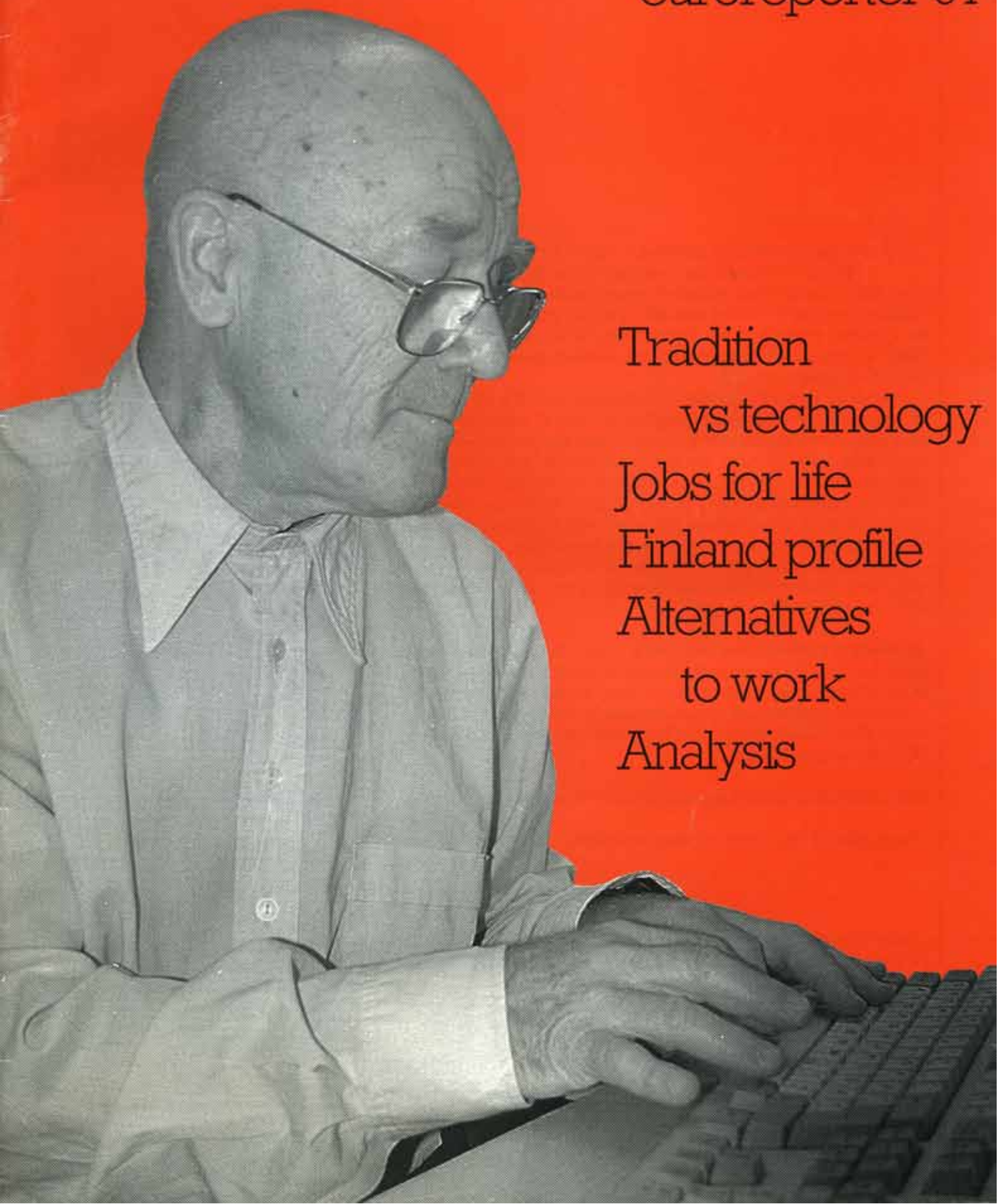


JOB REVOLUTION

euroreporter 97



Tradition
vs technology
Jobs for life
Finland profile
Alternatives
to work
Analysis

Job Revolution

Work was essential to survive for most of the world's population over many centuries, the fundamental message being: if you don't work, you don't eat. In field or factory people depended on the sweat of the brow to line the stomach, and they would expect to work for a lifetime, probably in the same setting, and for the same boss until death brought an end to their useful toil, and they gained the ultimate reward in heaven.

It's not so simple these days. The old certainties of a job for life and an assured income have been engulfed in a blur of computer technology and economic manoeuvring, where human beings are overwhelmed by complex machinery and the god of profitability, and where the predicament of the unemployed is obscured in international business-babble. Corporate downsizing or rationalisation may mean more profits for shareholders, but can mean disillusionment and poverty for those cast out by company closures, mergers or de-mergers.

Can human beings survive and prosper – and enjoy life – in an era when work for all is no longer an essential component in the business of this world?

Journalism students from institutions in eight European countries set out to examine the nature of the revolution which has changed the world of work, to report the stories of those whose lives have been undermined or stimulated by new technology, to interview those for whom a job remains elusive, and to describe the talents of those who still practise age-old crafts.

Each student completed their own layout in Jyväskylä.

Conclusions? The reader is invited to decide.

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Trying to achieve a clean sweep

It's 8.30 in the morning and Lennart Karlsson lets me join him in his cleaning truck. It looks white and shiny in the sun, though it must look different in the night and the rain. He is the only one who drives this machine and he quite enjoys it.

But to clear the streets of snow in the middle of the night isn't much fun. In the winter half of the year he works 42,5 hours a week, according to his foreman. According to Lennart the working hours vary between 32 and 46. With less to do in the summer, you can quit early and it's warmer.

"The working conditions are good. It's free: I have no boundaries, I'm not locked in," says Lennart on the way to the dumping place used by the cleaning department of Gothenburg, *Renhållningsverket*.

He has *lass*, which means that the vehicle is filled to the brim with debris. If he tries to sweep up more, the dirt will pour out on the street. The trouble with this machine is that you have to empty it in a designated place in the city,



Lennart climbs into the cleaning vehicle. Apart from driving this machine he cleans manually. Today we're heading for the central parts of Gothenburg.

whereas other machines can dump their dirt in long, yellow containers near their routes. The routes are on maps in a folder in the assembly room: Start here, take one side of the street, turn down on the next, turn around and back again.

In wintertime, they grit the streets and in spring they sweep it up again. Crushed mountain, calibre 4-8mm, will make the streets a safe place to walk or drive. In some places they spread salt on the

roads, otherwise the buses wouldn't manage the steep bits.

Renhållningsverket can be held responsible for someone slipping on the roads, once they are gritted. It's an agreement with landlords, so they must do the job well. If you miss 25 centimetres on a path and someone slips right there, the department can be forced to pay damages. There was a case not so long ago in the northwestern part of Gothenburg when

Renhållningsverket had to fork out.

Lennart thinks that society would save a whole lot by handing out free *broddar* in drug stores – devices fitted to shoes that prevent you from slipping.

"When you investigate sliding accidents, it often shows that people have very poor shoes," he says.

Still, the public don't complain too much, snow is the main problem, but he reckons:

"The inhabitants of Gothenburg are spoiled with removal of snow."

Lennart shows great understanding for car owners who cannot remember even an uneven weeks. It's the key to efficient street cleaning. Tuesdays 9-12, even weeks, the cleaning machine operates on *Sylvestergatan*, parking is not permitted, but cars are abandoned along the pavements anyway. In that case, the street remains dirty until the next even week, or the next again, but some-times Renhållningsverket orders the cars to be removed so the cleaning can go ahead.

"The dirt must come off the streets. There are many complaining about the traffic wardens but without them we wouldn't have been able to clean at all," Lennart says.

The drivers of the cleaning machines call each other quite often from their vehicles, to check how it's going. However, they seldom see each other during the working day.

"You lose a bit of the social side. You work when the others have a break and the other way around."

He says that they care for each other at work, but the the vibes "aren't really 100 (per cent)". They feel that the local authorities are cutting expenses. They can't afford the best equipment, and pedestrian and bicycle paths are ignored and overgrown, especially in the outer parts of the city. Lennart thinks that it will be expensive to make things better.

"They cut over-time work more and more but still we have a contract to



We go to Slotsskogen, a park in Gothenburg, where Lennart sweeps up some leaves before going on to his scheduled route around Viktor Rydbergsgatan.

follow, for instance an obligation to remove snow. How will they solve that?"

He doesn't believe in sharing jobs, at least not within street cleaning.

"Our work consists of punctual effort; it's the weather that decides how much we need to work. Then we can't have more employees that wouldn't be working at other times."

When Lennart started 14 years ago, there were 130 employees, but now there are only 55-60. The machines have got better, kinder to their backs as well, but it isn't the technical development that has taken away the jobs – it's the cuts in service provision.

Fredrik Andersson

Shoes with heart and soul

In most Dutch villages there used to be at least one clogmaker. Now there are a few left throughout the country. Robert and his father Douwe van der Meulen, who is 57, are the only clogmakers left in the county of Groningen. Robert thinks their business survived because of perseverance and the love for the work. "Maybe you can call it lack of ambition, too," adds Douwe, referring to his son ironically.

Robert and his father reflect happiness in their workplace, which is situated behind their house. Only the light of the sun illuminates the old-fashioned workshop where they are busy making the distinctive wooden shoes. It looks as if time stood still after the First World War. Douwe van der Meulen is wearing blue overalls and clogs, black ones to be specific. Their workroom is small and stuffed with five machines which make a lot of noise. It takes almost one hour to produce one pair of clogs from willow, a particularly resilient material. But are the clogs Dutch tradition? Douwe: "The first clogs were worn in the fourteenth century in the north of France. Mainly along the coast clogs extended to Scandinavia and Russia."

You are 33 and smart enough to work anywhere, but prefer to be a clogmaker with one colleague: your father. "I went to the university, but I quit because my heart belongs to the clogs," Robert van der Meulen reveals.

It seemed that clogs were an ideal invention for the rainy weather conditions in the Netherlands. At that time, Holland became the number one country for clogs.

Robert sings along with the tunes on the radio that fills the workplace, but his father seems not to pay attention to the noise. With intent gaze, he is finishing off a clog. Does he put his heart into every clog? "That's impossible because Robert and I produce almost 4000 clogs a year (which take 50 or 60 cubic metres of wood each year). But I know for sure that I will never do a production-run," says Douwe, who has been a clogmaker for 40 years. Robert's great-grandfather founded the business in 1900. That makes Robert the fourth generation of the family to

earn their money from making traditional footwear. His father says jovially: "I never would have forced my son to work here. From the time that he was a small kid he insisted that he wanted to become a clogmaker too. I sometimes even think it would have been better if he had decided to work somewhere else to make his career. But you don't hear me complaining."

His other son, Alfred, never dared to venture into the business. Not because he was lazy; on the contrary, he liked to do the dishes and go shopping. Douwe recalls: "Little Robert came in often to help me, and learned the job when he was young. For some time my father, Jetze, and Robert and I worked here together. That was a special time for me."

When Douwe is talking about clogs – and he knows all the stories – his eyes twinkle. "In French they call clogs sabot. A story goes that workers many years ago threw their clogs into the gear-wheel of a machine because they refused to work. From that time the word sabotage was used."

Many languages have distinctive words for clogs: Holzklotschen, sabot, puukengät, fapapucs, träskor, klompen or just clogs.

The Van der Meulens make two types; the *tripklomp* with a leather straps and the *kapklomp* with the high wooden instep. Meanwhile, Robert is close to finishing another pair of *tripklompen*, to be sold in the family's store – in front of the house. His wife is a teacher of economics and has lots of colleagues and students, but he does not feel deprived being stuck in the workshop; and he attends many school parties with her. He even proclaims proudly: "I have complete faith in the future of this industry. Clogs will always stride forward."

Elena Lindemans



Hardly a pair: Robert van der Meulen proudly presents his smallest clog (size 1) and his biggest in stock, a mere 100.

It's not all pining in the woods

In a land covered in trees, it's little surprise that there are no fewer than 6 000 lumberjacks in Finland. But 20 years ago 100,000 wielded their saws deep in the forests.

One of the survivors, Tapio Niemelä, refuses to panic: the profession is not going to die out.

Tapio became unemployed about a year ago, and after looking for a job for ten months he finally gave up and sold his motor-saw to his friend, but next day he was asked to work for one of the biggest forestry companies in world – Finnish giant UPM-Kymmene. "I had no other choice but to buy the saw back," Tapio laughs.

Not everyone is that lucky. Once one of the most important jobs in Finland, the work of the lumberjack has gone through major changes in the past 20 or 30 years. Tapio believes that even though machines now dominate lumbering, the last of the Mohicans will stay in business.

"I think that new lumberjacks will not be hired any more, but they won't fire us either.



Firm roots: Tapio Niemelä is not afraid of losing his job.

In Finland there are still woods where you cannot work by machines," he says.

Many landowners do not want their woods cut down by machines. "Normal forest machines, for instance, destroy roots of trees, and they leave ugly tracks that you can see for years to come in the woods."

Still 95 per cent of the felling in Finland is done by machines. Tractor producers are therefore constantly trying to develop ever-better devices to do the work. For Tapio and many other lumberjacks the development of wood-cutting machines means a risk of losing their jobs, and perhaps surprisingly, he speaks in favour of mechanical methods – but only if they are carried out with common sense.

"Clearing forests is more economical if it is done by machines. But if the woods only need thinning, it's worth drafting lumberjacks in to do it."

Tapio has been working as a lumberjack for nearly ten years, and has experienced big changes. These days a lumberjack is not just someone who cuts trees: he also does the measuring and planning for transporting. "In the earlier days certified foresters took care of all the planning, and lumberjacks needed only to cut down the trees that had been marked. I must say it was really boring.

"These days the work is more diversified."

