

Employee relations

in the
periphery of
Europe

The unfolding story
of the European social model

Emer O'Hagan



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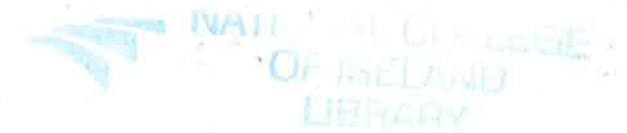
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The Unfolding Story of the European
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*To my husband Patrick Lemoine
and my parents Lillian and Eddie O'Hagan*

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List of Abbreviations

ACAS	Advisory, Conciliation and Arbitration Service
ADAPT	Human Resource Community Initiative funded through the European Social Fund
ÁFEOSZ	National Confederation of Consumer Co-operatives Societies
AMSZ	Union of Agrarian Employers
AnCO	(An Chomhairle Oiliúna), the Industrial Training Authority
APVOP	Action Programme for the Implementation of a European Community Vocational Policy
ASZSZ	Autonomous Trade Union Confederation
CEC	Commission of the European Communities
CEDEFOP	European Centre for the Development of Vocational Training
CEEC	Central Eastern European Countries
CEHIC	Confederation of Hungarian Employers' Organizations for International Cooperation
CLCs	County Labour Councils
COMETT	Community Programme for Education and Training in Technology
CSF	Community Support Framework
DG	Directorate General
EBRD	European Bank for Reconstruction and Development
EC	European Community
ECJ	European Court of Justice
EEC	European Economic Community
ECOSOC	Economic and Social Committee
ECU	European Currency Unit
EICHTU	European Integration Commission of Hungarian Trade Unions
EIRI	Employment and Industrial Relations International
EIRR	European Industrial Relations Review
EMU	European Monetary Union
ERDF	European Regional and Development Fund
ERASMUS	European Community Programme in the Field of Higher Education
ESF	European Social Fund
ESRI	Economic and Social Research Institute

ÉSzt	Intellectual Workers' Trade Union
ETF	European Training Foundation
ETOSZ	Interest Defence Consultancy Service
ETUC	European Trade Union Confederation
ETUI	European Trade Union Institute
EU	European Union
Euro	Single European Currency
EWC	European Works Council
FÁS	(Foras Áiseanna Saothair) Training and Employment Authority
FDI	Foreign Direct Investment
FIDESZ	Federation of Young Democrats
FORCE	Action Programme for the Development of Continuing Vocational Training in the European Community
FUE	Federated Union of Employers
GB	Great Britain
GDP	Gross Domestic Product
GNP	Gross National Product
HR	Human Resources
HRM	Human Resource Management
IBEC	Irish Business and Employers Confederation
ICTU	Irish Congress of Trade Unions
IDA	Industrial Development Authority
ILO	International Labour Organisation
IMF	International Monetary Fund
IPOSZ	National Association of Industrial Corporations
IR	Industrial Relations
IRE	Irish Pound
IST	Institut des Sciences du Travail
IT	Information Technology
KISOSZ	National Federation of Traders and Caterers
Liga	Democratic League of Independent Trade Unions
MGYOSZ	Federation of Hungarian Employers and Industrialists
MMSZ	Hungarian Employers Association
MNCs	Multinational Corporations
MPP	Hungarian Civic Party
MOSZ	National Federation of Workers' Councils
MSTI	Main Science and Technology Indicators
MSzOSz	National Confederation of Hungarian Trade Unions
MSZP	Hungarian Socialist Party
MTI	(Magyar Távirati Iroda Rt) Business and Financial News Service

NAFTA	North American Free Trade Agreement
NAP	National Action Plan
NCC	National Conciliation Council
NEC	National Economic Council
NESC	National Economic and Social Council
NGO	Non-Governmental Organisation
NLC	National Labour Council
NPAA	National Programme for the Adoption of the Acquis
OECD	Organisation for Economic Co-operation and Development
OJ	Official Journal
OP	Operational Programme
PC	Personal Computer
PCW	Programme for Competitiveness and Work
PESP	Programme for Economic and Social Progress
PETRA	Action Programme for the Vocational Training of Young People and their Preparation for Adult and Working Life
Phare	Pologne, Hongrie: Activité Pour La Restructuration Economique
PMU	Programme Management Unit
PNR	Programme for National Recovery
PPF	Programme for Prosperity and Fairness
R&D	Research and development
SDP	Social Dialogue Programme
SNB	Special Negotiating Body
SP	Social Partner
STRATOSZ	National Association of Strategic and Public Utility Companies
SZEF	Forum for the Co-operation of Trade Unions
SZDSZ	The Free Democrats
SZOT	Central Trade Union Council
TEMPUS	Trans-European Mobility Scheme for University Studies
UK	United Kingdom
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNICE	Union of Industrial and Employers' Confederations of Europe
US	United States of America
USD	United States Dollar
USSR	Union of Socialist Soviet Republics
VAT	Value Added Tax
VET	Vocational and Educational Training
VOSZ	National Association of Entrepreneurs