing also plays a significant role.

A further concern of the Institute is informing the local and international professional public about the results of the transition process. VÚPSV has been developing its activities in this direction for several years. It issues, for example, a bulletin which regularly publishes the development of basic economic and social indices. This bulletin, published in three languages (Czech, German and English), has documented the development within the period of transition in a series which started in 1990.

Another integral part of the Institute is the Ceské informacní centrum sociální ochrany (CICSO) (Czech Social Protection Information Centre), which was established with the financial support of the PHARE programme in co-operation with Leuven Catholic University. CICSO is a new department of VÚPSV and, consequently, builds on its philosophy of extensive support for research on social protection in the Czech Republic. Its task is to systematically support international co-operation and the exchange of information. Thanks to its large professional library with many foreign books it is possible to make international comparisons, to produce the necessary information and to support the individual teams of experts. Among other things, it also offers a database with information on the institutions and experts in the Czech Republic and in the EU member countries in the field of social protection. The library and the documentation centre within this centre collect and prepare professional publications, research reports and periodicals which are available to a wide circle of users. Apart from a virtually complete collection of material in Czech it also offers a vast collection of foreign literature. It is planned to link the Centre „on-line“ with other documentation centres and libraries of similar orientation.

The work of the research institute is based on what is known as the project form organisation, i.e. the Institute is not made up of departments, but of teams with their individual research themes and projects with their individual schedules. This is a prerequisite for a flexible organisation that allows the solution even of very complex and exacting tasks. Excellent local and international experts come together in teams created for important projects. At the same time, VÚPSV tries to create teams for important projects carried out by experts in various professions (economists, sociologists, jurists, psychologists, etc.); this approach allows a multidisciplinary approach to the problems.

Currently, VÚPSV has 45 permanent employees, including 29 researchers, 10 employees in the documentation department and the library, and 7 managers. The research institute is managed internally by a closed management that includes the manager, the deputy manager and the scientific secretary of the Institute. The annual research plan is developed by the wider management and leading members of the research teams.

From the point of view of the current state of affairs in the fields of labour and social affairs and of the previous orientation of the research institute we consider the treatment of the following subjects to be important tasks for the future:

Labour market and employment policy

- Comprehensive analyses, policies, employment forecasts as the starting point for the formulation and up-dating of employment policy (macroeconomic analyses and employment policy in the context of economic development, the formulation of the principles of employment policy, particularly concerning the role of the state bodies in the field of labour).
- Active employment policy and its tools as an important element of employment policy (analysis of the existing tools of active policy on the labour market, proposals for improvements and amendments).
- Inter-relationship between the labour market and the development of human resources (the link between the labour market and the level and structure of the general and professional education of the wage-earners, i.e. the link between the supply and demand side of the professional-qualification structure, the analysis of these links, proposals for the orientation of the vocational training, education, life-long education and re-training).
- International labour migration and its problems (scope, directions and forms of international labour migration, its regulation with regard to the development of the Czech economy, proposals for the adjustment of legislation to comply with EU regulations).
- The specific features of employment of the individual groups of wage-earners (analyses, data for the formulation of policies for the employment of individual groups of citizens, including those groups who are most at risk, such as handicapped people, the long-term unemployed, untrained people, women with children, young people).
- Methodological problems with regard to the analysis of employment and the labour market (proposals for the progressive extension of the analyses both on the level of the Ministry of Labour and Social Affairs and on the level of employment authorities, including the improvement of the labour market statistics).

Social protection systems

- Quantitative analyses of the system (monitoring and analysing the financial flow within the framework of the whole system and individual programmes and provisions, the monitoring and analysis of the dynamics of the number of those who receive benefits from the system, creation of models which would enable long-term planning of the development of this flow).
- Qualitative analyses of the system (monitoring and analysing the development of the nominal and real value of social benefits, moni-

toring and analysing the development of the structure of the recipients of the benefits and of their characteristics).

- The institutional structure of the system (function and development of the institutions engaged in the field of social protection, quality of the service, position of non-governmental entities in the system).
- The co-operation of the entities engaged in the field of social protection (the division of roles between the individual entities, their activities and collaboration).
- International comparisons (assessment of socio-economic indices, comparisons of different social protection systems, social protection from the point of view of integration of the Czech Republic into the European Union).
- Inter-relationships and complementary features of the individual systems (mutual relations and substitution of the functions of the individual systems, positions of the individual programmes within the framework of the social network, analysis of the social network quality).
- Impact of individual systems (their manifestations in the strategies and behaviour of individuals and families/households, problems of social and income differentiation).
- Role and position of the individual and the family in the social protection system - social solidarity and subsidiarity (individual and collective responsibility, understanding of and approaches to social insurance, social protection within the changing social stratification of the society, interest in and acceptance of untraditional forms of social protection).

Family and social assistance

- Economic behaviour of families and households (impact of external economic conditions, division of roles in the nuclear family and within wider family groups, harmonisation of the sphere of work with family life, long-term strategies for improving the standard of living of the family at the level of approaches and of actual behaviour, readiness and ability to earn one's living independently).
- Demographic behaviour of the population and of specific social groups (forming of the family, the relationship between demographic behaviour and socio-economic conditions, family policy in the European countries).
- Family structure and its dynamics (patterns of family structures and forms of co-existence, their changes, preferences and the occurrence of alternative forms of family life).
- Specific needs of families in the individual phases of the family cycle and life situations, specific needs of selected social groups (people who are socially at risk, the handicapped and the elderly).
- Positions and roles of family members (women and men in various family structures, the position of children and the provision for their needs and living conditions, the continuous accumulation of women's roles and the opportunities to harmonise them, problems of fatherhood - the role of the father in the family, living conditions of children in various types of families).
- Substitute family care (problems of custodianship, adoption, international adoption).
- Social support for families (differentiated impacts of the state social support and assistance on the living conditions of the families, assistance to families from out-of-economy resources, forms and opportunities of meeting the needs of the families within the framework of family and non-family social structures).
- Social impacts in the field of housing policy.
- Problems regarding the formation and development of a middle class.
- Socio-legal protection of children and adolescents, prevention of and solution for the social pathological phenomena (social prevention, social integration and social repulsion, drug dependence problems, homeless persons).

Incomes and wages

- Incomes and expenses of the population, quantitative and qualitative analyses (nominal and real volume fluctuations, changes in the structure, differentiation changes).
- Models and prognoses of income and wage fluctuations (macroeconomic models and prognoses of the development, volume, structure, differentiation; models and prognoses of particular income and expense items).
- Institutions, mechanisms, policy (official minimal income quantities, tax burden).
- Living wage, quantitative and qualitative analyses (approach to the construction and definition of social economic limits - social protection, demotivation risks, quantification of the particular incomes-expenses modules).
- Income motivation (incomes, mechanisms, recipients, citizens, households, relationships between the social-economic structures of the citizens).
- Wages, quantitative and qualitative analyses and prognoses (changes in the nominal and real volume and level, wages differentiation in total and in various social economic sections, wages formulation mechanisms - contractual / collective and individual negotiations / legal mechanisms).
- Wages systems in enterprises and non-profit (public, budgetary) spheres (systems of job assessment, tariff and bonuses systems, forms of wages, relationships between wages and non-wages remunerations, functions of the individual systems).
- International comparisons (comparisons of quantitative and qualitative characteristics of incomes, wages and living wages, comparisons between institutions, mechanisms and policies and their consequences for the integration of

the Czech Republic into the European Union).

Economic and social development, GDP, productivity

- Processing of original data concerning the development and in particular the creation of the gross domestic product (GDP) in the main industries and at 1992 prices.
- Processing of data concerning the productivity in the individual branches for one employee and one hour.
- Processing of a vast database concerning the development of the main economic and social indices.

* * *

Today, the Czech Republic is already an inseparable and important part of Europe. Therefore it must use modern social policy approaches which react to the new conditions of European societies at the end of the 20th century. The public discussions concerning the formulation and implementation of social policy in the Czech Republic which are in progress and which will certainly continue in the future need suitable quantities of theoretic, comparative and empirical material. This material should enable these discussions to be kept on a pragmatic, professional level and facilitate a search for ways to achieve a social agreement concerning the form of Czech social and economic policy.

The experience obtained in our applied research and the synthesis of its conclusions, recommendations and proposals will be invaluable regarding the formulation of theoretical models and policies in the Department of Labour and Social Affairs which could themselves contribute to the enrichment of the spectrum of opinions both in the field of social sciences and in the practical use of social policy.

List of projects in 1997

- Social and economic motivation on the labour market concerning the employment of people from the low-income groups of economically active citizens of productive age.
- Principles of remuneration of employees in the budgetary spheres abroad and in the Czech Republic.
- Statistical information about incomes and wages abroad and in the Czech Republic.
- Attitudes of households to the achieved level of living standard.
- Development of basic economic and social indices in the Czech Republic (Bulletin No. 9) - Section of social indices.
- Minimum subsistence levels abroad and in the Czech Republic.
- Social and economic impacts of integration of the Czech Republic into the European Union.
- Social and economic conditions of the formulation of housing policy.
- Calculation and analyses of the gross domestic product and the development of productivity in the Czech Republic.
- Economic development - labour market - labour migration in the border regions of Germany, Poland and the Czech Republic.
- Illegal employment of foreigners on the Czech labour market.
- Terminology of international labour migration.
- Economic motivation on the labour market concerning the employment of handicapped people and draft measures for increasing their rate of employment.
- Forms of family life of the young generation.
- Rate of success of custodian care.
- Availability of social care and possibility of field social services in the region.
- Social assistance for families with handicapped children.
- Current situation concerning homelessness in the Czech Republic.
- Aid to young people without a family who are discharged from custodial institutions or arrest.
- Position of the middle class in the systems of social protection.
- Reflection of the social and economic processes in the system of social security for the elderly and prospects for its transformation.

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Stefano Bartolini, Daniele Caramani and Simon Hug

A Bibliography on Parties and Party Systems in Europe since 1945

The bibliography includes all titles published around the world on European parties and party systems since 1945. It covers all languages and types of publications. For the first time, articles in edited books are included. One of its most original features is the complete computerisation of around 11,500 titles and the coding of each reference according to several keys: the type of party, the country, the topic or approach, the publishing country and the type of publication. This coding process allowed for a quantitative analysis of the structure of the discipline in a comparative and evolutionary perspective.