Seija Suihkonen

Von Meisterhand

Ruhig mustern zwei dunkle Augen den Besucher. Bedächtig öffnet der Meister die Ladentür, die auch während der Öffnungszeiten abgeschlossen ist. „Guten Tag, kommen Sie rein.“

Geigenbaumeister Volker Bley schließt die Tür wieder ab, durchquert langsam den Verkaufsraum und betritt sein Refugium, die Werkstatt. Der Straßenlärm der Großstadt dringt nicht in die Stille ein. Es riecht nach Holz. An den Wänden hängen Geigen und

Geigenbauer gehen drei Jahre lang in die Lehre. An der einzigen deutschen Geigenbauschule in Mittenwald/ Oberbayern lernen sie Instrumentenkunde, Zeichnen und Akustik. Nach Angaben der Handwerkskammer Düsseldorf gibt es in Nordrhein-Westfalen 37 Geigenbaubetriebe, die drei Lehrlinge ausbilden. Einen Tarifvertrag gibt es nicht. Auf Empfehlung der Instrumentenmacher-Innung verdienen die Lehrlinge einheitlich zwischen 450 und 570 Mark. Innen stehen jährlich 24 Urlaubstage zu. Geigenbauer lernen nach einer Ausbildungsordnung aus dem Jahr 1941. Die Ausbildung von Klavier- und Cembalobaulehringen dauert dreieinhalb Jahre. Für Verdienst und Urlaub gelten dieselben Regeln wie bei den Geigenbauern. Die Azubis lernen Mechanik, Mathematik, Chemie, Statik und Instrumentenkunde. Die Theorie lernen die meisten Lehrlinge 12 Wochen im Jahr an der einzigen deutschen Klavierbauschule in Ludwigsburg bei Stuttgart.

Gitarren. In Werkzeugschränken hängen hunderte filigraner Feilen, Hobel, Stecheisen und Fräsen. Auf einem Stuhl liegt ein dunkelbrauner Cellokorpus ohne Saiten. Der Hals war herausgebrochen, Volker Bley hat einen Holzklötz in der Zarge erneuert und festgeleimt. 3000 Mark bezahlt der Kunde für 30 Stunden reine Handarbeit des 53jährigen Meisters. „Meine Maschinen, Sägen oder Bohrer, ersparen mir fünf Minuten Vorarbeit. Für die Reparatur selbst kann ich sie nicht gebrauchen.“

In Bleys Beruf sind auch am Ende des 20. Jahrhunderts noch Augenmaß, Gefühl und Geduld entscheidend. Die „Geburt“ einer Geige dauert ein halbes Menschenleben: Das Rohholz – Fichte oder Ahorn – wird 30 bis 40 Jahre eingelagert, bevor der Meister Schablonen für Decke, Boden und Zargen aussägen kann.

Die Zargen werden zurechtgebogen, der Hals wird ausgesägt. Hat der Geigenbauer die Einzelteile zusammengeleimt, muß die Geige ein Jahr in der Sonne oxidieren. Dann erst wird sie mit einer selbstgemachten Mixtur aus Schellack, Propolis und anderen Harzen 12- bis 14mal lackiert. Nach der Politur zieht der Meister die Saiten auf und verkauft das Stück für 20000 Mark.

Seit dem 16. Jahrhundert werden Geigen gebaut. An der Prozedur hat sich seither nichts geändert. 14 Geigen hat Volker Bley in seinem Leben hergestellt. Wenn nichts dazwischenkommt, wird jede von ihnen 350 Jahre alt. Danach verrottet das Holz allmählich.

Reparaturen nehmen die meiste Zeit in Anspruch: Löcher in der Zarge wollen gestopft, Griffbretter neu geschnitzt werden. Hektik ist Gift im Geigenbau: „Das Holz diktiert mir eine andere Zeit als eine Digitaluhr.“ Wenn nötig – auch am Wochenende oder spät abends – steigt Volker Bley die Treppe hinab, die von seiner Wohnung in die Werkstatt führt. Doch der Meister, der 70 Stunden in der Woche arbeitet, mag diesen Rhythmus: „Eine



Lebenssituation wie in der Renaissance: Geigenbaumeister Volker Bley in der Werkstatt.

Lebenssituation wie in der Renaissance.“

Mit einem großen Unterschied: Zum traditionellen Handwerksleben würde eigentlich ein Lehrling gehören, doch Bley bildet nicht mehr aus: „Ich habe viermal einen Lehrling gehabt. Aber ich kann niemanden übernehmen. Und wenn einer sowieso keine Gesellenstelle bekommt, brauche ich ihn auch nicht auszubilden.“

Ein paar Kilometer weiter dieselbe Situation: Auch Klavier-



Martin Spilner

Klavierbauer Thomas Reisberg repariert die Tastatur eines Steinway-Flügels.

und Cembalobaumeister Thomas Reisberg kann keinen Azubi gebrauchen. Die Zeiten werden härter. „Man kämpft um jeden Auftrag“, sagt der 30jährige Dortmunder. Reisberg gehört eine von 92 Klavierbaufirmen in Nordrhein-Westfalen, dem bevölkerungsreichsten deutschen Bundesland. In NRW gibt es 13 Lehrlinge in seiner Branche.

Reisberg garniert gerade in seiner Werkstatt die 88 Tasten eines Steinway-Flügels: Er verleimt die Tastenführung mit roten Filzstückchen und setzt die Tasten wieder auf die Klaviatur. So haben es schon Vater Gottfried und Großvater Gustav Reisberg gemacht, der 1928 den Betrieb gründete. Für Reparaturen und Klavierstimmungen kommt Thomas Reisberg mit einem Werkzeugkoffer aus. Baßsaiten werden noch mit einer alten Mechanik selbst geflochten. Im Büro steht zwar – wie auch bei Volker Bley – ein PC für die Verwaltung, und die Länge der Saiten oder die Gestaltung eines neuen Resonanzbodens könnte auch ein Computer ausrechnen. Doch das letzte Wort hat der Mensch: „Ich repariere die Instrumente so, daß mir der Klang anschließend gefällt“, sagt Reisberg. Am liebsten sind ihm Klaviere, die komplett überholt werden müssen. „Da ist die Herausforderung am größten.“

Eine solche Herausforderung steht in Reisbergs Hausflur – ein

Kunde hat ein Bechstein-Klavier zur Reparatur vorbeigebracht. Etwa 80 Stunden dauert es, bis der Meister die 70 Jahre alte Mechanik bearbeitet und in ein neues Gehäuse eingebaut hat. „Für 600 Mark hat der Mann es gekauft, nach der Reparatur ist es 14000 wert.“

Diese Arbeit läßt sich Thomas Reisberg mit 4500 Mark entlohnen, doch alte Schätzchen wie das

Bechsteinklavier bekommt er nicht alle Tage in die Finger. Kleinreparaturen und durchschnittlich vier Stimmungen warten an einem normalen Tag auf ihn. Reisberg ist auch Weihnachten und Ostern im Dienst, wenn Klaviere auf Konzerte eingestimmt werden.

Doch die Kreativität des Berufs lohnt den Aufwand: „Ich kann aus alten Instrumenten praktisch neuwertige machen“, sagt Thomas Reisberg. Der Geigenbau-Kollege Volker Bley, der in seiner freien Zeit Gedichte schreibt, schätzt die meditative Seite der Arbeit: „Instrumente können Geschichten erzählen. Jeder Kratzer und jedes Loch hat seine Bedeutung, die es zu entdecken gilt.“ Doch der entscheidende Unterschied zu anderen Berufen, an denen die Zeit nicht spurlos vorübergegangen ist, ist für Bley ein anderer: „Meine Arbeit ist nicht entfremdet.“

Axel Klauwer

Men of note and subtlety

Even at the end of the 20th century, a sure eye, patience and subtle intuition are the decisive features of a violin-maker. The birth of a violin lasts about half a human life span. The wood, pine or maple, is stored for 30 or 40 years before it can be used. The master craftsman cuts out the top, bottom and sides of the instrument, bends the sides into the right shape and saws out the stock. After the violin-maker has glued together the body and stock, the instrument is put into the sun for about a year so that it oxidises and develops a distinctive brown colour. The craftsman varnishes the instrument with a mixture of resins 12 to 14 times, and the polished item is sold for about DM 20,000.

Violins have been fashioned since the early 16th century, but the procedure has not changed since then. Nowadays, machines only shorten the preparations for work.

Volker Bley, 53, is the only master violin-maker in Dortmund, Germany. His violins will survive him: the wood starts rotting away after a mere 350 years.

There are 37 violin-makers' businesses in Northrhine-Westfalia, with its 17 million inhabitants the most populous German *Bundesland*. Only three apprentices are being taught the craft there at the moment.

It is a similar situation for piano makers: there are but 13 apprentices in Northrhine-Westfalia. Thomas Reisberg from Dortmund owns one of 92 piano-making businesses in this region, and work has not changed much since his grandfather, Gustav, founded the business in 1928. When Reisberg repairs a piano, he gets along with one bag of tools.

You don't like washing the dishes, cleaning the windows or dusting the carpet? Well, people in the future won't like that kind of work either, but they will have a perfect solution: robots will do the work without complaining

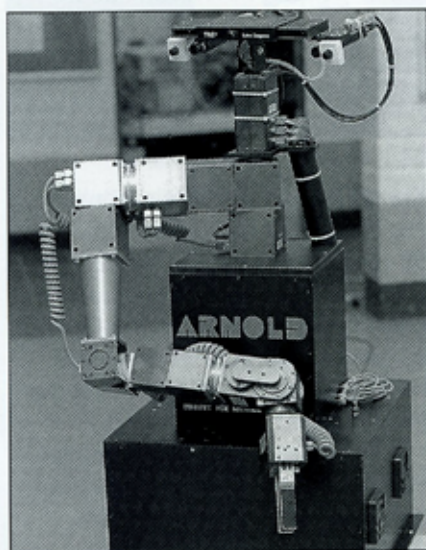
More power to Arnold's elbow?

In future machines that move around the house without a sound will clean the floors while they look after the children – and programme the video recorder for the next three weeks as well.

One of these new workers could be Arnold. This little robot, about 1.50 metres high, has four mini-cameras for a face and a huge arm made of blue and bronze-coloured metal, which weighs 20 kg. His home is the Institute for *Neuroinformatik* at the University of Bochum in the Ruhr, but it will take a long time before he will be able to act like a human being – or to act at all.

At the moment, the prototype is able to react to human skin: if his artificial eyes discover a human being, Arnold will move to the person and point to his or her face – from a safe distance of course. Carsten Bruckhoff and Thomas Bergener, two scientists from a group of physicists, software programmers and electrical engineers have worked on developing the software for Arnold since 1996, and also built the robot.

So are scientists at the university working to simplify the lives of lazy human beings? "We are just doing basic research on autonomous robots," says Bruckhoff. But he can imagine that one workplace for robots could be private homes, "for people who can afford it". This new generation of service-robots could help handicapped people, too, or work at places that are dangerous for humans such as nuclear power stations. These mechanical service-workers will



Arnold: Would you let this guy polish your windows?

also save money for big enterprises: robots could replace the postman in big offices or clean the platforms of railway stations; even in hospitals the machines might one day serve lunch to patients or give them medicine. Thomas Bergener, an electrical engineer at Bochum, says: "They will do work that people don't like to do and that actually is too dull for humans."

But a lot of research is needed. For example, robots have to realise that a sofa is an obstacle, but they will never know what use the sofa is, says Bruckhoff. Actions that are trivial to human beings are often complicated for robots. "It would be a great step, if a robot could do something as well as a human anyway," explains Bruckhoff. Prototype Arnold has the capacity of two PCs already, but will build up to a capacity of four PCs eventually. The scientists want the robot to find things like cups, pick them up and carry them. At the end of the

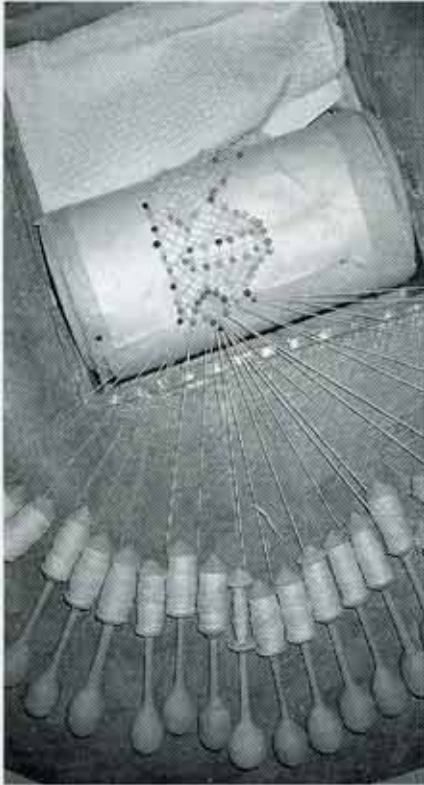
project he should also be able to open doors and switch on the light. The group at Bochum is concentrating on improving the work of the cameras and co-ordination of Arnold's magic arm. The scientists are trying to imitate nature: Arnold's arm has three hinges, similar to a shoulder, elbow and wrist. The cameras work in similar fashion to the natural eye, too. "But they are not as good as human eyes, of course," says Bruckhoff. One problem is that the software cannot filter the visual information – like the brain does.

At the moment scientists at Bochum are less optimistic about when we will have these artificial workers than robot-scientist Hans Moravec. In his new book *Mind Age* he predicts that by 2040 robots will be able to think in a logical way, even about themselves. He compares the development of robots within four decades to the evolution of the brain of vertebrates within 400 million years.

But Bruckhoff is sceptical: "As long as I am writing the software, I'm sure that Arnold can't think," he says with a laugh. On the other hand he admits that it cannot be predicted how this kind of autonomous robot will react: "We have to think about security as well." For the moment then, it's back to washing the dishes and scrubbing the floors, but one thing strikes me about the future: will intelligent robots want to tackle the household chores?

Alexandra Schäpe

Time for life



PROPER

Does profitability contradict expertise and good work? The Finnish paper machinery giant Valmet thinks that the latter is the key to financial success.

It was founded by the state to produce metalworks. In the last decade the profile of the company has changed dramatically. It gradually sold its interests in those fields that are not related to the producing of paper and board machines. From a traditional heavy-industrial state holding it became one of the world's leading paper machine producers with net sales mounting to 1,714 billion USD. Furthermore, it has been taken to the stockmarket. Now, after the last offering in 1996, the state's share is around 20%.

The recession of the 1990s has hardened the competition in the market of paper machinery too. Mergers and take-overs show that

Generations of patience, of passion; traditional jobs are witnesses of an era when people had time. An era when profitability was not the first aim. An era when people liked their jobs. Lace-maker, carpenter, violin-maker...the list is long. Those crafts-people that haven't been replaced by machines are proving that humans are indispensable.

But their future is threatened by profitability. Today, time is money. Each of these jobs requires mountains of patience, of ability and time. By trying to preserve their jobs, they are gloryfying them. A lot of these jobs became part of a city, or even sometimes a country. It's the only way for them to survive. Tourists, attracted by a return to nature, are the main economic resource for the traditions to remain.