1 Introduction

The first idea to produce a comprehensive collection of titles concerning political parties and party systems for all European countries originated in 1978-1979 when Professor Hans Daalder was appointed to the European University Institute of Florence. The project, sponsored by the ECPR, focused on „Recent Changes in Western European Party Systems“ and meant to bring together some of the best European national experts. Within this group the idea of supporting research with a comprehensive bibliography germinated. During this period of work roughly 5,000 titles were collected for the time period 1945-1979. The project, however, was slowed down by the computing difficulties of the pre-PC era and by the great geographical mobility of the scholars working at the European University Institute. The second part of collecting titles took place 15 years later at the University of Geneva and, again, at the European University Institute. On the one hand, the computing facilities and the existence of international bibliographical sources made it easier to complete the collection. On the other hand, the amount of literature on parties and party systems had exploded. For the period from 1980 until today, in effect, roughly 6,500 titles have been collected.

The bibliography therefore includes 11,500 titles concerning European political parties and party systems since the end of World War II that were published worldwide. The two most innovative features with respect to the usual bibliographical collections are that 1) the bibliography also includes articles that appear in collective works and 2) all items are classified and coded by subject matter, party family, country or countries considered as well as by several other properties. Since the beginning, the aim had above all been to produce a bibliography that was comprehensive and covered all kinds of published material concerning all European countries with competitive elections. Second, the goal was that the selection of relevant material should largely be based on national experts' judgements regarding the quality and relevance of items. Finally, the bibliography was to be compiled and produced in machine-readable form. As a result of the coding of each title the bibliography can be consulted in an interactive way. Those titles which interest the researcher can easily be selected, and the computerised format allows easy and continuous updating.

2 Criteria for the collection of titles

When the collection was started, Europe meant Western Europe. The literature on parties in Eastern European countries was regarded as dealing with something essentially different from the literature on Western European systems. However, the situation had changed by the end of the 1980s when in the Western and the Eastern European countries articles about the new parties and party systems in Central and Eastern Europe started to be produced. From 1989 onwards, the bibliography also included titles on the historical Eastern European countries as well as on those which had emerged as a result of the geopolitical reshaping of the former Soviet Union, including Russia itself. We decided not to set up any linguistic boundaries; consequently, the bibliography includes everything that has been written about European parties from 1945 to the presence, not only in Europe or in the European languages, but anywhere in the world and in any language. For all non-English and non-French titles an English translation of the title is provided. The bibliography includes the following types of publications: books (i.e. monographs and edited works), articles in periodicals and articles in edited books. The last type of titles has never been included in standard bibliographical sources. This is not a major problem regarding those articles which are included in edited works dealing with political parties. However, a large number of articles dealing with party topics had been included in publications which had generally no direct connection with political parties. Apart from these types of publications the literature on parties and party systems was completed by adding a large number of other publications: conference papers, departmental or university publications and doctoral theses. These types of publications were included in order to cover earlier periods when the possibilites to publish were far fewer than they are today, to include countries with a particularly small number of titles and in cases when national experts insisted.

For the period 1980-1992 we carried out a test. A large number of national experts was sent a list of the titles dealing with European parties and party systems drawn exclusively from the standard sources we consulted: the International Political Science Bibliography, the International Bibliography of Sociology, the International Political Science Abstracts, the Sociological

Abstracts and the ABS Political Science. We asked them for general comments and for further advice. Half of the reports stated that the list was still incomplete and that more expensive searching in national sources was necessary. After this had been done, roughly another 1,500 titles had been added. All in all, our „source strategy“ was therefore eclectic: we exploited friendly-minded national experts (several ones for each country), we consulted national bibliographies compiled by colleagues, and we checked international standard political science and sociology sources. The final step in this „source strategy“ was to check the reliability of our set of items. To this effect the footnotes of some hundred books dealing with European parties were checked. This work did not stop until the number of titles not found in our bibliography had dropped drastically.

To set up topic boundaries is probably the most difficult task for a bibliography dealing with political parties. The reason is that political parties are so central to the political processes of democracies that in principle almost any political science work refers to them in some way. There is hardly any political function, structure or process which is not linked to political parties. If all these titles were included a bibliography about parties would risk becoming a general political science bibliography *tout court*. It was therefore necessary to exclude a number of publications to avoid diluting the bibliography too much. The bibliography includes only titles which deal directly and explicitly with parties and party systems. It excludes party platforms and other political publications as well as work written by politicians. We also excluded the general commentaries on election results, on the political situation after the elections and on the general political consequences of the electoral results. A final problem was literature on parties and party systems that dealt exclusively with the United States, but had a theoretical importance and impact going well beyond the country context. Its broader theoretical significance led us to retaining them by considering this type of work as broadly comparative or general theoretical work.

3 The coding of the titles

The bibliography provides an instrument for easy and quick consultation of the database, and for an equally easy and fast sorting of the titles sought by the user. To make this possible we considered it to be necessary to code each individual item for a number of properties. Six key codes have therefore been entered apart from the usual bibliographical reference keys (i.e., author, title, English translation of the title, publishing house, year of publication, number of pages, journal, and so forth).

- *A subject code*, indicating the sub-field of European parties and party systems to which the item refers:

1) parties and party systems (general);
2) reference works;
3) history of parties;
4) ideologies of parties;
5) internal structure and processes;
6) government regulation of parties;
7) electoral systems and parties;
8) elections, campaigns, issues, electoral strategies;
9) parties and social support;
10) parties, interest groups and social movements;
11) parties in parliament;
12) parties and government;
13) parties in other arenas than central government;
14) parties and international activities;
15) party policies;
16) other works.

- *A party code*, indicating the party family to which the party dealt with in the titles belongs:

1) socialist, labour, social-democratic parties;
2) Christian democratic parties;
3) conservative parties;
4) communist parties;
5) liberal and radical parties;
6) right-wing and authoritarian parties;
7) regional and ethnic parties;
8) agrarian parties;
9) ecological parties;
10) left in general;
11) right in general;
12) centre in general;
13) other parties; a category of „no party reference“ works.

The classification of individual parties in the party categories was made in large part by the compilers who were striving for consistency with the country experts' suggestions. In cases where it was difficult to classify the parties or where no agreement existed we resorted to the „other parties“ category (e.g., the Poujadisme). The coding by party families has the primary goal of facilitating the users' search for the available material on a given party. We do not claim that the classification made here is „correct“, in the sense that it adequately describes the nature of the party. What matters most is that each party is consistently classified, so that the relevant literature can be found in the same category. In other words, the classification is instrumental in the search for material.

- *A country code*, indicating the country (or countries) which is the object of the study. Whenever titles refer to up to three countries, they are coded with the specific country code. When the work makes no specific reference to countries or refers to more than three, it is regarded as a theoretical or generally comparative work. A further code was derived from this, that is, the nature of the approach:

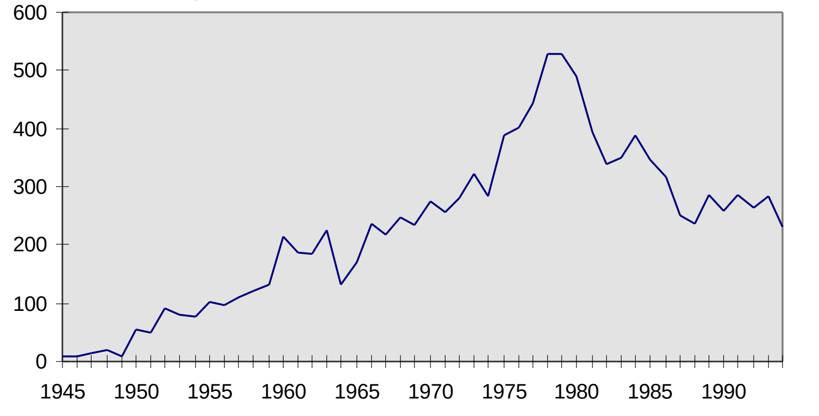
1) case studies;
2) binary comparisons;
3) ternary comparisons;
4) broad comparative studies.

- *A language code*, indicating the language in which the work is written.

- *A place of publication code*, indicating the country in which the work was published.
- *A type of publication code*, distinguishing between:

1) monographs;
2) collective works;
3) articles in collective works;
4) articles in periodicals.

Fig. 1: Number of publications per year



4 The quantitative analysis of the literature

On the basis of this coding scheme we performed a quantitative analysis of the literature, its structure and evolution since 1945. This part of the work proposes an innovative analysis of scientific research on European parties and party systems. Instead of relying on qualitative and subjective criteria, we based our analysis on a complete inventory of writings and publications. This permitted us to systematically document and describe the literature across all its dimensions as well as its evolution over time and its coverage in space. It also aims at providing a series of guiding posts and landmarks to help researchers orient themselves. Which parties and party families have attracted most attention? From what perspective have they been studied? Which countries have been privileged and which ones neglected?

Figure 1 depicts the evolution over time of the 11,500 titles collected according to these criteria. It shows clearly that the total number of publications devoted to political parties and party systems increased constantly between 1945 and 1978. From then on the scientific output on this topic slightly decreased. During this time period there were hardly any erratic movements around this general trend. The 1950s can be considered to be the starting point of the interest in political parties. The end of the 1970s was the „golden age“ of party research, as figure 1 illustrates. Almost one fifth of the publications in our database were published between 1977 and 1980.

The parties of a group of four countries have attracted the attention of many scholars: Germany (15.2 per cent), France (13.2), Italy (13.1) and Great Britain (11.2) are each the object of at least ten per cent of all studies. With the exception of Spain, all other countries appear with less than four per cent of all titles.

Important differences exist with respect to the attention given to certain types of political parties. More than half of all titles (51.8 per cent) do not refer to any specific type of party. In this part of the literature both general studies that do not focus on a particular party and works that deal with two or more parties belonging to different ideological families are included. In the other part of the references, there is a clear predominance of studies that look at parties of the left. The literature appears to have focused on socialist and social-democratic parties (14.6 per cent), communist parties (11.2 per cent) and the left in general (3.1 per cent) - in other words, more than half of the works refer to party families. If one looks at the right in a restricted sense (conservative parties, extreme right-wing parties and the right as a general ideological category), it appears in only 6.4 per cent of all works. One might add the Christian-democratic parties and the liberal-radical family in specific country contexts, but even then the total (14.7 per cent) remains markedly below that of the left. Less attention has been given to regional-ethnic (0.8 per cent) and agrarian parties (0.2 per cent). By contrast, the percentages of work devoted to the ecological parties (2.6 per cent) is astonishingly high and similar to the one of the conservatives (2.8 per cent), especially given the fact that these studies are all of recent origin.

More than one third of the scientific publications (34.5 per cent) on political parties are of an analytical or theoretical nature. Here one finds most studies on party systems either on specific countries or more generally on conceptual discussions. Another third of the publications stems from contributions dealing with the organisation of political parties (10.8 per cent), their participation in elections (12.7 per cent) and their social support (9.0 per cent). Within the remaining third, it is especially two topics - the ideology of political parties (6.1 per cent) and their involvement in the formulation of public policies (5.1 per cent) - that received notable attention. Studies on the history of political parties (3.7 per cent), their parliamentary activity (3.4 per cent) and their role in government (3.4 per cent) are less frequent. Only passing attention was given to the remaining topics.

Almost half of all our titles are written in English (41.6 per cent). Titles in German (18.9 per cent), French (14.2 per cent) and Italian (10.8 per cent) make up a much smaller part. Dutch (4.8 per cent) and Spanish (3.3 per cent) occupy the following ranks before languages which are used very infrequently. From the mid-1970s onwards, the predominance of English is even more obvious.

The four major European countries are at the top of the list of publishing countries, as they were as countries studied. Great Britain (20.3 per cent) is in the lead, Germany (15.8 per cent), France (11.7 per cent) and Italy (11.2 per cent) together publish a considerable share of all references. But they are joined by the United States (13.7 per cent) which publishes almost as much as Germany, the second biggest publisher in Europe. As was the case with the ranking order of countries studied, also here a significant drop-off after the four major European countries can be observed.

5 Conclusion

The work briefly described in this article will appear in the form of a book accompanied by a CD-ROM (Bartolini, Caramani and Hug 1998). The book contains the description of the criteria for the collection of the titles and the various technicalities involved in the computerisation of the items. It contains, moreover, the quantitative analysis of the literature on European parties since 1945. On the CD-ROM 11,500 titles are stored. A shorter version of the quantitative analysis of the literature can be found in Caramani and Hug (1998).

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Caramani, D. and S. Hug 1998: The Literature on European Parties and Party Systems since 1945. A Quantitative Analysis, *European Journal of Political Research*, forthcoming.

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Thomas Bahle and Mathias Maucher

The Mannheim International Family Policy Project: The Family Policy Database

As part of an international project co-ordinated by the MZES a comparative family policy database is being developed which includes time-series and information on institutional regulations in the field of family policy. The database aims at providing information and becoming a base for comparative analyses and family policy monitoring in Europe.

In autumn 1996 an MZES team started developing the concept for a family policy database as part of the international research project „Family Change and Family Policies in the Western World“ directed by Peter Flora and co-ordinated by the MZES since 1994. The project studies family change and family policies in Europe, the United States of America, Canada and New Zealand in a comparative, long-term and comprehensive view. Researchers from fourteen countries are working on standardized country reports and comparative studies using national and international sources. In addition, the project aims at developing a new comparative family policy database. In this short article we briefly discuss the research context out of which the database has been developed, then point to major aims, the scope and design of the database, and its major components and links. We conclude our contribution by sketching out possibilities for analysis and discussing some yet unresolved questions in the development of the database. It should be made clear that this is a report on „work in progress“ and we are not yet able to present results.

What is the research context of the database?

Changing family structures and their implications for social policies have become a major concern for governments all over Europe. Initiatives have been started to monitor and analyse these developments at national and European levels. Also within social science, comparative family policy studies have flourished in recent years, but no attempt has been made to study family change and family policies comparatively in a long-term approach which is necessary to understand current problems and issues thoroughly. Furthermore, the lack of comparative data has always been a major obstacle for research in this area, but so far no project has tried to build up a comparative database on family policies.

Existing international data on social security do not focus on the family. Data provided by EUROSTAT or other international organizations are mostly too highly aggregated. The same holds for information on institutional regulations provided at the European level by MISSOC. Usually these sources lack detailed information relating to the family which is necessary for comparative family policy analyses. This becomes even more apparent when we take into account the fact that family policies intersect almost all social policy areas - and even areas beyond social policy. It is not yet possible to „isolate“ the specific „family dimension“ from the existing international data. What is therefore needed is a database that is explicitly designed for the purpose of comparative family policy analyses, „framing“ and „structuring“ the inherent complexities in this policy field.

What are the aims of the database?

Let us start by saying that the database is not about political actors and decision-making in the field of family policies, nor is it about policy outcomes at the level of families. The database is designed within an **historical-comparative, macro-sociological approach focusing on institutions**. This means that it contains data and information on „inputs“ (financing) and „throughputs“ (institutional regulations, expenditures, beneficiaries) of family policies as part of „welfare production“ in society. The database is not intended for analysing policy outcomes, e.g. the impact of family policies on family income or time-use.

We pursue three major aims in developing the database:

1. collecting and providing detailed institutional information and quantitative data on family policies in European countries (**information system**);
2. building up a database for research (**comparative analyses**);
3. developing comparative family policy indicators (**policy monitoring**).

The first aim requires detailed data and information for which we have to rely on national sources. Quantitative data are **institution-based statistical macro-data** describing specific measures or programmes. The second aim requires **standardization across countries and time** without losing country-specific information. The third aim can only be achieved when **links to external datasets** are established.

What is the scope of the database?

In developing the database design we had to make several crucial decisions: firstly, defining the scope with regard to geographic space, time and content; secondly, conceptualizing the central unit of reference, the database components and their interrelations (*cf. Synopsis 1*); and thirdly, considering links to external datasets for the purpose of comparative studies and indicator development (*cf. Synopsis 2*).

With respect to geographic space, our decision has been to focus on **European countries**, in this case EU member states plus Norway and Switzerland. At a later stage we plan to include Poland, Hungary, and the Czech Republic. With respect to time, we decided to start from the time when family policies were first enacted or data are available. Due to the lack of historical data this means that the focus is mainly on the **period from the 1950s up to the present**. The idea behind these decisions has been that Europe is a meaningful „unit“ for comparison and that a historical perspective is necessary to understand recent developments and current problems. Decisions on content and structure of the database are complex and need to be discussed thoroughly.

What is included in „family policy“?

In no country of the European Union does family policy belong to the most important social policies, but the family offers a good „perspective“ for analysing the welfare state as a whole: it is the key to almost all welfare-state institutions and social policies. **Family policy** is a **cross-sectional task** rather than a clear-cut social policy area. It cannot be strictly defined by a few institutions, or by key political actors, or by distinct outcomes and impact on families. Developing a comparative family policy database across time therefore requires going beyond particular concepts of specific political actors in certain countries at particular moments in time. Such a starting point could never lead to a comparative database. Furthermore, it should be recognized that „explicit“ family policies constitute only a small part of government policies related to the family. If we started from impact on families, we would also be lost, because almost all policies have some consequences for families.

Our task has been to develop a concept for **comparing family policies between countries and over time**. For the purpose of the database we have chosen an **institutional approach** focusing on the „family dimension“ of the welfare state, i.e codified/legal institutional regulations related to the family which includes the sub-dimensions maternity, parenthood, children, partnership and relationships between generations within the family. This concept covers both explicit and implicit policies insofar as they belong to the welfare state and if they are related to the family in institutional terms. One can distinguish between a **core area of family policy** which includes for example family allowances, financial support to poor, large or one-parent families, maternity benefits, child-care services, and child and youth protection, and a broad **family dimension in the welfare state**, e.g. in pension, health, or unemployment insurance, in categorical and general social assistance programmes, and in education, housing, and tax policies.

What is the unit of reference in the database or - to put it differently - on what level should information and data be collected?

Most existing data, in particular comparative data, are too highly aggregated to be a flexible instrument for comparative family policy analysis. Therefore we have attempted to collect data at the lowest possible level of aggregation. The central unit of the database is thus constituted by individual family policy measures which fulfil certain requirements such as „state intervention“, „specific legal codification“ and/or „specific institutional character“ (*cf. Synopsis 1: Individual measures*). Family policy is regarded as public (state) policy, even if the state is only intervening in „private“ institutions to enforce certain rules, e.g. in the case of maintenance payments or parental leave arrangements. However, if there are no data available for specific individual measures, we collect them at the level of the scheme/agency in charge of a number of measures (*cf. Synopsis 1: Institutions: Institutional responsibility for measures*).

The first step is to identify family policy measures in each country and make them comparable through standardization. Standardization means first classifying family policy measures in all countries according to a common cross-tabular scheme (codification), and second „designing“ standard variables for all types of data and information. We have applied a four-level grid for codifying family policy measures, in which instrument (cash benefit; tax benefit; personal social service; benefit in kind) is the first level, target groups in the family (child(ren), spouse, mother, parents) is the second, and field of family policy is the third level. Additional criteria for the fourth level establish a system of classification with the aim of developing standard variables for family policy measures within the same categories.

What information is collected? What are the database components and how are they related to each other?

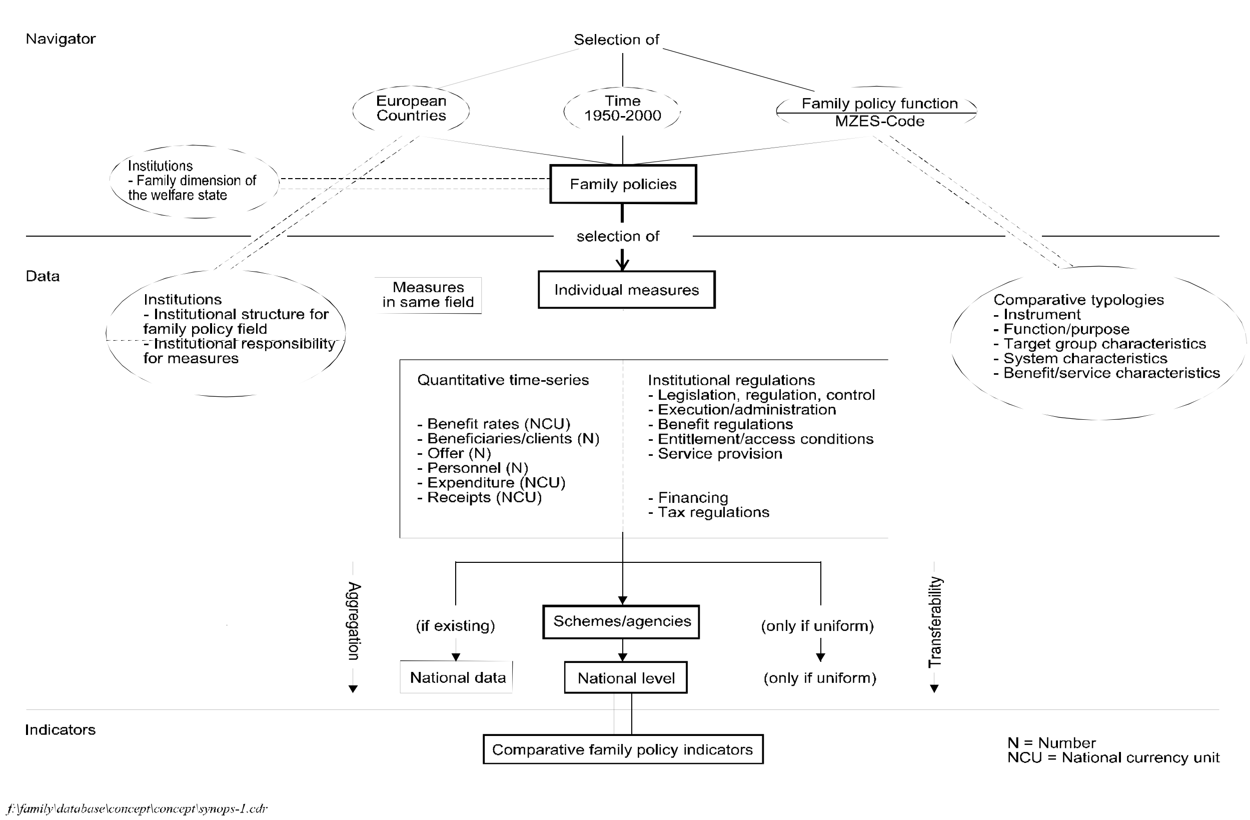
Synopsis 1 gives an overview of the database structure. We point out what we regard as the three **major characteristics of the database design**:

1. the combination of quantitative time-series and information on the development of institutional regulations for each individual family policy measure;
2. the „placement“ of family policy measures in their country-specific institutional structures as well as in a comparative framework of typologies and classifications;
3. the „openness“ of the comparative framework, resulting from a non-hierarchical variable-oriented approach to typologies and classifications.

We consider these three major characteristics to be crucial for the value of the database for comparative family policy studies. As far as we can see such a combination of elements at such a low level of aggregation has never been tried in this area before.

For each individual family policy measure we collect information in

Synopsis 1: The Family Policy Database: Information System



the form of **quantitative time-series on an annual basis** from the year of enactment or the year data are available. Depending on the instrument of family policy, variables include benefit rates, number of beneficiaries, expenditures and receipts (for cash benefits) or places offered/personnel employed (for social services), each broken down by specific sub-categories (*cf. Synopsis 1: Quantitative time-series*). In addition, we collect **information on the development of central institutional regulations**, including entitlement conditions, access to services, and financing. Institutional regulations refer to time periods which are defined by changes in central rules (*cf. Synopsis 1: Institutional regulations*). For both types of information variables are standardized across all countries. The aim is to „observe" the development of family policies over time. In the medium term - (after) being related to external datasets - the database could become an instrument for an historically-based permanent monitoring of family policies as part of a broader **information system.**

With respect to the second major characteristic of the database design, there is no need to emphasize the crucial importance of **comparative typologies** for a comparative database (*cf. Synopsis 1: Comparative typologies*). However, **country-specific institutional structures** must also not be neglected if one is interested in a more comprehensive perspective, especially in the field of family policy which intersects almost all the institutions in the different European welfare states. The „family dimension" of the welfare state can only be studied comparatively by relating individual family policy measures to the country-specific institutional structures in which they are embedded. Since institutional structures widely vary across Europe, the scope and „limits" of family policies and their explicit or implicit relation to other policies vary (*cf. Synopsis 1: Institutions*).

The third major characteristic concerns the „openness" and flexibility of comparative typologies to allow for re-arranging and combining data from different research perspectives. The use of mainly one-dimensional, hierarchical classification schemes has been a main shortcoming of existing international data. Our main idea therefore has been to standardize information on family policies across countries by various classification procedures, using different approaches and variables, for instance with respect to family policy functions, target groups, system and scheme characteristics, or type of benefit provision. Users will be able to combine and compare measures across countries by employing different variable-based „search" strategies in the database.

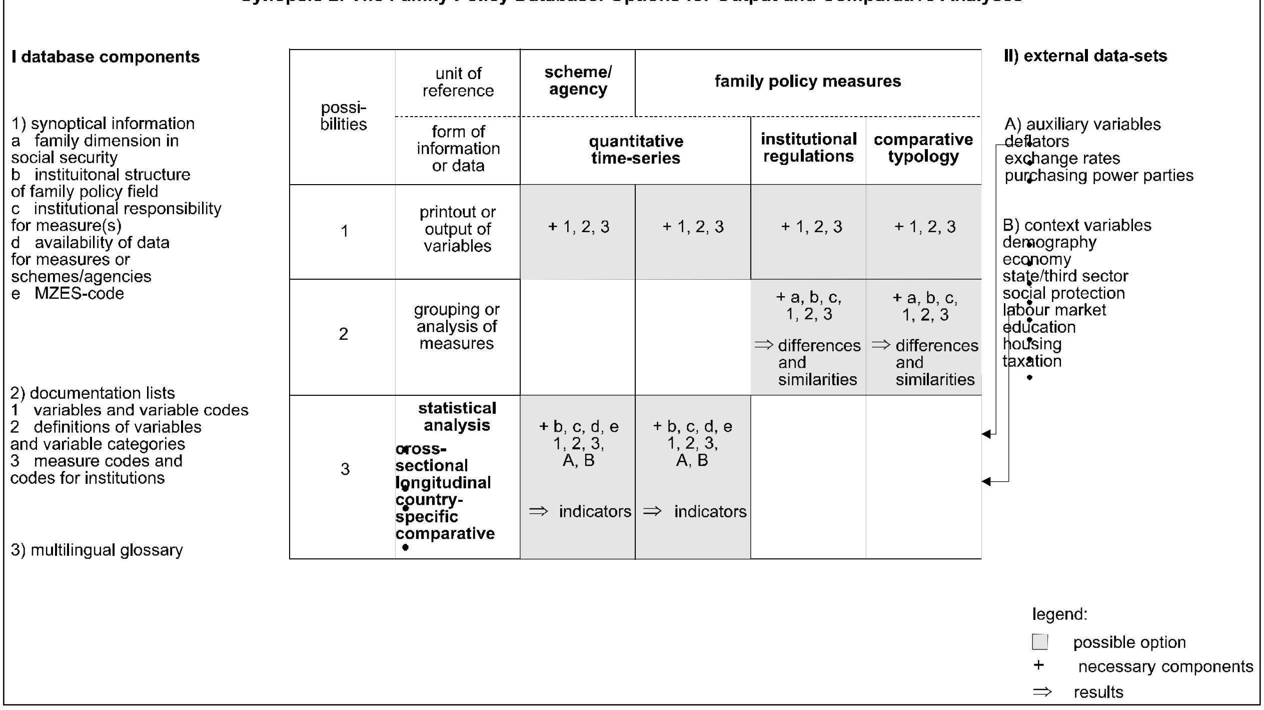
Which computer programmes are used and how do we combine the different types of information technically?

The database runs on MS ACCESS®. Both institutional regulations and comparative typologies are presented and searchable via specific forms (the same is planned for the indicators). The time-series data - stored in MS EXCEL® tables and transferred to SAS® datasets - are embedded in the database via specific ODBC-drivers. Central information concerning e.g. the family dimension in social security or institutional structures for different fields of family policy, stored as MS EXCEL® or MS WORD® files, can be directly accessed via MS ACCESS®. We intend to integrate all quantitative and qualitative information in SAS® datasets, enabling both statistical analysis of database contents and linkages of these to external datasets. These programmes were chosen because they are widely used in social sciences and easily accessible.

institutions, nor refer broadly to the main options of comparing measures or countries. All this will be dealt with in a working paper to be published in January 1998. Nevertheless some explanation of synopses 1 and 2 is necessary.

Let's start with **synopsis 1 (information system)**. The user must first decide whether to compare similar family-related programmes in two or more countries, or to analyse one country in depth *(cf. Synopsis 1: Dimension 1: European countries*). Then the user may choose between focusing on a specific year or limi-

Synopsis 2: The Family Policy Database: Options for Output and Comparative Analyses



How can data and information be used?

Whereas synopsis 1 tries to present the database structure by visualizing components and their interrelationship and to sketch out strategies of usage, i.e. navigating and selection processes, synopsis 2 aims at structuring possibilities of output, comparison, and statistical analysis as well as clarifying the linkage of database components to specific external datasets.

In this overview article we can neither give detailed information about the standardized variables per field of family policy nor illustrate the procedure of selecting measures or ted period of time, or looking at a longer time span (*cf. Synopsis 1: Dimension 2: Time 1950-2000*). As regards „topic", the user may either select one out of twenty „functions" of family policy (family policy function) or refer to one of the four-level hierarchical codes (MZES-code). These three dimensions enable the user to focus on specific aspects and can be applied either separately or in combination (*cf. Synopsis 1: Dimension 3: Family policy function/ MZES-Code*). The filtering process based on the criteria determined within the navigation and selection procedure establishes a table listing one or several family-related programmes. By opting for one specific measure the user will finally arrive at the central unit of reference (*cf. Synopsis 1: Individual measures*).

Data and information about the chosen family policy measure are linked to their institutional context (*cf. Synopsis 1: Institutions: Institutional structure for family policy field*). At the same time they are related to the agency having the budgetary responsibility for carrying out the programme (*cf. Synopsis 1: Institutions: Institutional responsibility for measures*). If in a country the same programme is administered by more than one agency, or if the same type of service is provided by at least two legally or organizationally distinct institutions, information is given both on this and on the national level, the latter implying a process of aggregation of data. The former holds e.g. for France and Belgium with regard to nearly all family-related cash benefits, the latter is the case in every country characterized by institutional pluralism e.g. on the field of child care or home help services. With respect to these constellations, the institutional regulations will normally only be transferable to the national level with several exceptions. Time-series data on specific measures or programmes are included on an annual basis, either from the year of their enactment or from the period of their development, or from the date published data are available; institutional regulations and comparative typologies refer to periods, implying the need to break these down into smaller time segments.