PAPER

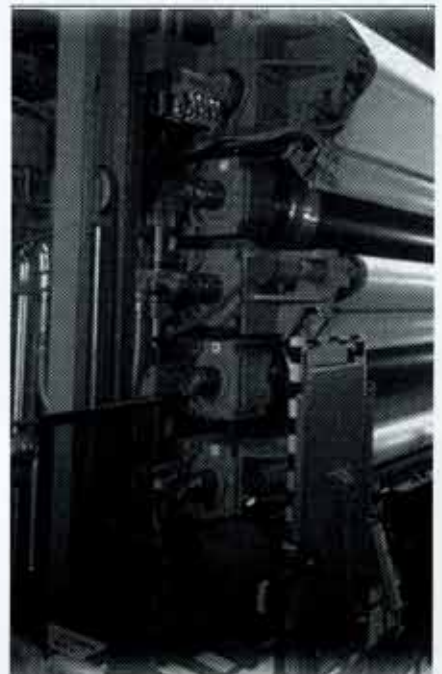
not all companies were able to survive. Apart from the rationalisation, Valmet tried to conserve its leading position in two ways. Firstly Valmet's production involves a growing trend of buying in components from smaller companies, which helps reduce costs. Secondly, it invests heavily into Research and Development and training. Valmet is a huge company, but does not produce mass products. At its maximum capacity it can build six paper machines per year. For this, traditions and quality are very important for the management and for the workers. The first thing they show to the visitor is not high-tech machinery, but their first machine, almost 50 years old, still at work.

Andras Fülöp

In Belgium, there is a little village called Redu. Its nickname is the "Village of the Book". In this place, apart from libraries, you can discover the traditional way to make paper, bindings and covers. All this is hand-made, following very old-fashioned procedures. Each year, Redu is visited by thousands of people of all ages, who like books and traditions. The economy of the Redu area revolves around book-making and book-selling. Each summer, when the weather is nice, the inhabitants of Redu open their houses to sell second-hand books. It is the perfect place to have a nice day with your family, or to find among thousands of books the one you had always dreamt of reading, or the one that reminds you your childhood. A nice, quiet village where time seems to have stopped for a while.

Alice Beck

CAPER



Breaking down barriers: The male nurse

As barriers break down in society, they do so in the workplace. Women are leaping into technology, men are becoming more and more involved in the caring professions. The plain fact is that people are now searching for jobs that they really like. It does not matter if the profession has been female or male-dominated in the past.

Male nurse

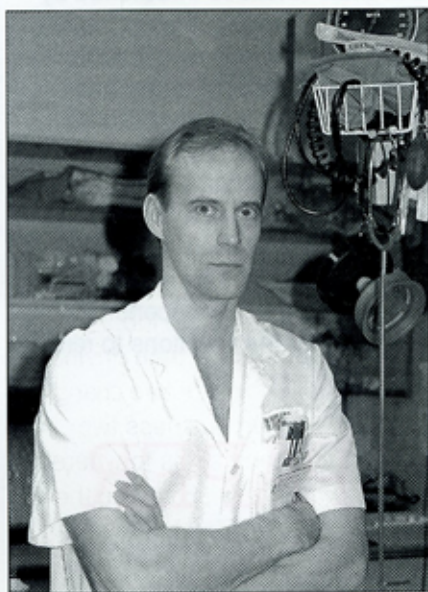
To work as a nurse was an easy choice for Pekka Piitulainen, now 40. He grew up in a typical Finnish suburb in the north-eastern town of Kuopio where the courtyard at his home was always full of people of different ages.

"I have always enjoyed being with people. When I was young all my hobbies like scouting and football had something to do with people too," he recalls.

Pekka also thought of studying further and graduating as a doctor, but even though nurses and doctors work in the same building with the same patients, their jobs differ a great deal. "Well, if a patient is in the hospital for five hours, a doctor treats him maybe for half-an-hour, but the rest of the time he is with a nurse. As a nurse, my work is more diversified than it would be as a doctor. Besides I get to be more with people."

It was not a surprise for Pekka's family and closest friends that he chose to become nurse. However, some of his distant friends wondered why on earth? "Most of them eventually understood when I explained that this was what I really wanted to do."

There are about 49,000 nurses in Finland. Only 2,500 of them are men. Pekka, now an assistant head nurse, started working in the profession 20 years ago, and for the past eight years he has served in



the emergency room in the Central Hospital in Jyväskylä. Operation units, emergency rooms and intensive care units are preferred by male nurses, whereas women tend to be more interested in bed wards. Pekka notes: "We need more technical skills in those units. Also the pace of the work is different. You may be awfully busy in the ER sometimes, but the next day hardly anything happens. I think that the biggest difference between men and women in this work is that women often want to plan everything in advance. Men usually take things as they happen, whatever is coming through the door."

"If a patient wants to smoke, female nurses usually try to stop him ... Men on the other hand may wrap the patient in a blanket and

take him outside for a cigarette."

But if the ER in Jyväskylä had all-male or all-female nursing staff, the unit would still run efficiently. In Pekka's opinion different sexes bring positive diversity to the unit. "Women work more conscientiously, and they also pay more attention to the tidiness of our workplace. For us men it's not so important if files or papers are in a wrong place – the main thing is that we still find them," he adds with a laugh.

Patients have got used to male nurses in Jyväskylä, and they accept them more readily each year. Pekka recalls that when he started, old women in particular, were shy of male nurses.

"On the other hand it could be embarrassing for older men, too, if a female nurse was nursing him."

Nowadays nurses can be easily exchanged if a sensitive situation arises, and problems posed by a nurse's gender occur only rarely.

In addition to his work, Pekka Piitulainen teaches nursing in Jyväskylä.

"In 20 years the number of male nurses has increased noticeably, but in the past few years the growth has become steadier," he says.

Nursing, however, is likely to be dominated by women for some time to come.

Seija Suihkonen

Breaking down barriers: The female inspector

Twenty-eight-year-old Marianne Hetekivi chose a challenging job usually done by men because she has always been interested in cars. She inspects them for faults in the annual test demanded by the Finnish Government.

"In the beginning people thought that I couldn't do my work as well as men. Once, a man was relieved that he would get his car through the inspection easily because I was inspecting it," says Marianne.

Only in the past five years have women moved into car inspection: only three are doing the job at present. Marianne checks the condition of the motor, brightness of lights and condition of brakes in an inspection station just as carefully as any man. Her work is often suspected by some sceptics, however, and she says that drivers who have diesel cars – which require distinctive checks – do not trust her, and sometimes ask a man to do the job. In the diesel test a car has to run at full speed for a while.

"It does sound bad, but doesn't harm a car at all. When the driver realises that male inspectors do the

testing exactly the same way as I would have done, they later apologise to me," Marianne adds with a smile.

In the Jyväskylä area, car owners have already got used to Marianne, but she still sometimes hears astonished drivers say: 'Oh, is it girls here too?'

"Men aged 35 to 45 criticise me most, but women are quite happy to see me inspect their car.

Once a young man nearly got angry with me because his car didn't pass the inspection."

Marianne has plenty of funny stories about things that have happened to her in the job. At least it is more interesting than driving a truck, which she did before changing to the inspection business two years ago. She travels to wherever her work demands, covering the whole of central Finland, and she feels that she has been readily accepted everywhere by her fellow workers. "Well, a couple of inspectors were quite suspicious at the start. They, for example refused to help me when I had problems." Marianne says her work is mentally



"People thought I could not do my work as well as men", says Marianne.

demanding, and not only because she is a woman, and she is not sure if she wants to do it for the rest of her life. "If I could choose again, I would probably try to make my childhood dream come true and study in the police academy. In this job I have to make decisions all the time. It's very stressful. When I started for the first six months I was totally exhausted after an eight-hour day."

In Finland the inspection business has changed after the state allowed the establishment of new inspection stations within the past year. For Marianne and the company she works for, it means less work and tougher competition, and the risk of unemployment is higher than a few years ago.

"As a woman I have always been under constant observation at my work. It is not as bad as at the start, but I'm still aware of it."

Seija Suihkonen



There is not much Marianne doesn't know about cars.

You are unemployed; you have been scouring newspaper recruitment sections for months trying to find that elusive job; you have filled in countless job application forms without success; you are becoming increasingly desperate, what else can you try? Have you considered turning to the Internet to find a job?

It is no longer only well-off people who own computers. As prices have dropped to affordable levels and the technology has become more widespread and user-friendly, more and more individuals, businesses and educational institutions are exploring the Internet and using electronic mail.

Thanks to increased commercialisation and media exposure over the past five years, the Internet has expanded at a colossal rate. In a recent survey conducted by Interactive Media in Retail, a massive 88 per cent of the British population said they are aware of the Internet. About five million people in Europe have direct connections to the Net, with two million of those based in the UK alone.

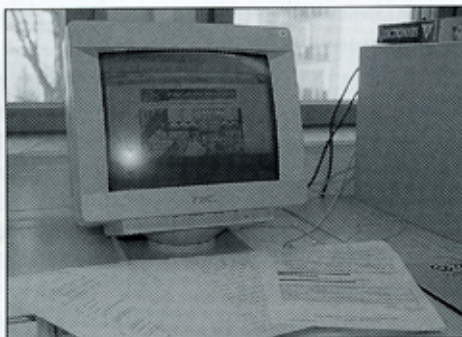
Today, there is a wealth of information at our fingertips. Supposedly, the Net can take you anywhere. In their exhaustive advertising campaign, software-giants Microsoft use the slogan: "Where do you want to go today?" It is without doubt a wonderful resource, but can the Internet possibly help unemployed people back to work?

Lisa Hepner, a Canadian-based freelance journalist, argues that by using the World Wide Web on-line job listings, people don't need to

Web Catching On...

buy a variety of newspapers to search for the right job. "Another distinct advantage", says Ms Hepner, "is that you can also use electronic mail to land your application or resumé on the employer's screen, instead of having to post it to his secretary."

American universities have already latched on to the idea of recruiting via the Net. A number of pilot schemes are in operation where students can send their details to a database which will then match them with any suitable jobs that arise.



The idea sounds great in theory, but not everyone has access to the technology neces-

sary to look for a job on the Net. Besides, how would you expect a group of 50-year-old unemployed ex-miners to search and apply for jobs when it's possible that none has even sat in front of a computer screen?

Ms Hepner notes: "Before we get too excited, most Internet watchers agree that it will take at least another five years before it becomes an important vehicle for recruiting."

Marek Kohn, whose Technofile column dedicated to the Internet and multi-media technology, appears in Britain's *Independent on Sunday* newspaper, believes that classified advertising of all kinds

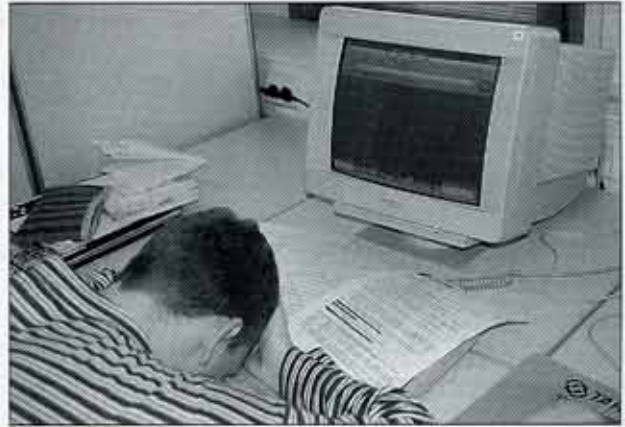
will eventually migrate to the web, but acknowledges that potential respondents could miss out through not having the resources, but he sees a positive side to the argument: "In the case of job ads, employers would presumably consider Net technology and awareness as a requirement for applicants. This would tend to increase the perceived value of computer skills as an asset in a job candidate's portfolio."

The Royal Auxiliary Air Force is one UK organisation which believes the Net is not only a valuable recruiting resource, but a tremendous publicity tool. A brief visit to the RAAF website, set up by Warrant Officer Don McQueen and his son William, explains why. Whereas a newspaper or magazine advertisement would have to be immediately eye-catching, and could contain only a limited amount of information, the RAAF website includes detailed facts about the organisation's history, initial training methods, and employment and promotion prospects. "The sheer wealth of information available to prospective recruits is what makes this kind of advertising so valuable," said Mr McQueen.

It may be a little bit too early to get over-excited about the prospect of finding yourself a job via the Internet. Evidence suggests, nevertheless, that the Net is fast becoming a vital medium for job recruitment as we approach the millennium.

Brian Price

Everyone For Not ...But



Alice Beck

Jobs aren't quite so easy to find on the Web.

Quite possibly, I have the worst handwriting seen by the human eye. Whenever I have to fill in job application forms, it takes me all my time to concentrate on achieving my neatest, most legible script to impress my prospective employer.

But, as much as I try to write clearly, concentrating so intensely that my tongue sticks permanently out the side of my mouth, you can guarantee that by the time I reach the final page of the form, my handwriting will have degenerated into a scrawl. If I have difficulty reading it back, what hope does anyone else have?

So, to stop any more application forms being thrown in the bin, I decided that I would find myself a job via the Internet. A piece of cake I thought, but it turns out that things are not quite as easy as you might imagine in Cyberspace.

The hardest part is trying to find a job which isn't based in the computer software industry. With about 90 per cent of the posts advertised on the Net based either in the Information Technology sector or the electronics industry, the fact that I don't have a recognised qualification in computer wizardry put me at a severe disadvantage.

After stumbling through several job recruitment sites with nothing in

particular catching my eye, I surfed on to the US-based *Career Zone* homepage – a site claiming to be the Internet's premier service for matching job seekers and employers.

A swift double-click on their 'hot companies' icon saw me swamped with an A-Z of thousands of companies – some with familiar names, others I was convinced had been made up!

After hours of deliberation, *MegaMedia* – a company devoted to developing and marketing entertainment software – seemed mildly intriguing. Clicking on their 'hot jobs' icon, I discovered I had to choose which position I wanted, and in

which US state I wanted to work. I opted for a job in printing and publishing, in Idaho, and left my computer to do the hard work. It matched me with three appropriate jobs in different companies in the western state. I applied for all of them, sending my CV by e-mail. And then I waited, and waited...

Today, almost one month later, I have received just one reply - a standard letter from one of the companies informing me that my application was unsuccessful.

Apart from the technology which we use, it seems that some things never change.