Let's now turn to **synopsis 2 (regrouping of information and statistical analysis)**. It is evident that the form of information and data and the way they are presented will determine the strategies of analysis, especially the possibilities of comparison offered. Different options are available depending on the unit of reference (individual measure or scheme/agency) and the form of information or data (quantitative time-series vs. qualitative information representing institutional regulations and comparative typologies). The grey shaded fields mark possible combinations, lower- and upper-case letters and numbers indicate which database components (*cf. I database components*) must be entered in the analysis respectively. **Option 1** only points to the generally available possibility of printout or output for every database component. **Option 2 „grouping or analysis of measures"** builds on the database programme's capacity to compare measures by applying one or more filters to a specific form, i.e. to select measures showing one or more corresponding variables. **Option 3 „statistical analysis"** (cross-sectional or longitudinal and/or country-specific or comparative) creates a link to calculating family policy indicators. This normally will imply using external datasets (*cf. Synopsis 2: II external data-sets*), especially matching database contents with datasets in the fields of demography, social protection, and labour market (*cf. Synopsis 2: II external data-sets: B) context variables*) contents variables). If family policies in different countries are to be analysed, auxiliary variables to account for differences between national currencies with regard to living standards resp. developments in living conditions are needed (*cf. Synopsis 2: II external data-sets*: *A) auxiliary variables*).

When will the database be accessible?

The ambitious endeavour to develop the family policy database requires intensive international co-operation with researchers and institutions. This is especially true for expert knowledge on country-specific institutional regulations and structures, on data availability and access as well as with regard to the development of comparative family policy indicators. Our project network provides such a framework for mutual exchange, but more exchange and co-operation is extremely welcome. We have only begun a process that will eventually lead to „institutionalizing" the database as a permanent instrument for a continuous reporting and monitoring of family policies in Europe. This may also be connected to analyses of policy outcomes.

For the time being, we have been concentrating our efforts on the core areas of family policies in a limited number of countries, which is partly explained by our own knowledge of policy fields, countries and languages, and by the progress of country reports in our international research network. With respect to family policy fields, we focus on income support for families in general and for lone-parent families, on the family dimension in social assistance, and cash benefits for caring for young children, ill or handicapped family members. From the many family-related personal social services we selected child-care services; in a second step we shall try to include child and youth protection. As to countries, we include France, Belgium, the Netherlands, Germany, Italy, the United Kingdom, Sweden, Norway, Ireland and Greece. First results and some comparative family policy indicators may be published in the next edition of EURODATA Newsletter. We hope to make the family policy database accessible to the scientific community sometime in spring 1999.

We would like to conclude this article by pointing out some **unanswered questions and permanent challenges in the implementation process**. First, it is difficult to decide how to classify specific measures and regulations correctly, grouping together measures with the same „design" and thereby representable by a bundle of common qualitative and quantitative variables. Second, the dilemma of an adequate trade-off between standardization and country-specific information will always be present. We try to resolve this problem by anchoring the threefold standardized measure-related information in the country-specific institutional structures, by linking additional non standardized, programme-specific variables to the standard tables, and by providing extensive notes and references to sources. Third, the ex-ante determination of relevant and available variables per field of family policy is a difficult task, taking into account country- and measure-related „different construction logics" of similar family policy programmes.

Further information about the project can be obtained from:

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Country Profile:

Spain

by Teresa Jurado Guerrero

Spain is the country with the lowest fertility and the highest unemployment and short-term employment rates within the European Union. In addition, young Spanish people of age 25 to 29 stay longest in their parental homes and have more often than in most other European countries university diplomas. The life expectancy of women aged 20 is 62 years; it belongs together with France to the highest rates in the Union.

Geography and history

Spain and Portugal form the Iberian Peninsula with its strategic position between the Mediterranean Sea and the Atlantic Ocean. Spain's position between Africa and north-western Europe is reflected in its twofold climate: the humid Atlantic climate in the north and the dry continental and Mediterranean climate in the other parts of the country. The careful use and the redistribution of the scarce rain water is one of the great national problems, and so is the soil erosion and the increase in desert areas. Spain ranks second behind Switzerland regarding the average height. A number of mountain ranges isolated several regions from each other for a long time before modern means of transport were in widespread use. Spain has a long history of ethnic and cultural coexistence and assimilation. First, for around 500 years the domination of the Romans; second, for 300 years the Germanic peoples' rule, and finally from 711 to 1492 the domination of the North African Muslims in the southern parts of the country. The Spanish nation state is one of the oldest ones in Europe because it was created by the Catholic kings as early as 1479. It was characterised by a strong centralism which was only temporarily interrupted twice by republican regimes (1873-74 and 1931-36). Nonetheless, for centuries some Spanish regions - in particular Catalonia and the Basque Country - conserved their own languages, regional consciousness and specific legal institutions and rights (fueros). Today, four languages are used in Spain: català, galego, euskera and castellano (the official language).

Politics

After the Civil War in 1936-39 Spain had a dictatorial regime until 1975, and since 1978 Spain has been a parliamentary monarchy. In 1983 Spain was decentralised and transformed into an „Estado de las Autonomías“, composed of 17 politically autonomous regions, „Comunidades Autónomas“. The first two national governments were led by the Democratic Centre Union (UCD), which was replaced by a social-democratic majority government in 1982. The Socialist Workers Party of Spain (PSOE) won the elections after a military coup in 1981 had failed. For 14 years the PSOE governed Spain - first as a majority government and then as a minority government. In March 1996 the centre-right Popular Party (PP) won the elections with 39 per cent of the votes compared to 38 per

Table: Statistical comparisons

	Year	Spain	Nor-oeste	Nor-este	Madrid	Centro	Este	Sur	Can-arias	EU 15
Popul. (av., 000s)	1993	39083	4339	4057	5012	5229	10709	8213	1524	369789
Inhab. Per km^2	1993	77	96	58	627	24	178	83	210	116
Rates per 1,000 inh.										
Live births	1993	9.9	7.5	8.0	9.9	9.4	9.6	12.4	11.6	11.2
Deaths	1993	8.7	10.1	8.8	7.1	9.9	8.8	8.1	7.0	10.1
Population change ‰: 31.12.1993/ 1.1.1993	1993	0.2	-20.3	-14.3	16.2	-35.9	16.4	9.5	15.0	3.7
Net migration ‰	1993	-1.0	-18.0	-13.6	13.1	-37.1	15.3	5.1	10.2	2.5
Live births outside marr. (% live births)	1993	10.8	9.9	8.6	12.0	8.9	12.0	9.2	19.3	21.8
Infant Mortality (%)	1993	0.7	0.9	0.7	0.7	0.7	0.6	0.8	0.7	0.7
Age structure[1]										
under 15 (%)	1993	17.1	14.8	14.8	16.7	16.4	16.4	20.4	20.0	16.9
15-64 (%)	1993	66.5	66.0	67.7	68.2	63.9	67.0	65.6	68.6	65.3
65 and older (%)	1993	16.4	19.1	17.5	15.0	19.6	16.7	14.0	11.4	17.8
GDP per capita in PPS (EUR15=100)	1993	78	66	91	97	68	88	60	76	100
Sectoral employment										
Agriculture (%)	1995	9.3	23.1	6.6	0.9	15.5	4.7	12.5	7.0	5.3
Industry (%)	1995	30.2	26.9	37.2	25.4	29.6	36.5	23.6	18.7	30.2
Services (%)	1995	60.5	50.0	56.2	73.7	54.9	58.8	64.0	74.3	64.5
Econ. Activity rate										
Total (%)	1995	48.2	46.1	48.2	48.6	44.0	51.3	47.1	50.8	55.2
Female (%)	1995	35.4	35.1	35.7	35.8	29.6	39.2	33.4	37.6	45.0
Unemployment[2]										
Total (%)	1995	22.7	18.5	19.3	20.7	22.4	20.3	31.8	23.7	10.7
Females (%)	1995	30.3	23.9	28.7	26.1	32.9	27.4	41.0	30.0	12.4
Youth (< 25) (%)	1995	41.7	38.4	39.2	40.3	41.2	38.2	49.5	41.8	20.5

Sources: EUROSTAT and national statistical publications.
Notes: 1: 1st January, 2: April.

cent for the PSOE. It formed a minority government depending on the support of regional nationalist parties, in particular the Catalan Convergence and Union (CiU). The Cabinet of 14 ministers included four female ministers: the ministers of education, science and culture, of agriculture, of environment and of justice. The current Spanish party system is composed of three national parties: PSOE, PP and IU (United Left) and of several regional parties with parliamentary representation: the Catalan Convergence and Union Party (CiU), the Basque Nationalist Party (PNV), the Canary Islands Coalition (CC), the National Galician Bloc (BNG) and the Basque United People (HB). Since 1993, the two large national parties have to rely on support from the nationalist parties, which gives the latter increased political weight.

Economy

For the last 30 years the Spanish economy has been catching up with the most developed economies. Until 1975 the levels of the per capita income increasingly converged. Then, between 1975 and 1986, the process was reversed. In the second half of the 1980s until 1991, the gap became smaller again. Finally, since 1992, the Spanish per capita income has reached a level of around three quarters of the EU average (cf. Table). In 1986, Spain became a member of what is now the European Union, and in 1989 the peseta joined the exchange rate mechanism of the European Monetary System. During the second half of the 1980s Spain experienced a strong economic growth along with a liberalisation of trade and financial markets, a devaluation of the peseta, a strong inflow of foreign direct investment and a reduction of the high unemployment rate. At the end of 1992 the Spanish economy entered into the deepest recession of the last few decades, and the unemployment rate went up to 23 per cent in 1995.

The constant increase of the weight of the public sector in the economy, in particular during the 1980s, was much more pronounced than in other countries, mainly due to the expansion of the welfare state, the decentralisation process and the increase in interest payments. Social expenditures increased in particular for pensions, health and unemployment not only as a result of more generous benefits; they were also and especially a consequence of the fact that a larger part of the population became entitled to benefits. The transformation of the Spanish economy has been characterised by a strong decline of employment in the primary sector, an extensive reorganisation of the industrial sector with a loss of workplaces and an expansion of the service sector. The economic problems with the greatest social impact remain those of the labour market which suffers from a high unemployment rate, a low participation rate, poor functional and geographical mobility, inappropriate and/or insufficient education and training, a large underground economy, a strong dualism in employment conditions and marked wage differences by labour market segment and by gender. Despite high unemployment rates and the importance of long-term unemployment, Spain has not experienced a general increase in the crime rate or social unrest. Four explanations are normally put forward: 1. real unemployment is probably lower than stated by statistics due to the importance of the underground economy, 2. a relatively generous selective social policy targeted at male breadwinners, 3. a higher incidence of unemployment among young people and women living in families in contrast to adult men, and 4. the dominant Spanish family model characterised by a wide diffusion of family-oriented values and by the practice of inter-generational solidarity.