Brian Price



NOKIA
CONNECTING PEOPLE

He is wearing a coloured pullover and black leather shoes that are about to split. The wiry man with the thick white hair does not look like a millionaire, yet he is: "We have a turnover of 50 million marks per year," says Wolfgang Plaetzsch. Up to 200 deliveries leave the Dortmund yarn business of the Leipzig-born man each day, and his white Mercedes Benz 600 is parked outside the door. The enterprise sends 600,000 catalogues twice a year to clients all over the world. Plaetzsch does not need to work 12 hours a day, but neither medical problems nor his age can hold him back. Plaetzsch will be 72 in August.

The boss's yarn...

Work is his whole life: "If I had to sit at home for half a year, I would be dead," he says with a slight Saxonian accent, and the lively grey blue eyes flash. "Maybe I'd sleep one hour longer. But what do I do then? Sooner or later I would just get on my wife's nerves. Like this I can postpone growing old. There are lazy people who die at 40, and they are buried at 70."

This nearly happened to Plaetzsch when he was 18. On November 26, 1943, the young lieutenant of the Wehrmacht was wounded by a shell-splinter. He was paralysed and lost his memory, his colleagues thought he was dead, but by chance, some German soldiers picked him up and took him to a military hospital. For Plaetzsch, the war was over, and an entirely new life had to begin. "I had forgotten who I was, and had to start again from scratch."

As an unknown soldier he returned to his home town. His parents and his former headmaster recognised him, but he had to learn to read, write and count again, and finally passed his *Abitur*, the final school certificate. A damaged arm and the

crippled left index finger are the legacy of his trauma.

In 1948, the 23-year-old man took over the family enterprise and was in charge of more than 1,000 workers. Yet capitalists like him had a hard time in the *Ostzone* – Plaetzsch still uses a cold-war expression for the former GDR – and four years later, his possessions were confiscated, and the communist party wanted to arrest him. He fled to the western part of

Germany, and after living in a refugees' camp and meandering through several cities in Germany, the manufacturer without a factory ended up in Dortmund.

There he founded the yarn business, and a couple of years later he had branches in Saudi Arabia, Thailand, Hong Kong and South America. Today those branches no longer exist, and the business is not doing too well – south-east Asian competitors produce too cheaply. "In 1940, there were 140,000 yarn businesses in Germany. About 2,000 are left, and they will go down, too."

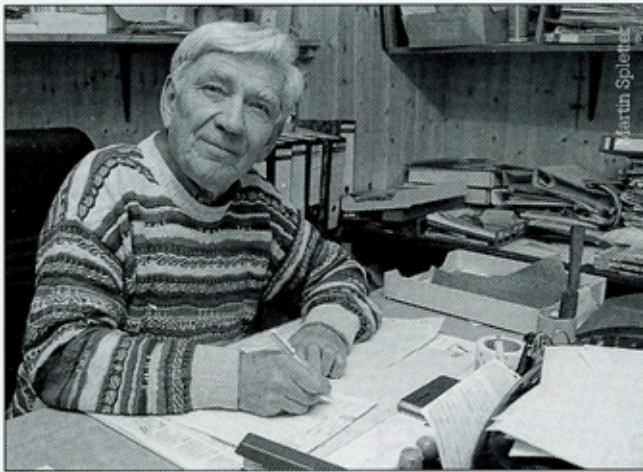
Papers and documents are stacked up on the table and on the shelves of Plaetzsch's office. In the 1,000-square metre depot, wool piles up beneath the five-metre high ceiling. There are nine people working in the business, three of whom are in the office, and the boss is everywhere: "I write the bills and serve private clients. If necessary, I also pack the delivery boxes."

During the interview, Plaetzsch does not stop working; he sorts catalogues that were returned to the sender; they will be used again.



Wolfgang Plaetzsch, 71

Martin Splener



Martin Spieker

Everything under control: the boss is working in his office.

He works from eight in the morning until eight at night, six days a week plus a half day on Sunday. He has survived three heart attacks, but has never had much time for his son and wife, so was it worth all the toil? – "I am still alive and I have built up something. Yes, it was worth it."

His wife Charlotte, 62, and their 26-year-old son Christian, a former professional sportsman and now a business manager, have always worked in the business. "You know,

now we can afford all the luxury we want. When we go on holidays, we sleep only in the most expensive hotels. We have built a house of our own on the Costa Blanca in southern Spain. Here in Dortmund, I can swim in my own swimming pool."

After his most recent heart attack, he took stock of his

life during his 12-week stay in hospital. "But when I saw my work again, all doubts were gone. I feel fulfilled when I'm working."

Plaetzsch is convinced that, with some good ideas, many of Germany's 4.7 million unemployed would not have to remain out of work: "If I was unemployed, I would get on people's nerves until they gave me a job. I'd also take a job for which I'm over-qualified and then step by step get into a better position. You must not

turn anything down. The jobs will not approach you, but you must approach the jobs." Yet, he concedes, "nowadays you need far better ideas to create something really new. It's much more difficult than in earlier times."

Plaetzsch rewards good ideas: in the building of which he is the landlord, four students converted an office into a flat without help. Now they pay only 1020 Deutschmarks monthly for a 160-square metre flat right in the centre of Dortmund.

Almost 50 years in the business – when will he stop? Wolfgang Plaetzsch stops sorting the catalogues for a while. "Actually my body and mind are still in a very good condition. I'll go on for at least five years." In five years' time, he will be 77. Does a man like this fit into a society where free time is getting more and more important and work is just a means to earn some money? Wolfgang Plaetzsch does not hesitate for a second: "No, I don't fit this era any more."

Axel Klauwer

Has Forsyth played his cards Right?

This April, the City of Edinburgh Council will begin the latest round of cuts in services. These are expected to include more than 800 redundancies, school meal provision reduced, the closure of two children's centres and, more significantly, two adult training centres. Scottish Secretary Michael Forsyth has accused councils of "spending money as if there is no tomorrow", but is cutting council funding really the answer?

Jimmy MacKay, 35, has lived in the impoverished Edinburgh suburb of Wester Hailes all his life. He has just succeeded in attaining a college course to train as a social worker. But, he says he wouldn't have managed this without the help of the Wester Hailes Adult Training Centre. "I had no qualifications four years ago, but now I've managed to get this scholarship, I have a chance to get away from here," he said.

He got in touch with the centre

after hearing of a friend who had become an electronics engineer after going through the system. Now, the people of Wester Hailes are shocked at the threat of the centre closing – even though a final decision on which centres will shut has not been made.

"**If they close our centre**, then things will get really bad again around here. There are no decent jobs here anyway, and bosses want qualifications these days. If the council close it down then they've really chucked it."

Whatever the final outcome, the centre has been a great success in providing new skills and training opportunities in an area which still has 15% unemployed – double the city's average.

Almost half of the new jobs in Edinburgh are either in hotel and catering or retail and distribution sectors – areas where job security is

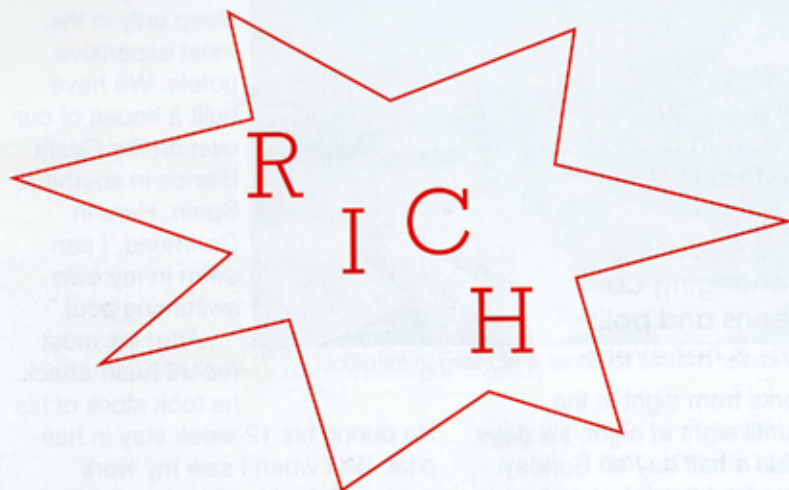
low and staff turnover very high. These training centres remain key players in tackling unemployment, and if Wester Hailes was to be a casualty of the latest cuts, then much of the hard work and progress would come undone.

However, Wester Hailes is not the only unemployment blackspot in Edinburgh. Training up long-term unemployed is an essential feature in communities in Craigmillar, Pilton, Holyrood and Leith Harbour as well.

Unemployment has become the bane of the 20th century, and has been linked closely with crime, drug addiction and other social ills. Yet the rift between the Scottish Office and the Scottish unitary councils highlights the urgent need for a co-ordinated approach to tackling unemployment.

Steven Murphy

Young, unemployed but



V.V. is 25 years old and does not have a permanent job. On the other hand he earns much more than the majority of Hungarians. Is he a member of the feared mafia? Not at all. He simply used his brain.

In Eastern Europe the shift from the world of secure jobs to insecurity was still sharper than in western countries. While in communism everybody had the right to work, right now the market rules. For millions of workers who grew up with socialism it was a big shock. But for young, talented people it meant possibilities.

V.V. is one of them. He spent several years in the USA, so he studied there for a while, and he profited from this period. "I see one difference between Hungary and the United States, namely that in Hungary the majority of the people are not able to think in the long term. If a Hungarian gets a vast sum of money, generally he wastes it in minutes. Certainly this attitude can be explained by the historical fact that in Hungary in the last century properties were confiscated once every 25 years. There is a Hungarian proverb: 'The only sure thing is what you have already eaten.' But this same thinking is quite harmful for the economy, and for themselves. For example on the stockmarket there are the western investors, who are looking beyond one year. The Hungarian wants to make a profit in one month."

V.V. graduated in business in Budapest, and he got a lot of job offers from multinational companies, but he chose to remain inde-

pendent. What were his motives?

"The jobs I was offered were not too attractive. A great corporation is a bit like the state bureaucracy. The most important thing is not to do your job well, but to have a good relation with your bosses. Naturally if you have no choice, you make the necessary compromises. But I saw a better place, where I could earn and learn more: the stockmarket."

After the second world war, the stockmarkets have disappeared in Eastern Europe, together with other financial institutions. The date of their rebirth was the second half of the 1980s, and the first half of the 1990s. Naturally these were dusty little places compared to the New York Stock Exchange, or to the financial markets of London. But in the Wild East, if somebody knew how the stock market functioned, and was familiar with the peculiarities of the region, he could make a fortune. In Hungary the stock market boomed in 1996, offering the highest yield in the world.

V.V. recalls: "This year you simply could not lose on the stockmarket. I knew basic principles of economics. In countries with developed financial markets, prices already contain this information. In Hungary the market is much more confused, so I was able to earn some money. Not with magic – with logic."

V.V. travels by bus, wears jeans,

and does not attach too much importance to appearance. "I don't agree with my friends, whose first financial investment was an expensive suit. They saw too many American films; they want to be like the yuppies in New York. They succeed only partially. They wear the same clothes, but they don't understand the thinking, the culture behind the show. From the price of the suit that I had not bought, I made a lot of money later. There is another thing, too. Businessmen wear the same suits, but their mentality is very different. I mean, the mentality of Americans and those, who live in central Europe. I can give you an example: In Hungary, and also in Austria, you cannot have a better car than your boss, because he will consider it an attack on his authority. Your car shows where you stand in the hierarchy. In America this rule is not so strict. If you are rich enough you buy a Ferrari, it will show that you are smart."

To the question of what he wants to do in the future, V.V. responds: "The past years were good, I learnt a lot, and I have made some money. Now I could pay the tuition costs of a good business school in the States, but it is possible that I will look for a job."

András Fülöp

A mirror of life

Jenni Halme, 23, is scratching the surface of a mirror with a machine that looks amazingly like a dentist's drill. Cutting mirrors, changing car windscreens and polishing glass is her everyday life. She is employed under an apprenticeship contract and studying at her father's glazier's shop in Jyväskylä, Finland.



Glazier trainee Jenni Halme has found her dream job.

Seija Suikkonen

An apprenticeship contract is one of the traditional but still useful ways of solving the problem of youth unemployment. This year the employment authorities are expecting almost 20,000 contracts to be made between students and employers in Finland.

"This is a perfect way to educate yourself if you are not the type who likes to sit at school," Jenni says. She knows what she is talking about. She decided to train as a glazier after she had had several experiences in health care and commercial schools. Neither of these attracted Jenni, who wanted to do something with her hands so she chose the same career as her brother followed a couple of years ago.

It is possible to work at a glazier's shop and learn the job, but an apprenticeship contract is the only way to get a professional certificate.

Nowadays, also the professions which demand formal education can make straight contracts with possible students. Today there are shopkeepers, butchers, photographers and secretaries studying this way.

For an employer, having an apprenticeship contract is a cheap way to get a new expert in the field; the state pays the costs and organizes the theoretical parts of the education; the student gets a salary during the education.

The basic education as a trainee lasts two years, but in Jenni's case she would not mind if it lasted longer.

"My brother told me that it took him five years in the job before he felt secure to leave alone by car and deliver a huge mirror to a client! I also have a lot to prove: this is a traditional male job, so they are watching me carefully."

Education leads a trainee straight to reality. You learn all phases of the job through your own hands. Jenni Halme has studied for six months now and she has already been given lots of responsibility.

"Maybe the most exciting task was at the sports hall when I had to lift up huge window frames to the height of nine meters with a crane truck all by myself."

Jenni Halme believes practical learning is the best choice for her. She also knows what it is like to be without a job.

"This is definitely better than unemployment. I'll have more to do, more money and a fixed job in the future. My family is also satisfied because they have owned this firm for 50 years."

Sanna Mattila

40 ans

Le grand virage

The new fashion in Belgium: restructuring of personnel. The main priorities : profitability and efficiency. Everything must be done today, tomorrow means loss of value. A company that is rationalised is purified. It's the awful reality for many workers. Young people can adapt to a new job, but what about being 40? Too young to stop working and too old to be engaged somewhere else.

Restructuration du personnel, c'est malheureusement la dernière mode dans les entreprises belges. La rentabilité prime ainsi que le profit rapide au jour le jour. Demain n'est pas une valeur sûre.

Il faut tout rationaliser donc épurer l'entreprise. Tout doit disparaître! Ce n'est pas le slogan remâché durant la période des soldes, c'est l'affreuse réalité que connaissent de nombreux travailleurs. Lorsqu'on est jeune, on peut encore se recycler, s'adapter à un autre travail, à d'autres technologies. Qu'en est-il lorsqu'on est dans un âge moyen, trop jeune pour arrêter de travailler et trop âgé pour être engagé ailleurs?