Demography and family

For nearly 20 years now the birth rate has been falling in Spain. Currently Spain has one of the lowest fertility rates of the world with 8.9 live births per 1,000 inhabitants. Nevertheless, until the year 2010 approximately, the natural growth of the population will be positive due to the high proportion of women at the age of childbearing and due to the low mortality rate. In addition, immigration has been contributing to the total population growth since 1991. For the last few decades, Spanish families have experienced other fundamental changes as well, and family law and policies changed radically during the democratisation process. In 1981, civil marriage became an option for citizens, and questions regarding marital break-up passed from the responsibility of the Church to that of the state. These reforms also led to the equality of spouses: wives were no longer legally bound to obey their husbands. Rules regarding financial questions in marriage, infidelity, paternity, children born out of wedlock and other family matters were also changed. Since the mid-1980s, abortion has been legal in some cases, and the law is being applied in a liberal way. Besides, cohabiting and homosexual couples can register their unions in municipalities. For more than two decades now, marriages have been postponed, the number of civil marriages has been growing, fertility has declined dramatically, divorce has become legal and has been increasing, and female employment has been growing. Nonetheless, Spain remains below the West European average regarding female employment, divorce, young people living in one-person households or in cohabitation, and for births out of wedlock. More Spanish people approve of divorce, abortion, and single mothers today than 20 years ago, but values of community and solidarity persist with respect to obligations within the nuclear family and to the importance of children. Family changes are especially reflected in the fact that young women's biographies are different from those of their mothers. The younger generation of women has achieved higher educational levels and has now higher qualification levels than the corresponding male generation. Young women have more often highly-skilled professional and public service positions than older women. The activity rate of women during their reproductive phase (25-54 years) increased from 30 per cent in 1980 to 56 per cent in 1995. Women very often want to be employed, and this results in high female unemployment rates, high rates of women living in the parental home while they are searching for an adequate job, and in the birth of few children as a measure to harmonize family and work life.

Regional diversity

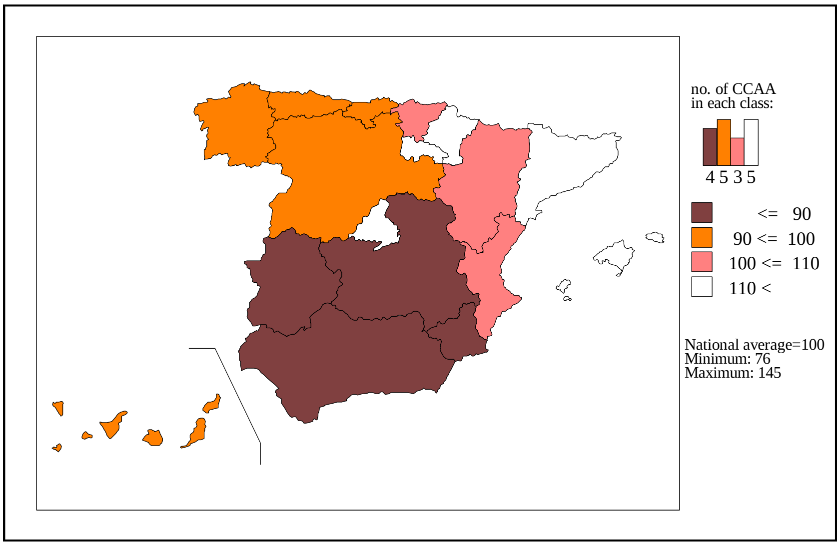
Spain does not only know linguistic and cultural regional differences, but great socio-economic disparities, too. First of all, the population concentrates in a few regions: the coastal regions and the region of Madrid, while the inland regions, in particular Castilla y León and Castilla-La Mancha, are demographic deserts. Three aspects of geographical inequalities are presented in this short overview. First, unemployment differences; second, income inequalities; and third, variations in young people's living arrangements.

The greatest regional differences between these three indicators can be found with respect to the unemployment rates, as shown in the first map. All three indicators have been standardised by putting the national average at 100 which allows comparisons between them. Since 1988, Spanish regional unemployment rates have not changed regarding their relative positions despite the fact that all unemployment rates grew between 1988 and 1994. In 1995, Andalucía and Extremadura had the highest unemployment rates (35 and 29 per cent respectively), followed at some distance by Murcia (24 per cent), while all the other regions had average or below average unemployment rates. In 1993, the regional disposable family income per capita, i.e. after tax and

Unemployment Rates for III. Trimester 1995 (% of Labour Force)

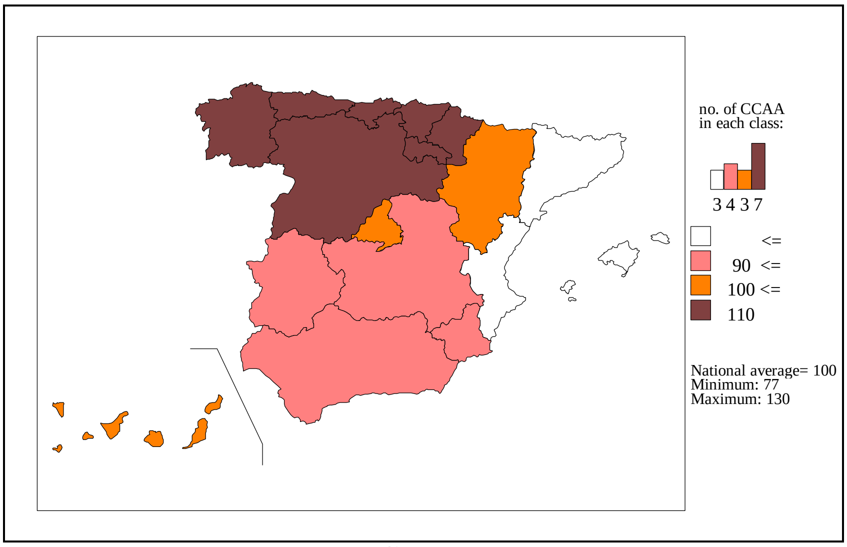
Source: Anuario El País, 1996.

Annual Disposable Family Income per Capita in 1995



Source: Anuario El País, 1996.

People Aged 25-29 Living with Parents/Parents-in-law in 1991 (% of age group)



Source: own elaboration with Encuesta Sociodemográfica 1991.

regional redistribution, was less unequally distributed than unemployment, but again Andalucía and Extremadura appear to be the most disadvantaged regions with disposable incomes under 930 thousand pesetas, while the Baleares, Cataluña, Navarra, Madrid and La Rioja have over 1,300 thousand pesetas.
Figures for 1991 show that young people (aged 25 to 29) left the parental home earliest in the Catalan-speaking regions, Cataluña, Valencia and Baleares, which are also the richest and least unemployment-affected regions. On the other hand, young people do not stay longest with their parents in the less favoured regions; instead they cohabit longest with their parents in the northern regions irrespective of income and unemployment differences between these regions. The regional patterns in young people's living arrangements seem to be related not only to the situation on the labour market, but also to the housing market situation, to patterns of educational participation and to the family and agricultural particularities of some regions. In Catalonia women tend to leave the parental home in order to form a dual-earner couple in an employment context in which female unemployment is relatively low, and the male labour market is characterised by a relatively low short-term employment rate. The desire of women to be economically independent is probably the result of high educational levels. The relatively good employment situation reduces the great difficulties which the Catalan housing market presents. The opposed cross-generational cohabitation patterns in the Basque Country can be understood in similar terms. Also there women show a tendency towards dual-earner family formation. This is a result of the educational level which is extremely high among Basque women, and to a lesser extent also among men, but in contrast to the Catalan situation the female unemployment rate in the Basque country is relatively high, and the inactivity rate is lower. Besides, Basque men have more difficulties to find a long-term job than Spaniards on the national average. Young Basques find themselves in difficult labour market contexts, and they also have to deal with the most discriminating regional housing market.

National Statistical Institute: Instituto Nacional de Estadística (INE), Paseo de la Castellana, 183, E-28046 Madrid, Spain (Central office), Information office ☎ 34-1-583 94 12, Fax: 34-1-583 91 58, Internet address: http://www.ine.es. Publications are not directly distributed by the INE, instead of two distributors: Lines Chiel, Plaza Virgen del Romero, 6, 28027 Madrid, ☎ 34-1-403 12 11, Fax 34-1-326 79 72. DOR (Distribuciones Oficiales Reunidas S.A.), camino de Hormigueras, 124, Planta 6; naves E y F, 28031 Madrid, ☎ 34-1-380 28 75, Fax 34-1-380 34 40. INE publishes an annual „Catálogo de Publicaciones“ which lists also older titles, and monthly „Publicaciones aparecidas“. Recent publications are also included in the INE homepage.

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Social Science and Political Journals: Revista Española de Investigaciones Sociológicas (Reis) (CIS, quarterly, ISSN 0210-5233); Papeles de Economia Española (Fundación de las Cajas de Ahorros Confederadas para la Investigación Económica y Social, Madrid, quarterly, ISSN 0210-9107); Revista de Estudios Políticos (Centro de Estudios Constitucionales, Madrid, quarterly, ISSN 0048-7694); Revista Internacional de Sociología (IESA, 4monthly, ISSN 0034-9712); Papers. Revista de Sociologia (Universidad Autònoma de Barcelona, 4monthly); Politica y Sociedad. Revista Cuatrimestral de Ciencias Sociales (Universidad Complutense de Madrid, Facultad de Ciencias Políticas y Sociología).

The situation in Galicia and Andalucía is more complex, and the weight of agriculture in both regions plays an important role as well, but there are significant differences regarding the organisation and property structure of the agricultural sector in each of these two regions. The high Galician rate of young people staying in the family of origin is, above all, a result of the large number of young married people living with their parents or parents-in-law. The Galician context presents contradictory characteristics. On the one hand, the housing market is, in comparison, less disadvantageous and the situation regarding female employment does not seem to be worse than in other parts of Spain. On the other hand, the Galician labour market offers few possibilities of stable employment for men, and the inactivity rates of young women are high. In addition, young Galician women are less likely than the Basques or Catalans to be employed when they form a new family. Another factor contributing to the low employment rate of young Galician women is the relatively low female educational level. Moreover, Galicia stands out because of the weight of farming families which is greater than in other regions. The tradition of patrilocality seems to have persisted due to the continuation of agrarian production and seems to be used as a strategy to cope with the employment difficulties of young men. Andalucía clearly has one of the most difficult youth labour markets, for women as well as for men, but simultaneously it also has the most favourable housing market situation. Both configurations seem to counteract one another with respect to their effects on leaving the parental home. In addition, the low educational levels attained by young Andalusian women and men pushes them in the direction of early family formation even if the economic context is difficult. Another consequence seems to be the lower propensity of Andalusian women to become economically independent, in contrast to Basque women. Unlike in Galicia, farmers with small holdings and the tradition of patrilocality are not relevant in Andalucía. By contrast, agricultural workers, especially day labourers, with their practices of early and neolocal family formation, are a significant minority.