Ce sort, M. Jean-Louis Dewael l'a connu. Cinquante-deux ans, cadre chez Solvay (une firme de chimie), durant 30 ans il a été responsable d'une équipe de 25 personnes : "Du jour au lendemain, on n'a plus besoin de vous. Il a été question de replacer les membres du personnel dans un autre département, mais rien n'a été fait".

Sa section audiovisuelle a été tout simplement supprimée. A son âge, vu sa position et son haut salaire, il n'a pas été engagé dans une autre société.

"Il y a trente ans, les entreprises étaient mieux structurées. Une configuration en trapèze était en place. Au-dessus de la figure, les différentes sections avec leurs cadres respectifs. Il y avait une délégation de pouvoir et chacun avait des responsabilités à son niveau. Actuellement, on assiste à une structure en pyramide de plus en plus étroite vers le haut. Au sommet de celle-ci, un seul chef d'entreprise dirige le tout. Plus bas, les cadres sont en voie de disparition. Dans sa tour d'ivoire, un homme décide ce qui est bon ou non pour sa société". C'est le cas de Bernard

Tapie, en France, qui achète une usine, l'épure et la revend, ou encore de Louis Schweitzer (voir encadré).

Pour Jean-Louis Dewael, la technologie était de mise durant les années 60. Les équipes de chercheurs étaient importantes. Maintenant, ce ne sont plus que quatre ou cinq personnes sorties tout droit de l'université qui manipulent un ordinateur et qui créent un nouveau monde.

J'ai vu beaucoup de personnes autour de moi qui n'ont pas trouvé un nouveau job. Ils ont sombré dans l'alcoolisme ou la dépression. C'est comme si tout à coup vous n'étiez plus utile à la société".

Trop dynamique, cet homme de 50 ans ne pouvait pas rester les bras croisés. Il est parti avec quelques économies vers d'autres horizons où il pourrait mettre sa science et son expérience à profit. Finalement, il a créé une ONG (Organisation non gouvernementale) à Madagascar. Ainsi, il s'occupe d'un atelier protégé où des handicapés retrouvent une dignité et un sens à leur vie. Pour M. Dewael, il n'est pas possible de monter quelque chose en Belgique: "Dans ce pays, si on investit 1 franc, on nous en prend 10. Nous sommes surtaxés! A Madagascar, avec 1 franc, j'en fais 10. Je me suis installé là-bas, et je fais vivre quelques familles. Je gagnais quatre fois plus en Belgique et pourtant je prends plus de plaisir à travailler là-bas. L'important dans un travail, c'est qu'il soit utile, le reste devient bien vite secondaire".

Paola Marongiu

Renault met à la casse

A Vilvorde (Belgique), quatre mille personnes de l'usine Renault vont être licenciées. M. Schweitzer, le PDG, a décidé en février dernier que les ouvriers devenaient une charge trop importante et qu'il serait plus avantageux pour l'entreprise de les licencier. Pour sa majesté Schweitzer, la décision est irrévocable et peu importent les conséquences pour le personnel. Il faut comprendre, le pauvre, le nombre d'ouvriers est trop important et question rentabilité, la machine semble plus performante. Celle-ci a desservi l'homme. Au lieu de lui alléger le travail, elle l'a tout simplement remplacé. Une fatalité de plus en plus courante dans les pays d'Europe.
P.M.

Saubereres Image für den Kohlenpott

Seit dem Zechensterben in den 50er Jahren hat das Ruhrgebiet sein Gesicht verändert – aber die Bewohner hängen an der Tradition

Hand in Hand stehen Menschen an den Straßen. Sie bilden eine kilometerlange Menschenkette, genauer: 93 Kilometer, quer durch das Ruhrgebiet. 220 000 Bürger, Schüler und Rentner, prominente Politiker, Kirchenvertreter und Sportler demonstrieren für den Erhalt des Bergbaus im Revier, dem die Bundesregierung die Kohlesubventionen drastisch kürzen will. Die IG Bergbau hat die aufsehenerregende Aktion bis ins kleinste Detail geplant: 100 mobile Toiletten sind im Einsatz, 1400 Busse bringen Demonstranten zu festgelegten Orten, Kirchenglocken läuten zum Ende der Aktion gegen Mittag. „Die Menschen in diesem Land stehen zur Kohle“, verkündet IGBE-Vorsitzender Hans Berger stolz.

Obwohl schon seit Ende der 50er Jahre das große Zechensterben in Deutschland einsetzte, sind die rund 5,5 Millionen Menschen im Ruhrgebiet der Tradition verbunden. Dabei hat das Ruhrgebiet, der einstige Motor des „Wirtschaftswunders“, längst sein Gesicht verändert, der „Kohlenpott“

hat erfolgreich an seinem sauberen Image gearbeitet.

Seit 1989 koordiniert ein Programm des Landes Nordrhein-Westfalen Projekte zur Förderung der Beschäftigungs- und Wirtschaftsstruktur im nördlichen Ruhrgebiet. Die Internationale Bauausstellung Emscherpark (IBA) ist für die Umwandlung ehemaliger Montanflächen zuständig, Gewerbegebiete mit neuen Arbeitsplätzen entstehen auf den Industriebrachen. Grüner soll der größte Ballungsraum Europas außerdem werden, Industriedenkmäler bleiben als Zeugen der Geschichte erhalten.

Zum Beispiel im Dortmunder Stadtteil Eving: Dort ragt der alte Hammerkopfturm der Zeche Minister Stein 62 Meter hoch über das ehemalige Industriegelände. Ansonsten erinnert erstaunlich wenig an vergangene Bergbauzeiten.

Eine neue Straße schlängelt sich auf dem flachen Gebiet, fast alle Anlagen sind längst abgerissen. Nur zwei alte Gebäude sind von Baugerüsten eingekleidet, drei weitere niedrige Häuser haben die Renovierung schon hinter sich. Zehn Jahre ist es her, seit die Zeche als letzte in Dortmund geschlossen wurde – nach 112 Jahren Betrieb.



Willi Weber

Der Hammerkopfturm in Eving wird das Wahrzeichen des Stadtteils bleiben.

4000 Arbeitsplätze gingen 1987 im Dortmunder Norden verloren. „Diese Arbeitsplätze sollen neu geschaffen werden“, erklärt Bernd Kruse, Geschäftsführer der Entwicklungsagentur Dortmund, die das Projekt gemeinsam mit der IBA und der Montan-Grundstücksgesellschaft betreut. 13 Hektar Service- und Gewerbepark warten auf neue Unternehmen, die angrenzende „Neue Evinger Mitte“ soll als Stadtteilzentrum Arbeit mit Freizeit, Einkaufen und Wohnen verbinden. Neue Büros sind im ehemaligen Direktionsgebäude, der Lohnhalle und in der Lampenstube der Zeche untergebracht. Dort sind vor kurzem 170 Mitarbeiter des Sozialwissenschaftlichen Zentrums eingezogen.

Wolff Weber



Im Moment sieht es auf dem ehemaligen Zechengelände noch ziemlich leer aus. Die Neue Evinger Mitte soll Arbeit, Einkaufen und Freizeit miteinander verbinden.

Die Waschkauen der Zeche, die zur Zeit renoviert werden, werden später als Konzert- und Veranstaltungshallen genutzt. Ein grüner Platz mit Cafes soll das Stadtbild abrunden. „Arbeiten im Park“ heißt das Konzept, das für 22 Industriebrachen in der Emscherregion entwickelt wurde.

Im Moment kämpft die IBA aber darum, Unternehmen zu finden, die das neue Gewerbegebiet für ihre Produktion oder Dienstleistungen nutzen wollen. „In der aktuellen Rezession ist es schwierig, Firmen zu finden“, sagt Kruse. In einer ersten Werbekampagne wurde noch überregional nach potentiellen Investoren gefahndet. „Die bisherigen Interessenten kamen aber alle aus der Region“, sagt Kruse.

Immerhin ein Industriegroßhandel ist nach Eving umgezogen – aus einem anderen Dortmunder Stadtteil. Daß die neuen Gewerbe Parks von der Region leben, hat auch eine Studie der EU ermittelt. Hinzu kommt, daß ausländische Unternehmen den „Standort Deutschland“ meiden, nennt Kruse einen weiteren Grund. „Am Standort

Eving lag es jedenfalls nicht“, ist der Geschäftsführer überzeugt. Im Ruhrgebiet seien bisher alle neuen Gewerbeflächen weitgehend leer geblieben.

Die IBA stellt allerdings bestimmte Anforderungen an Investoren. In einem Gebiet mit 15,3 Prozent Arbeitslosigkeit – 12,2 ist der Bundesdurchschnitt – müssen neue Unternehmen vor allem viele Arbeitsplätze mitbringen: „Einkaufszentren oder Baumärkte könnten wir jederzeit ansiedeln“, sagt Kruse, aber die brauchen eben nicht viele Arbeitskräfte. Ein Investorenhandbuch schreibt außerdem die Architektur der Neubauten vor. So dürfen zur neugebauten Allee hin beispielsweise keine Hallen stehen, Bürofassaden sollen dem Gebiet ein modernes Gesicht verleihen. Die Häuser dürfen höchstens drei Geschosse haben. „Die Architektur hat einen Einfluß darauf, welche Investoren sich für das Gebiet interessieren“, ist Kruse überzeugt.

Eigentlich müssen heutzutage

Gewerbeflächen direkt auf Unternehmen zugeschnitten sein“, sagt Kruse. Die fertige Gewerbefläche in Eving entspreche häufig nicht den Bedürfnissen der Unternehmen, die etwa größere oder anders angelegte Grundstücke brauchen. Anfangs seien zwar noch private Investoren an der Planung in Eving beteiligt gewesen, aber die Beseitigung der Zechen-Altlasten wollten sie nicht finanzieren. 20 Millionen Mark hat die Erschließung des Geländes für den Service- und Gewerbepark gekostet. „Wir sind aber zuversichtlich, das Gebiet demnächst bebauen zu können“, sagt Kruse.

Eine „Initialzündung“ soll der Ausbau des denkmalgeschützten Hammerkopfturmes sein. Ein Architekt hat eine „Bürobank“ in Anlehnung an die frühere Hängebank des Turmes entworfen – der Bergbau wird weiterhin repräsentativ für den Stadtteil sein.

Alexandra Schäpe

Restoring the Ruhr's energy

People in the German Ruhr area cling to their traditions. The coal and steel industries have shaped the region for more than a century, but for the past 40 years these industries have been declining. Many people demonstrated on the streets in February when the federal government announced that the coal subsidy should be reduced: indeed, 220,000 people formed a human chain, 93 kilometres long, across the industrial heartland. It is a fact, however, that the economic structure of the Ruhr today is more diverse than in former times, but the region is still struggling with an unemployment rate of 15.3 percent – the average rate of Germany is 12.2. One way of

dealing with the problem is to build new areas zoned for economic activities on the former coalfields. A structural programme promoted by the government of North-Rhine-Westfalia – the Emscher Park International Building Exhibition (IBA) – is spearheading the economic, ecological and urban renewal of 22 areas. The last coal mine at Dortmund, Minister Stein, was closed down in 1987, and today only the old winding tower is left. A total of DM 20 million was spent on renewing the whole pithead ecologically, and some old buildings have been restored. Now the area in the midst of a northern district of Dortmund is waiting for new enterprises, but they are diffi-

cult to find, explains the manager in charge of the project, Bernd Kruse. One reason is the recent recession, and the IBA is looking for companies that will bring many new jobs. Foreign companies, however, will not settle in Germany because social security costs and taxes are too high. There are, too, strict regulations about the architecture of new construction – for example, no building can be more than three storeys high.

But Kruse remains optimistic that companies will come to Dortmund, although, in truth, interest in developing within the 22 re-novel areas remains sluggish.

Alexandra Schäpe



Mammoth attraction you won't forget

The times they are a-changing... Bob Dylan once made the point in a song. If he came to the German Ruhr area today he would probably perform in the turbine hall at Oberhausen or in *Zeche Bochum* (Bochum mine), both of which have been transformed into concert venues. It is not only the economic change that is striking here.

One nationally-known example is the new exhibition hall *Gasometer Oberhausen*, which opened in 1994 with an exhibition on the history of this industrial area. Last year in this huge building – it is about 117 metres high and has a diameter of 68 metres – young international artists also had a chance to show their ideas on a grand scale.

Of course many museums, such as the *Westfälische Industriemuseum*, display the history of the region. The institution is located in various Ruhr cities, for example at the former Zollern coal mine at Dortmund, which is noted for its architecture. In the German Coal-mining Museum at Bochum, visitors can descend into a real mine.

In various areas, new parks offer opportunities for walks and relaxation in green surroundings, and the astonishing landmark of the *Maximilian Park* at Hamm is a massive glass elephant. Curiously, the mammoth building was used as a washroom by the miners; now visitors can ascend the "trunk" by elevator and enjoy art-displays in the "head" of this unusual architectural phenomenon.

At the Duisburg-Nord parkland a society of Alpine enthusiasts uses former industrial buildings as a substitute for real mountains. A club of divers appreciates the bizarre atmosphere, too: they plunge in to a water-filled gasometer of the former Thyssen steelworks to pursue their sports.

Alexandra Schäpe

A huge glass elephant, built by architect Horst Rellecke, greets visitors to Maximilian Park.

Land of midnight sun and saunas

Finland - a cold, dark and out-of-the-way country in Scandinavia?

Well, the average temperature in northerly Lapland in December is only minus 16.8°C. In June the midnight sun keeps you awake all night; north of the Arctic Circle it does not set at all.

One point to ponder: the common border with Russia is actually longer than the length of Finland at 1,269 km, whereas the distance between the towns of Hanko and Utsjoki, the most southerly and the most northerly, is 1,157 km.

A population of 5.1 million Finns inhabit an area of 338,145 sq km, which makes it the seventh largest country of Europe. The biggest city, the capital Helsinki, has 530,000 inhabitants - but that is only half as many as there are reindeer.

People are generally happy in the land of water and forests. Every year about 60,000 new Finns are born in the midst of hundreds of thousands of lakes of all shapes and sizes. Married life is not always perfect, however, and about 14,000 couples end up being divorced every year.

Despite the high unemployment

rate, 16.3%, the Finns will not give up the regular steamy delight of their saunas. There are more than 1.8 million of them in the country, and the Finnish dream of a summer cabin with sauna on the lakeside has become a reality for 416,000 people.



Steven Murphy

Apart from indulging in the sauna, the Finns spend most of their spare time watching TV or reading. They are very active readers compared to other nationalities: there are 370 newspapers, 4,600 magazines and about 1,000 libraries throughout the

country. However, they are not too enthusiastic about other cultural activities. A Finn goes to the cinema approximately once a year, although 420,000 Finns visit the internet every week.

Finnish leisure time also includes drinking alcohol which, unfortunately, sometimes goes along with driving. About 21,000 drunken drivers are caught annually. There are 1.9 million private cars in Finland, and the age limit for a driver's licence is 18, but younger people have found a solution: some of the 319,000 tractors are used for moving around the countryside. You are allowed a licence to drive a tractor at the age of 15.

The future of Finland looks fairly bright. Inflation is the lowest of all EU countries, at only 0.9% per year, while the European average is 2.2%. The life expectancy for men is 72.8 years, and women tend to live eight years longer. The main cause of death for Finns is heart disease and associated ailments: they put an end to about 23,000 lives every year.

Sanna Mattila
Seija Suihkonen

If you can't stand the heat, stay out of the *s s s* sauna

As I had only 24 hours' notice that I was coming to Finland, it was with some distress that I discovered I had forgotten to pack my swimming trunks. I was angry because I really wanted to experience a Finnish sauna. So I decided to borrow a pair from a Finn - who in turn laughed and went off to tell all his friends.

This left me with two options. Either I protect my inherent British modesty by not partaking, or I join the party *au naturel*. The sauna was already roasting as we took up our positions. Somebody got up and threw a ladle of water on to the coals. He did it again and again.

"It's freezing in here!", he yelled above the sound of sizzling coals. I thought I was going to evaporate

away to nothing, and became alarmed that no one would notice because of the steam. However, salvation was at hand as another Finn came in and thrust a cold beer in my direction. Naturally, you have to drink it fast before it starts boiling, otherwise you have to throw it on the stove and inhale the vapours.

After a rather feeble ten minutes, I was feeling dizzy and I couldn't breathe. The Finns laughed once more at my naivete as I wobbled to the shower. Curiously, ten minutes later I felt great - invigorated and clean.

But, I still wish I'd brought my swimming trunks!

Steven Murphy

Keeping the home fires burning

New technology has been blamed for much of the unemployment crisis across Europe. But at Harvia, the world leader in sauna heater manufacture, man and machine seem to be working in tandem.

Although family-owned companies tend to be regarded as old-fashioned today, at Harvia in Central Finland, they have enjoyed nothing but success.

The sauna industry is something of a misnomer in Finland - most people build their own or design one to be constructed to their own specifications. However, the sauna heater - or *kiuas* - is an essential purchase for one of Finland's most popular pastimes.

In this light, it is not surprising that Harvia is the world leader: producing 60,000 heaters a year. While much of Europe was left out in the cold during the most recent recession,



Seija Suubonen

Despite being a world leader in sauna heater manufacture, Harvia still only employs 100 people.

sion, Harvia were steaming ahead and breaking into new markets.

David Ahonen, their export manager, explained: "The recession presented no real problem. Over 40% of our business now comes from exports. Even when people were not building new houses, they still needed to replace old or broken sauna heaters."

In 1991, Harvia's turnover was FM 30 million, and they employed around 60 people. But in five years they have managed to double their turnover, increase production, and the personnel now tops 100. Additionally, they are one of the few Finnish firms to have benefited from the collapse of the Soviet Union - they do a bustling trade with the Ukraine and Kazakhstan, while Russia is Harvia's number one export market.

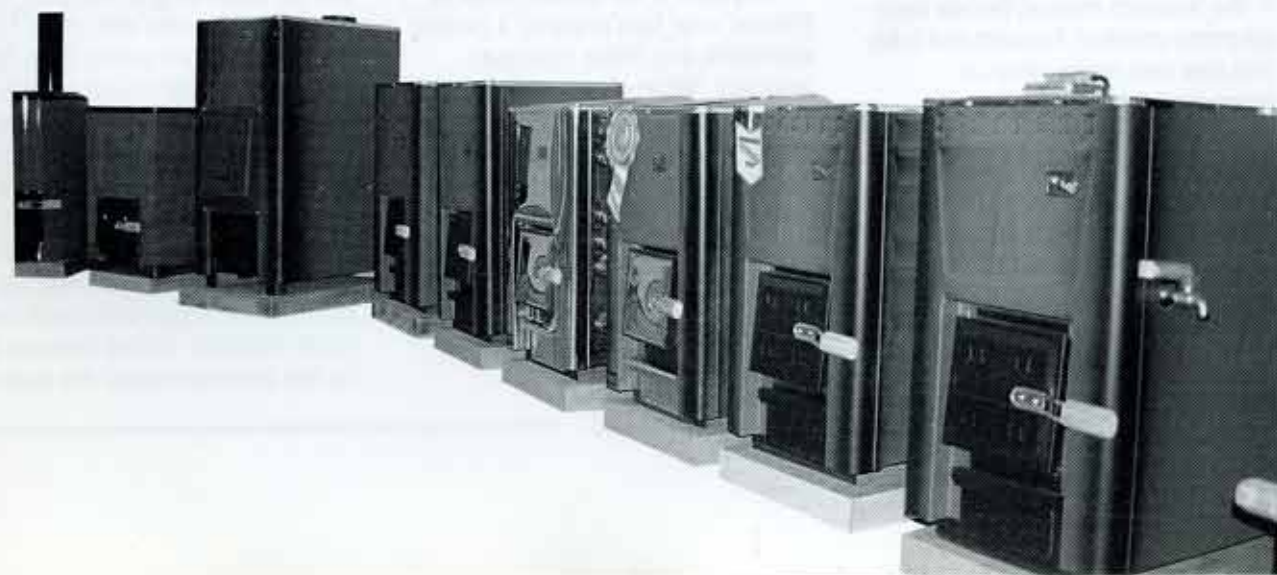
This has enabled Harvia to invest in new machinery, and therefore staff must be constantly retrained. Ahonen says: "It helps if we take on

employees with some kind of qualification from a technical college. If they already understand different types of machinery, then we don't have to train them. Every year, we take on more and more staff."

The domestic market is also dominated by Harvia, who supply the Finnish DIY giants *K-Rauta*. There is little competition, and the global market is carved-up between just three firms - *Sauna-Tech* (Finnish), *Tylo* (Swedish) and Harvia.

All this has grown from humble beginnings in 1951, with Tapani Harvia welding the burners in a garage. Harvia's current site was built in 1971, and has been extended 13 times since then. The boom is set to continue: another extension is being planned this year, and they expect to produce an extra 5000 heaters a year.

Steven Murphy



Tackling the depression

In the past ten years Finland's relations with other countries have been altered a lot. Finland joined the European Community in 1995, and the economy has changed slightly for the better since, according to Riitta Hjerppe, professor of economic history, University of Jyväskylä.

At the beginning of the 1990s, Finland was hit by depression, and the situation was the worst of the Western countries. One of the major causes was the collapse of the Soviet Union. Several Finnish companies had the USSR as their vital market. At the highest point, at the start of the 1980s, about 25 per cent of Finland's trade with other countries was with the huge neighbour to the east. In the political and economic turmoil later in this decade, the percentage decreased drastically.

Since the Second World War, it has generally been about 15 per cent, but entering the 1990s, it became less than 5 per cent. Finland had gained more profit from the eastern market than from the West before 1991. "We also lost competitive capacity in the western market; prices went up pretty much in Finland, the inflation rate was higher than in competing western countries."

The economic growth decreased. Entrepreneurs lost faith in the Finnish market and cut investments. The high level of unemployment led to less tax income, the state and municipalities then had to cut expenditure.



Riitta Hjerppe, professor of economic history, University of Jyväskylä, spoke about reasons for the economic slump in Finland.

A high level of inflation had been common in Finland from the 1940s, at a rate slightly higher than in western Europe. Apart from classical reasons for inflation, such as high imports, this had probably been caused by its instinctive product base. It had concentrated on wooden products, the demand for which varies.

In answer to the question whether Finland ever had enjoyed a golden economic era, Riitta Hjerppe laughed: "What to say about that? In fact in the 1920s and at the end of the 1930s, we had very good development. Industry developed faster than in any other European country"

In the 1950s and '60s, the golden age of Europe, the development was just a little bit slower than in the OECD countries.

(Finland joined the Organisation for Economic Cooperation and Development in the 1960s) In the 1980s the development again was a little bit higher than in other industrial countries.

Unemployment in Finland today is 15-16 per cent, with 400,000 people out of work. It is not getting worse, according to Hjerppe, and hopefully, the rate will fall to 10 per cent within a few years. She noted that there are different ways to count unemployment: for instance, there are students inside and outside the workforce. There is a standard for counting within the EU, but Hjerppe thinks it is a bit vague.

She pointed to relatively big differences in economic activity within Finland: "In the Helsinki area on the southern coast the economy

is out of the depression, and unemployment has decreased on the south and the south-western coast. It is worse in the middle, eastern and perhaps the northern parts. Åland (a group of islands in the Gulf of Bothnia) seems to be full-speed ahead."

To counter the bad economic situation, the government had at first tried to support industry and exports, and the latter sector had grown strongly since 1992. One problem was low domestic demand: economic development had been erratic.

"Economic policy has been criticised a lot, that rents were rather high for a long time. Now rents have been relatively low for quite some time, but it has been said that the government has focused too much on price levels, and that the Central Bank has held inflation too low."

Finland now had the lowest inflation rate in the EU, but Hjerpe was not glad about it: "The low inflation we have now is a sign of the depression we are still facing in many sectors of the economy, and not a sign of a successful economic policy."

She pointed out that high unemployment cost society money. The state had to cut in various sectors, and take out loans to pay for the unemployed, and yet did not receive income tax. Productivity might increase if unemployment is high, but the rise in productivity gave less than the costs of unemployment.

"It is hard to cut unemployment if there is no demand for workers in the private sector. Potentially, there is a possibility of hiring them in the public sector or arranging state-subsidised jobs much more than is the case. But if it is totally unproductive work, it is hard to say if it is profitable. In any case it is a very difficult political question."

Measures taken recently in Finland have been similar to those

in other western European countries, including giving temporary jobs to people who have been out of work for a long time, but Hjerpe said that it has not solved their problem. At the beginning of this year, the government withdrew immediate out-of-job support for young people under twenty-five without specialised education. The government wants young people to educate themselves for jobs – and Finland spends a larger proportion on education than any other European country.

Fredrik Andersson

(All quotes interpreted from Swedish)



Stefan Chevallier

Will e-mail pass the post?

Postmen face troubled times ahead if the electronic communication revolution continues. But is e-mail a comparable substitute which could end with the traditional postman getting the sack?

Have you had enough of being kicked out of restaurants just because you were making a phonecall? Come to Finland! A Finn without a mobile phone is like a train without a track. Finland seems to be ahead of the rest of Europe from an innovative point of view. E-mail has grown so popular that the conventional postman has to fear for his job.

Especially the Finnish students seem to be addicted to their mobile phones and e-mail systems. Even at a school party, the students stand in line to check their e-mail. During a lecture, half of the students grab their bags when a phone rings. Still, the Finnish post is sifting through almost 8 million items a day, like letters and newspapers.

Antti Miettinen, a 22-year-old Speech Communication student from Jyväskylä, says he receives between thirty and sixty e-mails a day. "Sometimes it happens that I don't get any. That really pisses me off." But he still thinks he can live without his e-mail: "You can't stop a revolution. People will always go for the easier way. It takes too much time to send a letter by mail. You need to have a printer, ink, paper and last, but not least, a poststamp."

Searching for future

Which one of these careers would you choose: answering the phone in a company with a lousy salary or lying on the couch at home and picking up good money from the social security office? At the moment neither is possible in Finland. The options for an uneducated, unemployed person under 25 are few.

There are almost 58,000 young people without a job in Finland and most do not have a professional education. At the start of 1997 their economic situation became even worse: doing nothing is not an option if you want to continue apply for social security. This move has been called an incentive: getting educated should always be better than unemployment.

When the decade dawned there were hundreds of suitable jobs for young people, for example in offices, shops and hospitals. It was easy to earn money for a couple of years after graduating from high school and to save for the future. But when the recession hit the country in 1991, the number of these jobs suddenly collapsed. Thousands of young people found themselves with lots of leisure time — but no money.

The amount of work has not been diminished by the recession, indeed the opposite in case. The main reason for youth unemployment seems to be lack of employers willing to pay worthwhile salaries. Employers have found ways to manage with several financial subsidies from the state and now there are inexpensive trainees instead of professionals working for the municipalities and temporary employees replacing those with permanent contracts in many enterprises.

Staff in the job centre naturally try to search for real jobs in the free market, but the choices for the uneducated young people nowadays are severely limited: you can sell hamburgers, clean banks at night or deliver advertisements. Or work on the phone selling books or magazines — even punting sex down the line. The worst point about these jobs is the pay. Basic salary does not keep you alive or it at least demands working day and night.

One of the solutions to get yourself out of the rut is practical training. If there is no decent job available, it will be created. It has become common that the finance for creating jobs comes from different subsidies, and employers defend themselves claiming that by employing even temporarily or with the help of the state they can offer a worthy experience to a first-timer.

At the same time the few permanent personnel are crushed under stress. The young and uneducated may

be hard-working, but they are only to be initiated into the work, and officially the trainees are not allowed to take any responsibility. It still occasionally happens that an inexperienced trainee is left alone with 15 children at a sand pit in a kindergarten.

Many employers use these "free" workers regularly, and there is little interest in looking after young people's welfare. The main rule is that at most one third of the personnel in a work place can be hired by state subsidies: in a small firm the proportion is likely to be high.

If working 30 hours a week practically for free does not sound a good idea, authorities offer some special courses for orientation. Three months on a computer course or learning the basics of the French language may reawaken the motivation for studying, but these courses are only a temporary solution and the authorities try to make clear that traditional education should be the ultimate no1 choice for the young.

The last choice for those who do not have other possibilities or the motivation for education may be learning a job in a workshop: young people paint cars or learn carpentry or cooking in a small community, earning the same amount of money as they could get from social security.