Further general readings:

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Delgado Pérez, M. and M. Livi-Bacci 1992: Fertility in Italy and Spain: The Lowest in the World, *Family Planning Perspectives* 24 (4), 162-171.

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Pérez Yruela, M. and C. J. Navarro Yáñez 1995: Unemployment in Spain, *Scandinavian Journal of Social Welfare* (4), 162-173.

Reher, David S. 1997: Perspectives on the Family in Spain: Past and Present. Oxford: Clarendon Press.

Europe in Comparison.
A Series of Guidebooks for the Social Sciences

This series is an attempt to support comparative social science research on Europe by providing a broad range of meta-information required in comparing societies and polities across Europe. The variety of national differences, cultural as well as institutional, represent a considerable barrier to be overcome in trans-national comparative research. Social scientists here face far greater difficulties than in their national contexts while at the same time their institutional support is weaker.

The series, edited by Heinrich Best and Peter Flora on behalf of IZ Sozialwissenschaften, Bonn, and MZES, Mannheim, is intended to contribute to comparative research by offering systematic meta-information in four fields: (1) Quantitative data and source information provided by institutions in the European countries. (2) The national institutions engaged in empirical research in the social sciences, with an explicit or implicit comparative perspective. (3) Bibliographical documentation and research information referring to methodology, infrastructure and results of social science research in Europe. (4) Bibliometric and scientometric analysis of social science research cultures in European countries.

Since our last presentation three further volumes have been published which will be announced at this place:

Best, Heinrich, Ulrike Becker (eds.): **Sozialwissenschaften im neuen Osteuropa (Social Sciences in New Eastern Europe), part 2. Bonn: IZ Sozialwissenschaften, 1995 ISBN 3-8206-0108-2.** *(=Europe in Comparison - A series of guidebooks for the social sciences, vol. 3).*

The third volume of this documentation series continues our information service to provide all those interested in up-to-date information on current research projects and on scientific institutions in the social sciences of Eastern and Central Europe.

Data acquisition and collection are based on an annual survey conducted among and reported by research institutions and social scientists in Eastern and Central Europe.

Using materials and knowlegde gathered in the 1993 survey, we have been able to extend the network of contact addresses even further. More than 800 institutes and individual researchers were contacted in 1994. This enabled us to include 497 new or updated project reports and 113 new institutes into this volume. Though research in Eastern Europe is covered with an ever-growing comprehensiveness, this documentation does not and cannot lay claim to absolute completeness of coverage. This problem will be compensated by the longitudinal character of the documentation series so that its information value will continuously enhance.

Thus the mosaic of institution profiles and research projects started in the first edition is complemented to an all-encompassing overall picture. Despite the turmoil and uncertainties of the current transition process that put a heavy strain on the region's reconstruction and which are further aggravated by financial bottlenecks and the persistence of institutions taken over from the old regime, it is becoming increasingly apparent that a promising research community is emerging in the field of the social sciences with a great potential and a vested interest in international co-operation. Another important feature is the growing differentiation of social science research in these countries and an increasing orientation towards the Western mainstream as far as themes and methods are concerned.

The new directions and arguments within the debate on the further development of social science in the Eastern European countries – once it has been freed from party directives - are uniquely highlighted by the opening contribution in this volume: the protocol of a discussion among Russian sociologists which took place in Moscow in March 1994 and was induced by a contribution by Andrej Zdravomyslov that had been published in the previous volume of our documentation series.

Best, Heinrich, Ulrike Becker, Arnaud Marks (eds.): **Social Sciences in Transition. Social Science Information Needs and Provision in a Changing Europe. Bonn: IZ Sozialwissenschaften, 1996. ISBN 3-8206-0113-9.** *(=Europe in Comparison - A series of guidebooks for the social sciences, vol. 4).*

This volume includes a selection of papers presented at the European conference on „Social Science Information Needs and Provision in a Changing Europe" in Berlin, November 1994. The conference had been organized by the Social Science Information Centre in cooperation with the University of Jena and the European network „European Cooperation in Social Science Information and Documentation".

The fundamental changes in Central and Eastern Europe since 1989 are not only transforming the political and economic systems but also the academic institutions and their objects. In this process the social sciences are especially involved. The international social science community has established a new direction of research into former socialist countries for which the term „transformation research" has been coined.

This volume focuses on transformation research, the transition of the social sciences in Central and Eastern Europe, and emphasizes the interdependence between the supply of social science information and the quality of social science research. The contributions center on problems in general and comparative research, especially in respect to the present information situation and the researchers' specific information needs. This volume provides a valuable inventory of current intellectual and institutional developments in the social sciences for social researchers, users of social science results and information experts. It is of special interest for those involved in academic cooperation and comparative research concerning the transforming societies in Central and Eastern Europe.

120 participants from 22 European countries attended the conference, among them 40 researchers and information experts from 12 Central and Eastern European countries. In this volume a selection of 45 revised papers is presented.

In Preparation

Starting from 1998 the series *Europe in Comparison* will be published by Leske+Budrich, Opladen.

Rothenbacher, Franz: **Statistical Sources for Social Research on Western Europe 1945-1995. A Guide to Social Statistics. Approximately 400 pages.**

This book provides access to the field of official statistics that are relevant to the social sciences in the realms of demographic statistics, economic and social statistics. The period of time covered is the second half of the 20th century; however, this guide also touches the long-term development of official statistics. It describes both the supranational statistics of the European Union and statistics produced by international organizations (United Nations and its specialized agencies as well as other intergovernmental - IGOs - and nongovernmental - NGOs - organizations pertinent to the social sciences. Apart from international statistics this book also deals with national statistics country by country. A special chapter documents secondary statistics published in the form of historical statistics, statistical compendia and data handbooks. Detailed introductory texts and annotations make it easier to use the book as a „reference book“ and „guide“. The extensive introduction discusses organization, legal basis, data production and current as well as future developments in European official statistics.

Franz Rothenbacher, Dr. phil., sociologist, University of Mannheim, Mannheim Centre for European Social Research (MZES)

Caramani, Daniele, Peter Flora, Michael Quick: **European Regions 1870-1990. The Territorial Units of Official Statistics. Approximately 250 pages.**

For more than one century Europe was characterized by the development of nation states with their tendencies towards homogenization and cultural standardization. The more recent process of European integration, however, is fostering tendencies towards a new territorial differentiation. It has thus increased the significance of the regional level and the interest in the long-term development of regional differences. This book provides a fundamental basis for research on these differences. It outlines for the individual countries of Western and Central Europe the development of territorial structures and documents all regional entities by area and population for the period 1870-1995 using population census data.

Daniele Caramani, Dr. rer. pol., political science, MZES; Peter Flora, Professor, chair for sociology, Managing Director of the MZES; Michael Quick, Dipl. geographer, formerly at the MZES

Braun, Günter, Hermann Schwenger: **Trade Unions in Europe: Organizations, Archives, Research Institutions. A Guidebook. Approximately 350 pages.**

Even though national interests have not permitted an overall Europeanization of trade union structures and fields of action to happen so far, employees' organizations will have to increase their cross-border activities regarding the shaping of economic and work relations in Europe. The study and analysis of this process, as the example of the European Work Councils demonstrates, will have to occupy more space in comparative European research and research on European integration. This compendium is intended to provide fundamental information for research in this area. It deals with the archival and temporary text sources of the most important national trade union federations and affiliated unions as well as with the European Trade Union Organizations, it presents trade union archives, documentation centres, libraries and research institutions, and documents the establishment and the development of the trade unions themselves. Simultaneously with the production of the book an online data bank with basic infomation on the subject is being prepared.

Günter Braun, Dr. phil., political scientist, MZES; Hermann Schwenger, documentation librarian of MZES

New Newsletters

- The Department for Child Protection of the Romanian Government publishes with the assistance of EU/Phare a quarterly newsletter in English: „*In the Interest of the Child*“. With this publication it is intended to inform foreign and international (non)governmental organizations and media of new developments in the field of child protection in Romania.

The newsletter can be obtained from: Childhood Protection Programme - DPC-EU/Phare, 2, Intrarea Catedrei (from Scoala Herastrau Street), RO-71511 Bucharest, Sector 1, Romania. Fax: +40-1-230.71.59. E-mail: postmaster@childphare.sfos.ro. Internet: http://www.sfos.ro/childphare/homepage.html.

New Research Institutes

ERCOMER - European Research Centre on Migration and Ethnic Relations

On January 1, 1994, the *European Research Centre on Migration and Ethnic Relations* (*ERCOMER*) was founded at the Utrecht University, the Netherlands. The centre has five central objectices:

- to advance a comparative understanding of migration and ethnic relations issues within Europe through undertaking research projects
- to provide a training facility for advanced studies for those who wish to carry out social science research in this field
- to provide a focal point for information and data and to make this available as widely as possible
- to disseminate relevant research results to the research community and other interested parties
- to maintain effective communication between members of the research community and others within Europe and worldwide (ERCOMER, Report on the first three years 1994-96, Utrecht 1997).

ERCOMER also publishes a Newsletter „Merger". It appears three times a year since 1993 and is available free of charge from the The Secretariat ERCOMER.

All inquiries should be directed to: European Research Centre on Migration and Ethnic Relations, Utrecht University, Heidelberglaan 2, NL-3584 CS Utrecht, The Netherlands. Phone +31(0)30 2539220. Fax +31(0)30 2539280. E-mail: ercomer@fsw.ruu.nl. Website: http://www.ercomer.org.

New MZES Publications
Working Papers

The following working papers have just been released and can be obtained from the MZES, University of Mannheim, D-68131 Mannheim. Tel. +49-621-292-1885, Fax +49-621-292 1735.