In spite of high unemployment rates the young do not seem to be down-hearted, however, because of the situation. There is some evidence that they do not normally feel depressed or frustrated. Compared to a professional losing his job in middle-age, a young person sees his future bright, considering unemployment only as a temporary phase in his life.

Unemployment is mainly a question of attitude. Young people are not afraid to ask for financial help like older professionals who have been used to taking care of themselves under all circumstances. Adults often find it very humiliating even to enter a job centre, but an active life with several hobbies and lots of friends seems compensation enough for many young people.

Sanna Mattila

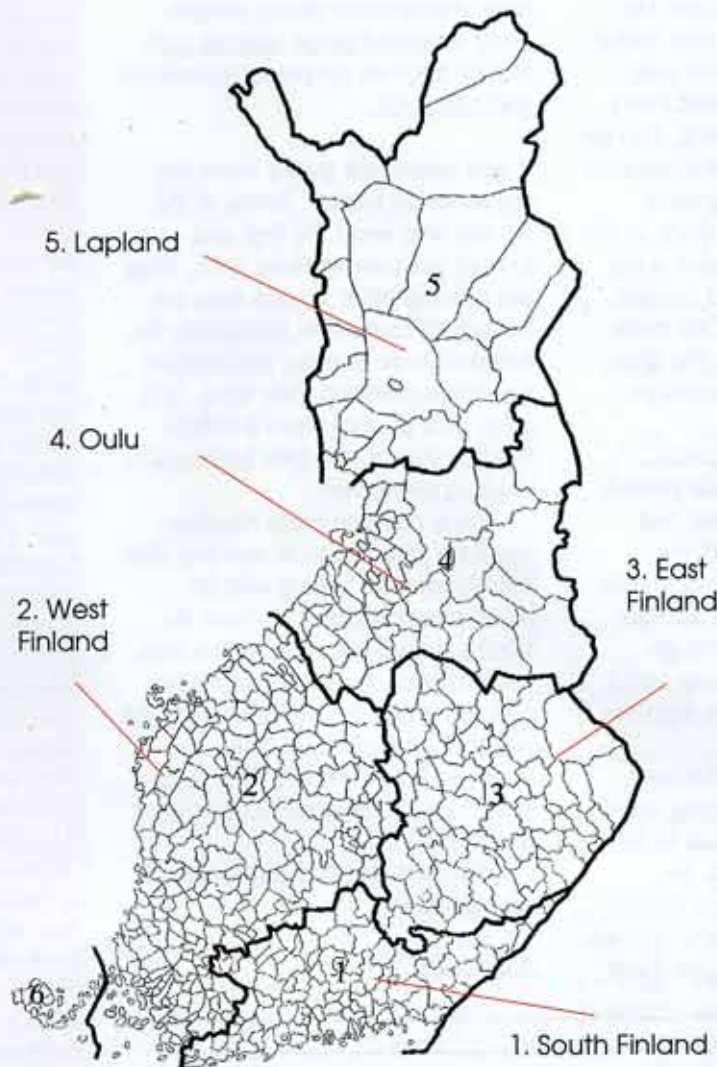
ARE THE FINNISH FINISHED?

During the next few years, the final stages of Finland's Regional Administration 2000 Project will see the country's local government structure radically altered from the 19 current municipalities to five larger provinces – South Finland, East Finland, West Finland, and the present provinces of Oulu and Lapland.

Some of the fundamental aims of the restructure are to unite regional administration, transfer decision-making power from central administration to regional and local levels, and to provide more cost-effective and efficient administrative centres.

But Kalevi Kivistö, Mayor of central Finland, says new types of costs will arise from the structural change, and the savings to Finland's economy will be "marginal". He also believes the reforms are part of a government initiative to raise its own profile with the Finnish population, and admits to being worried about the larger provinces becoming too distant from the people.

"If it means other state authorities want to have bigger districts, an area like central Finland will lose more contact with state administration and decision-making. If the municipalities begin to look to the neighbouring regions, it may mean that their own financial bases will weaken, and the level and standard



The new five large provinces of Finland will be created in September 1997.

of services will go down."

Finns, meanwhile, have not embraced the structural changes with much enthusiasm. Said one blue-collar worker: "I have been against the restructuring since the discussions began last year. Now it's coming true, I am quite sad. The politicians don't listen to people

anymore." Many students at Jyväskylä university displayed apathy when asked about the subject, but one woman said: "I don't think the changes have anything to do with identity. This is not the first time they have created artificial provinces. If I'm from eastern Finland, I really am, and nobody can deny that."

Although relationships between central government and the municipalities have been reformed during recent years, Mr Kivistö acknowledges that some risks have been taken with the five-region restructure. He believes that co-operation between different sectors were previously very practical and easy to

organise within the 19 municipalities.

"It had been functionally and economically a better system and it also kept the contact with the people in the municipalities as good as possible," he said.

Brian Price
Sanna Mattila

Nordine turns the corner

When you are working every day at the same place, passing by the same street, there are things that you can't ignore.

Nordine was a bank employee. He thought he was very lucky having found such a good position. He earned "a lot of money" and had a gentle wife at home. As he was passing by the same street every morning and every evening, he realized that a lot of young immigrants were just sitting on the ground doing nothing with their days. In the same street, there was also a big derelict site between two houses. As the days passed, he felt more and more concerned by this situation, until it became unbearable.

The idea of creating a place where young people could pursue activities and programmes had formed in Nordine's mind. He asked several unemployed friends to help him in his project and quit his job. He had saved enough money to rent a little house and it became the centre of the organisation.

The youths were exclusively male. They needed a strong education. Their aggression had to be concentrated in a project. So, Nordine asked the city for permission to renovate the derelict site as a playground. The city gave them

some money for this courageous project, and in several months the street had completely changed. The organisation got a name: *Notre coin de quartier* (our own little corner). The staff got bigger, and so did the complement of youths. Some programmes were created to help unemployed young people. They exploited some special techniques such as polyester sculptures and ceramics.

It has been five years since the organisation began. Some of the youths who were the first customers are now working for it. They are guiding other youths who are having difficulties. In November 96, *Notre coin de quartier* featured an exhibition showing their work, in a bank who offered them a million Belgian francs. So their business is working pretty well.

If one day you meet Nordine, you'll be astonished to see this little Moroccan man talking with so much passion about his new life. Maybe he will tell you that his wife left him because she couldn't support this situation. Maybe he will tell you that he had never been so happy in his entire life. The sacrifices he has made have been very rewarding.

His conclusion: "I just followed my intuition".

Alice Beck

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Euroreporters

JOB SATISFACTION: A EUROREPORTER SURVEY

Euroreporter has scoured Europe to find out who has the most difficult job. Do people enjoy their work, and do they get paid enough?

Journalists Europe-wide are a happy bunch, with only the pressures of deadlines - or the occasional irate editor - clawing away at their creative minds. A colossal 95 per cent are happy in their jobs and would not consider another career, given the chance. One Finnish reporter said: "I can't do anything else - except fishing!"

On the other hand, three out of four German teachers questioned in the survey said they would rather be civil servants if they could swap jobs. Almost all of Europe's teachers are disillusioned with the discipline of pupils. "It's not easy to be respected by students when you are a woman in this kind of profession, but it's my life," said a Belgian teacher. And a Scottish colleague remarked: "The kids are getting more and more violent every year. I know of one teacher who had a chair thrown at her."

Swedish street-cleaners are far happier in their line of work, despite putting in more hours than their European counterparts, but things are less optimistic in Belgium, where one street-cleaner claimed to have a "contract with Satan" and would rather be a Baywatcher on an American beach - if he could learn to swim!

Across the board, bus drivers are fairly disillusioned with their work. Many said drunk or aggressive passengers and traffic jams were their worst nightmares. "I was once attacked by two youths at a remote terminus who tried to break into the coin-machine," recalled one Edinburgh-based bus driver.

In sharp contrast, almost all Members of Parliament claimed to be happy with their jobs - especially in Germany, where they earn, on average, 30 per cent more than MPs from elsewhere in Europe.

Could the colour of money possibly be the reason for such happiness in the *Bundestag*? "The profession of a politician is an honourable task," said an *Abgeordneter*, with not a speck of irony.

Who's in the Cell?

Working 9 to 5, what a way to make a living...

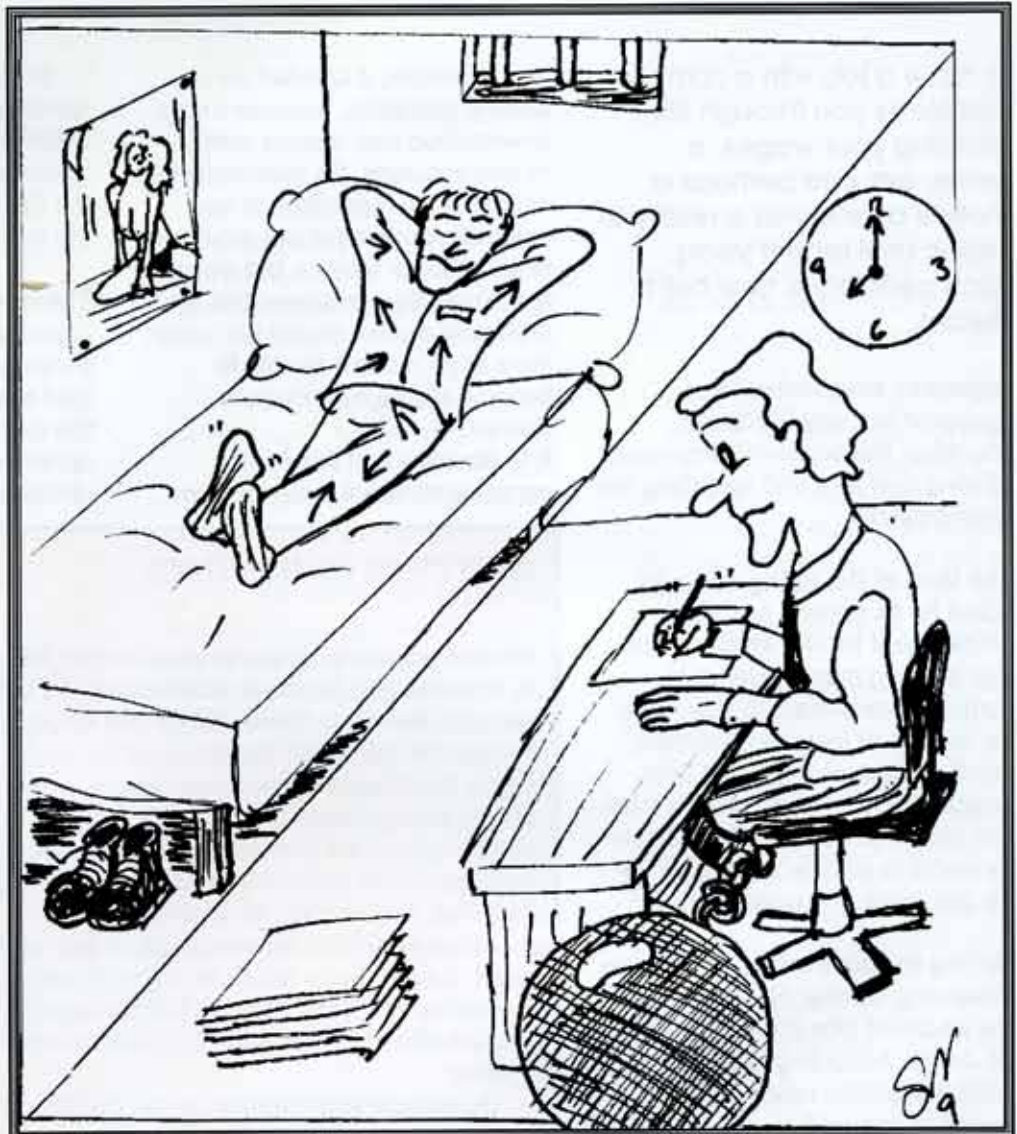
NO time for breakfast, or to kiss the children goodbye. Outside, the morning rush-hour traffic grinds to a halt. Irate commuters stare each other out, or hide behind copies of the *Financial Times* on buses and trains throughout the city. It's 9:15, you are already running late.

When you finally arrive at work, yesterday's mountain of paperwork waits to greet you – along with an irksome boss, eager to jump down your throat at the drop of a hat. You do no wrong; yet can do nothing right.

You sit at your desk all day, oblivious to the real world once again, lost in a haze of facts, figures and profit margins.

You see no light at the end of the tunnel. Does an alternative to the rat-race really exist?

Brian Price



In Prison they get three free meals a day.

At work I get a break for one meal and have to pay for it.

In prison they get time off for good behaviour.

At work I get rewarded for good behaviour with more work.

In prison they can watch TV and play games.

At work I'd get fired for doing these things.

In prison they provide clothing with the ID badge sewn in.

At work I provide my own clothes and have to wear ID at all times.

In prison they can fall asleep on the job and no serious consequences will arise.

At work if I fall asleep I will immediately get the sack.

In prison they ball-and-chain you when you go somewhere.

At work I am just ball-and-chained.

In prison all your expenses are paid for by the tax payer.

At work I pay expenses to go to work, and taxes are deducted from my salary to pay for prisoners.

I love my prison cell, cell, cell. I hate to work. I have to sell, sell, sell!

Adapted by Brian Price from The Funny Mail on the Internet Cartoon by Steve Murphy.

The Japanese model falters

To have a job with a company that takes you through life, ensuring your wages, a home, car and perhaps a mobile phone was a reality in Japan until recent years. Such certainty is now but a dream.

Japanese companies have appeared in many European countries, like economic emperors, offering new jobs and absorbing the unemployed.

The land of the rising sun was noted for its system, so-called employment for life, which meant that a young man chosen by a company was meant to stay there for ever, or at least till retirement; loyalty was more important than anything else. Nowadays this tradition seems to be dying. No company wants to employ somebody for life any more, it appears.

During the past couple of years an increasing number of unemployed, the so-called jobs crisis, has afflicted Japan. According to a survey in 1995 the jobless rate reached a record of around 8 %, still far below the unemployment rate in Europe, but a shock for Japanese society nonetheless.

The main reason goes back to the strong yen crisis in October 1993: this gave a kick-start to the employment revolution, and companies realised that they employed far more workers than they needed, and started to counter the strategy of a job guaranteed for life. The unique relationship between employer and worker, akin to father and son, could not be sustained.