Research Department I (AB I):

Rieger, Elmar: **Soziologische Theorie und Sozialpolitik im entwickelten Wohlfahrtsstaat**. (AB I, No. 15) DM 5,--

Luber, Silvia; Gangl, Markus: **Die Entwicklung selbständiger Erwerbstätigkeit in Westeuropa und in den USA 1960 - 1995**. (AB I, No. 16), DM 5,--

Hartmann, Josef: **Komplexes Stichprobendesign und Ereignis-analyse**. (AB I, No. 17), DM 5,--

Van der Meer, Marc: **Trade Union Development in Spain**. (AB I, No.18), DM 5,--

Scheiwe, Kirsten: **New Demands for Social Protection - Changing Family Structures, Women's Roles and Institutional Responses**. (AB I, No. 19), DM 5,--

Brauns, Hildegard; Steinmann, Susanne; Kieffer, Annick; Marry, Catherine: **Does Education matter? France and Germany in Comparative Perspective**. (AB I, No. 20), DM 5,--

Research Department II (AB II):

Haug, Sonja: **Soziales Kapital**. (AB II, No. 15), DM 5,--

Hinich, Melvin, J.; Munger, Michael, C.: **New Issues and the Dynamics of Political Choice**. (AB II, No. 16), DM 5,--

König, Thomas; Bräuninger, Thomas: **The Constitutional Choice of Rules**. (AB II, No. 17), DM 5,--

Research Department III (AB III):

Kohler-Koch, Beate: **The European Union Facing Enlargement: Still a System sui generis?** (AB III, No. 20), DM 5,--

Books

The following books can be ordered from your library or directly from Campus Verlag GmbH, Heerstr. 149, D-60488 Frankfurt/Main.

Thomas König, Elmar Rieger, Hermann Schmitt (eds.): **Europäische Institutionenpolitik [European Institutional Policy]**. Mannheimer Jahrbuch für Europäische Sozialforschung, Vol. 2. 440 p., 1997. DM 98,--, ISBN 3-593-35857-3.

The second volume in this series has been published. It deals with institutions on the European as well as the national level during the process of European integration. Institutions are conceived as arrangements that are highly resistant to change and restructuring. Institutional policy tries to change these rather rigid settings. This volume discusses the building of institutions on different levels of the European political system (supranational and national), the interrelationship between different institutions, institutional adaptation and institutional crisis as a consequence of changing interrelationships. Articles have been written from the perspectives of political science, economics and law.

Kopp, Johannes (ed.): **Methodische Probleme der Familienforschung: Zu den praktischen Schwierigkeiten bei der Durchführung einer empirischen Untersuchung [Methodological Problems of Family Research: Practical Problems Conducting an Empirical Investigation].** Studienbücher zur quantitativen und qualitativen Wirtschafts- und Sozialforschung, 1997. DM 68,--, ISBN 3-593-35713-5.

Based on an extensive analysis of the determinants of divorce, methodological problems of empirical research on questions of family sociology and possible solutions are presented in this book. The use of official data, problems regarding sampling - in particular concerning the group of divorced persons - and the results of a variety of studies carried out by the authors themselves are being discussed. The following subjects are included: the need for a married-couple and course-of-life perspective in studies on family sociology, which has to a large extent been neglected in research so far; problems resulting from the attempt to put into practice this need for data on married couples as well as retrospective data and adequate solutions; measuring the constructs „quality of marriage" and „marital instability" which are relevant in theory.

The editor, Dr. Johannes Kopp, is an assistant lecturer at the Faculty for Social Sciences of the University of Mannheim. The following authors also contributed to this book: Christian Babka von Gostomski and Josef Hartmann (DFG research project „Determinants of Divorce" at the Mannheim Centre for European Social Research). Heike Diefenbach (lecturer at the Chair for General Sociology at the Technical University Chemnitz-Zwickau). Renate Simon has written her thesis paper in the context of the research project.

Published at other editors:

Schnorpfeil, Willi: **Sozialpolitische Entscheidungen der Europäischen Union. Modellierung und empirische Analyse kollektiver Entscheidungen des europäischen Verhandlungssystems [Social Policy Decisions in the European Union. Modelling and Empirical Analysis of Collectice Decisions in the European Bargaining Sys-**

tem]. Duncker & Humblot: Berlin, 1996. ISBN 3-428-08651-1.

This book analyses and models the decision-making system of the European Union in the field of social policy. It underlines the importance of institutions and procedures. The driving force behind European integration are the common interests of the member states. International bargaining systems are functioning only to the extent to which a higher utility for all participants can be achieved.

Schuhbauer, Jörg: **Wirtschaftsbezogene Regionale Identität [Regional Identity with Reference to the Economy]**. Mannheim: Geographisches Institut der Universität Mannheim, 1996. ISBN 3-923750-63-3.

This book investigates regional identy with respect to the economic position of the two European regions Rhône-Alpes and Baden-Württemberg. The main intention of the study was to investigate the profile of regional identity in these two regions on the basis of theoretical analysis and empirical assessment of opinions and attitudes concerning identification with the region. Special attention is given to the economic position of the region with respect to the whole country and as probable identy generating factor.

Kalter, Frank: **Wohnortwechsel in Deutschland. Ein Beitrag zur Migrationstheorie und zur empirischen Anwendung von Rational-Choice-Modellen [Change of Residence in Germany. A Contribution to Migration Theory and to the Empirical Application of Rational-Choice-Models].** Opladen: Leske+Budrich, 1996. ISBN 3-8100-1783-3.

This book deals with the question why people migrate. It proposes to regard migrations as processes which pass through several typical decision-making stages. On the one hand, the theoretical models are based on previous approaches of migration sociology, on the other hand, on more recent developments in the theory of rational behaviour. Special attention is given to the decision-making structures in the context of households. A panel study, conducted in 1993 and 1994 with a total of 2,133 interviewees coming from the old as well as the new federal states, was used as a data basis. This survey was specially designed so as to take account of the explanation models that had been worked out. Apart from results with respect to content, this book also conveys impressions about difficulties and possibilities of theory-guided quantitative social research.

Recent Events:

9th World Conference of the International Society of Family Law, 26-31 July 1997, Durban, South Africa. Info: John Eekelaar, Pembroke College, Oxford OX1 1DW. Tel. (01865) 276444, Fax (01865) 276418, E-mail john.eekelaar@pmb.ox.ac.uk.

The 9th World Conference of the International Society for Family Law dealt with changing family forms world-wide and their implications for family law changes. Due to the choosen conference location, special importance was laid on African issues. The subjects of the more than 150 presented papers ranged from changing family forms from a sociological point of view to legal responses to family change in different countries.

The conference's global theme was located within the framework of socio-legal studies, a research field covered especially by the Centre for Socio-Legal Studies at Oxford University.

A selection of the conference papers will be published in 1998, together with the conference proceedings.

Gemeinsame Tagung der Sektion Sozialindikatoren der DGS und des MZES, 24-25 October 1997, Mannheim Centre for European Social Research, Germany. Info: Heinz-Herbert Noll, ZUMA, POB 122155, D-68072 Mannheim. Tel (0621)1246-0, Fax (0621)1246-100, E-mail: noll@zuma-mannheim.de.

The aim of the conference was to bring together scholars from the field of comparative social policy resp. welfare state research and scientists working in the fields of living conditions and quality of life research. Special reference was given to recent developments of the German as well as the European welfare states, and questions of poverty monitoring on the national and the EU-level. Several contributions dealt with the family both from the side of family policy as well as the perspective of objective/ subjective family welfare and the living conditions especially of children.

Forthcoming Events:

26th European Consortium for Political Research - ECPR Joint Session of Workshops, 23rd March-28th March 1998, Warwick University, England. Further information is available from the local organizing committee: Wyn Grant, Rosa Mulé, Ben Rosamond, Diane Stone, Department of Politics & International Studies, University of Warwick, COVENTRY CV4 7AL, UK. Tel. +44 1203 524461; Fax: +44 1203 524221; E-mail: b.j.rosamond@warwick.ac.uk/PAIS/ecpr.htm; http://www.warwick.ac.uk/PAIS/ecpr.htm. - ECPR Central Services: University of Essex, Wivenhoe Park, Colchester, CO4 3 SQ, Essex, England. Tel. +44 1206 87 2501/2497; Fax +44 1206 87 2500; E-mail: ecpr@essex.ac.uk; WWW address: http://www.essex.ac.uk/ECPR/ central.htm.

XIVth World Congress of Sociology of the International Sociological Association (ISA), 26th July-1st Aug 1998, Université de Montréal, P.O. Box 6128, Station Downtown, Montréal (Québec), Canada H3C 3J7. Phone: 1-(514)343-6492. Fax: 1-(514)343-6544. E-Mail: congres@bcoc.umontreal.ca. Internet: http://www.bcoc.umontreal.ca/.

Gemeinsamer Soziologie-Kongreß der DGS, ÖGS und SGS „Grenzenlose Gesellschaft“, 14-18 Sept 1998, Freiburg im Breisgau, Germany. Info: Prof. Hermann Schwengel, Albert-Ludwigs-Universität Freiburg, Institut für Soziologie, Rempartstraße 15, D-79085 Freiburg. WWW address: http://spielwiese.geist.uni-freiburg.de/kfs98.

EURODATA Research Archive

The *EURODATA Research Archive* is an infrastructural unit of the *Mannheim Centre for European Social Research (MZES)* at the University of Mannheim (Germany). The archive has two basic objectives which are closely related to each other:

- to provide an adequate data infrastructure for the Centre's comparative research on European societies and European integration;
- to contribute to the establishment of a European infrastructure for comparative social research.

EURODATA's work is structured by own medium-term development and three-annual work plans, relating to three areas of activity:

- the systematic and continuous provision of metainformation on official statistics and social science data from the private sector (information archive);
- the development and maintenance of a library with statistical publications from statistical institutes, ministries, para-official institutions and certain intermediary organisations from the private sector (statistics library);
- the provision of computerised information, with a particular focus on the development of an integrated file system with historical time series and institutional information (file archive).

EURODATA Research Archive
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EURODATA Newsletter

This newsletter is intended to contribute to facilitate data-based comparative research on European societies and polities. It is a product of the EURODATA Research Archive and has three major objectives:

- to disseminate information on the research activities of the Mannheim Centre for European Social Research, with particular emphasis on data-generating cross-national research the archive is involved in;
- to provide information on European data infrastructures and important developments;
- to provide a forum for the exchange of information on ongoing comparative social research on European societies and on European integration.

The newsletter is intended to be an open forum: contributions from other research institutes and individual researchers are always welcome. The EURODATA Newsletter will, as a rule, be divided into eight sections: *Feature* reports substantive findings from on-going cross-national research. *Data Infrastructure* reports on data institutions such as data archives, governmental and non-governmental organisations, and covers historical developments and current modes of access to data. *Research Institutes* presents profiles of research institutions with a cross-national orientation. *Research Groups and Projects* informs on cooperations and networks in comparative social research on Europe. *Computer* deals with specific aspects of electronic information processing and the use of electronic networks in comparative research. *Country Profile* provides background information on individual countries. *European Social Indicators* gives a picture of the social structure of European societies. *Noticeboard* provides general news including information about new statistics, recent books and studies, conference reports and announcements.

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