Japan was not alone in perpetuating this kind of employment system; in Eastern Europe it was a

familiar model, if founded on contrasting principles, because being unemployed was against communist concepts. So everybody had to have a job regardless of how much the worker actually produced in the office or factory. But when the Soviet Bloc collapsed this kind of illusory system ended too, causing a large number people to become idle all over Eastern Europe.

It is obvious that this model cannot embrace the market eco-

In the Japanese experience, retirement for middle-aged and elderly managers and voluntary retirement became the norm, as in the Eastern Bloc after the switch to the market economy.

There is a growing tendency in Japan to try to employ young people at a far lower salary than paid to those who previously held the same position. And women are considered unwelcome, because of childbearing and not being able to

Married to the firm

While Europe countries to look inward for answers to the changes in working life; Japan is notorious for its rigid work-orientated society, but even there, things are changing.

Everybody knows the stereotype of the Japanese clerk, who spends all day in the office, and continues to work long after hours. More often than not, he then goes out drinking with his office colleagues. Perhaps close to midnight he will take the train back home, which may be deep in the suburbs. There he gets up after a few hours' sleep and rushes back to the office. And so forth, all week long.

At the weekends, he sleeps late or just watches some television at home. A few times a month he may play tennis or golf with business associates or clients, and if he has the opportunity, he arranges to play with his office mates too. But if he takes long holidays, he has a bad conscience.

He strongly believes that he can provide for his family, and he gives his salary straight to his wife, who returns some pocket money for him to spend. He works hard, but outside the office he does not know what the family expect from him; all he knows is how to work. Without his job and company, he is worthless.

But nowadays a new type is appearing, born in the affluent society. He wants to pursue as many interests and enjoy as many leisure activities as he can. For him, free time and the family have become more important than the office. He prefers to take a couple of days off with the wife and kids rather than relax with colleagues.

nomy system, because even if it is good for people, with technical development going forward apace, we need fewer and fewer people to do the same amount of work, and companies end up with more personnel than they need.

work for a while; there is no insurance that they will return to work. An apparent paradox is, however, that the traditional family model is still deeply rooted in Japan.

Anita Horváth

Turkey part of Europe?

The Dutch liberal chairman of the VVD, a right-wing party, expressed it like this: "The Turkish population is too diverse and too poor; the culture and especially the religion are too different. We don't want to be overwhelmed with Turkish unemployed people who would like to live in Europe."

With this statement Frits Bolkestein says that Turkey is not part of Europe. And this in 1997, which is the European year against racism and alien hate. Piet Dankert, a member of the European Parliament, wrote in the Dutch newspaper *NRC Handelsblad* that Turkey is as European as for example Bulgaria, Greece or Romania.

Turkey would like to become a member of the European Union. The European Christian Democrats don't like this idea.

"The political relationship with Turkey is as important for the European Union as it is for the United States." But he added: "Turkey is not ready yet for membership of the European Union, not economically, administratively and not at all politically. The relationship between the state and the population is about the opposite of the situation in the Netherlands."

Dankert gave examples of violation of human rights, the Kurdish conflict and the almost 25-year

occupation of Northern Cyprus. But the Euro-parliamentarian stressed the fact that Turkey was also the country that NATO relied on for more than 40 years to protect us from the Russians, Bulgarians and the Romanians: "Turkey is an indispensable ally to secure us from instability in the south-east, from Iraq, Iran and Cyprus, for example."



A Turk selling Turkish bread on the streets of Istanbul

Carpets enhance home-life

In a suburb of Istanbul, Turkey's ancient capital, young girls are sitting in a huge white-painted workshop at wooden looms. They are deftly knotting woollen threads around a string framework. Their heads are swathed by coloured cloth in the Muslim fashion; these girls are not employees, they are pupils.

The Ministry of Education and Tourism of Turkey are subsidising this school project at Bedesten. Girls from 16 years old can learn within two years how to knot carpets, says carpet expert Serdar Özkan: "Turkey is trying to do its utmost to be a European country. Child labour is prohibited by law, and we would also like to give women in our society a chance to develop themselves."

Throughout the country more than 1000 women are making carpets at home for the factory. Because they are self-sufficient, they don't have trouble combining work and motherhood – and freedom and emancipation are the rea-

sons why the Turkish government is supporting the carpet project. Some gifted girls who can knot silk on silk carpets, earn more than their father and brothers together."

The tradition had been wearing thin, and to prevent the whole industry from falling apart, the state had to do something. A school project seemed to be the perfect solution.

After the girls graduate,

Bedesten gives most a contract so that they can return to their home towns but still provide products for the factory, which has a turnover of 80 million U.S. dollars a year.

The first carpets were made in Turkey around 2500 years ago – the first knotted version made was found in Central Asia "We think it is important to keep this tradition alive," said Serdar Özkan.

Elena Lindemans



Turkish girls are being taught how to make Turkish carpets. The government of Turkey supports this school project because the tradition of carpet making is bleeding to death.

La fraude sociale prend sans cesse de l'ampleur en Belgique. Cheval de bataille de certains politiques, le travail au noir représente une solution d'avenir pour ceux qui en profitent. Coup d'oeil sur ce pays où la moitié de la population est dans l'illégalité.

10 millions d'habitants, 5 millions de fraudeurs

Un Belge sur deux a cédé un jour à la tentation si attrayante de la fraude sociale. On appelle ainsi, la main d'oeuvre qui se monnaie de la main à la main. Le "noir" est par



Un paiement qui simplifie les transactions...

essence difficile à définir, donc à évaluer. Mais d'après les estimations des économistes, il représenterait au bas mot 5 % du PNB belge, ce qui correspondrait à 15 milliards d'écus. De la baby-sitter au maçon, en passant par le voisin qui vient donner un coup de marteau à la toiture pour la retaper, la paye se fait sous la table. De petit travail en gros travaux, "l'exonération directe" de charges semble être le dénominateur commun.

Vu la conjoncture actuelle, la pieuvre du travail au noir déploie ses tentacules dans tous les secteurs. Les plus connus sont les services personnels, la restauration, l'hôtellerie et la confection mais il ne faut pas oublier les compagnies de taxis, l'horticulture ou encore les entreprises de nettoyage. Dans le grand groupe de la fraude

sociale, il faut tout de même faire une distinction entre le "professionnel" et "l'occasionnel". Le peintre du week-end ne ressemble ainsi pas au négrier de la construction.. Pourtant, ils font tous deux partie du même système, le travail au noir. Une économie souterraine de laquelle chacun tire profit, du moins au début. Ainsi, des bataillons de Polonaises déferlent en Belgique depuis la chute du mur de Berlin. Pour 5 Ecus de l'heure, ces championnes du ménage récurrent, repassent, rangent, et trouvent même le moyen d'aller chercher les enfants à l'école. Ces femmes travaillent dans des conditions qui ne sont pas toujours idylliques, mais à des tarifs bien plus intéressants que dans leur pays d'origine. Un argument qui semble souvent décisif aux yeux des employeurs, tout de même un peu gênés aux entournures.

Fraud thrives by moonlight

Moonlighting is a phenomenon which thrives in a lot of countries of Europe because of economic crisis. Belgium is not spared. In this small country of 10 million inhabitants, it has been suggested that half the population benefits from the underground economy. This is as diversified as the human imagination: cleaning ladies, builders, dressmakers, baby-sitters, in every job the black economy has its place. What's new is that the bad economical circumstances makes for a special kind of moonlighting. It is called *ingénierie sociale*, perhaps beating the system from within. It brings much of the country into a system of "legal" moonlighting.

L'argent passe sous la table. Il est donc exonéré de toute fiscalité. Il tombe directement au fond de l'escarcelle du travailleur, et par là, le prestataire de service doit moins déboursier. Face à cet attrait, de plus en plus de professions tendent une oreille attentive aux appels de ce travail au noir. Ainsi, en marge des branches dites "classiques", de nouvelles tendances émergent, crise oblige. Elles dessinent une nouvelle mode ravageuse appelée "ingénierie sociale". En caricaturant un peu, ce sont les faux indépendants, la fausse sous-traitance, les vrais remboursements de faux frais professionnels, et tous les autres contrats atypiques...

Pour beaucoup, cette ingénierie sociale arrange. En effet, l'utilisation de cette fraude, quasi officialisée, permet aux firmes de diminuer considérablement leurs coûts de production, et par voie de conséquence, de remporter plus facilement certains contrats. L'équation est simple à poser. Le travailleur

tire de l'opération un certain bénéfice, l'entreprise s'en voit considérablement avantagée, le manque à gagner est pour l'Etat. Le travail au noir plonge de ce fait ses racines au plus profond de la société belge, au point même d'en menacer les bases.

La dissimulation des revenus du travail prive le système économique national de ressources considérables. En conséquence, ce sont les entreprises et les travailleurs déclarés qui écopent d'une pression fiscale plus prononcée, avec des coûts salariaux considérables, voire excessifs.

Face à cette économie souterraine, les pouvoirs publics tremblent. Ils tentent sans cesse d'organiser une chasse aux sorcières pour combattre ce phénomène, mais comment enrayer un engrenage aussi diversifié ?

En Belgique, quatre administrations sont chargées de veiller au grain. La loi les autorise par exemple à entrer dans une entreprise sans mandat, à n'importe quelle heure du jour et de la nuit, sans même qu'il y ait la moindre présomption de fraude au sein de la société. Mais à ce jour, à peine 5 % des entreprises sont réellement auscultées. Pour paraître efficace face au problème, l'Etat belge a décidé depuis peu d'agir en amont, en guise de prévention. Celle-ci s'appuie ainsi sur un blanchiment de certaines formes de travail au noir, rendu peu attrayant, par des mesures fiscales adéquates (une diminution des charges sociales par exemple). Pourtant, les mesures déjà adoptées n'ont pas suffi à éradiquer la fraude sociale dans les secteurs concernés. Les pouvoirs publics ne savent plus que faire face à ce phénomène qui ne cesse de se développer. Peut-être espèrent-ils une décision prochaine des quinze... En attendant, un Belge sur deux continue à céder aux séduisantes sirènes du travail au noir.

Marianik Lethiec

Simulate the ultimate

You work eight hours a day, five days a week and earn nothing. But if the company is bankrupted you won't lose your job. This is the 'reality' of the 86 companies in the Netherlands which simulate transactions to give you a chance to get work experience. Last year, 75,000 participants took part in this project.

The growth in Dutch simulation companies has been enormous since the first was founded in January 1994. They trade in ceramics, plants, computers, audio and travels. The employees' work is as realistic as possible, but they do not sell a product. All the transactions appear on paper only. This doesn't mean that the employees can fool around, one significant mistake means a demote.

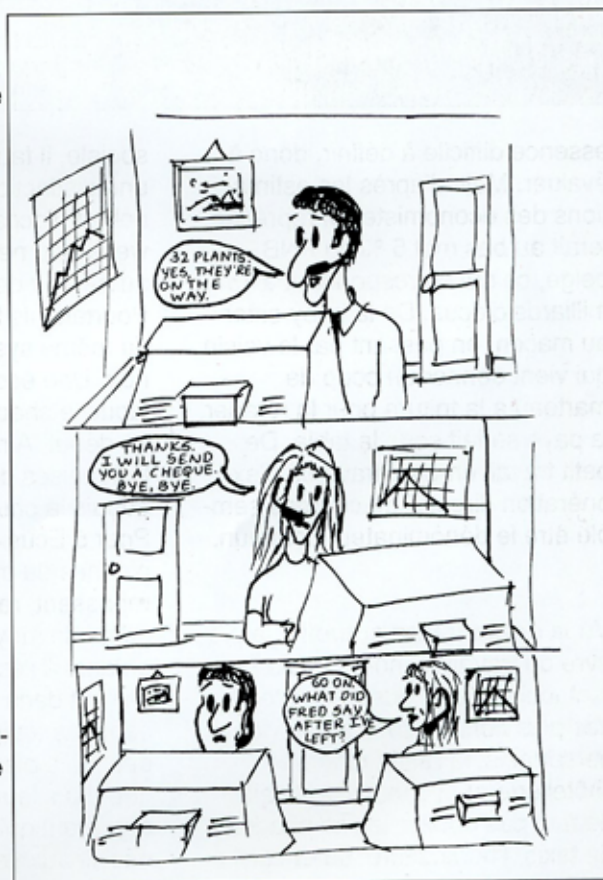
A flight simulator which pilots use during their training, can be compared with a simulation concern. Women who re-enter the labour market, or people who have less work experience can apply for a placement at one of the simulation businesses and work there for a couple of weeks. After an interview they can work within various divisions.

Employees from the real world of work may practise at these companies to get more assertive. A receptionist can have forty phonecalls from angry customers in one hour.

This project is especially a good solution for foreigners and women who stayed at home for domestic matters to find a way in the labour market (again). The 'simulators' can also practise their for-

eign languages because most of the businesses work together with other international simulation companies. The 86 Dutch simulation firms are all member of the national SimNet-centrale, an organization that works together with other simulation concerns in Germany, Denmark, England, France, Sweden, Lithuania and the Czech Republic.

Elena Lindemans



Steven Murphy

VATTENFALL



555 days solid for a Volkswagen in Hungary

	FIN	HOL	GER	FRA	HUN	SWE	UK	BEL
Bananas (1 kg)	9 m	8 m	8 m	18 m	58 m	14 m	11 m	11 m
Cigarettes	19 m	14 m	11 m	22 m	1 h 20 m	35 m	27 m	15 m
Bottle of wine	34 m	14 m	16 m	12 m	48 m	1 h	37 m	12 m
Cinema	39 m	29 m	25 m	35 m	1 h 36 m	1 h 6 m	32 m	30 m
CD	2 h 4 m	1 h 32 m	1 h 12 m	2 h 20 m	16 h	2 h 20 m	1 h 58 m	1 h 24 m
Jeans	7 h 14 m	5 h 46 m	4 h 49 m	7 h 47 m	53 h 20 m	9 h 23 m	7 h 35 m	5 h 58 m
Television	59 h 37 m	38 h 27 m	37 h 18 m	58 h 21 m	213 h 20 m	77 h 30 m	30 h	35 h 51 m
VW Golf	1529 h 10 m	1115 h 11 m	885 h 47 m	1556 h 25 m	13333 h 20 m	1904 h 41 m	1590 h 54 m	1394 h 25 m

When I was about 15 years old I had a summer job at a Dutch bulbfarm. Because of my young age I earned very little money. All the other kids and I reckoned that to earn a glass of beer would take about an hour. Ten years later, the Euroreporters reckon by Euros and drink wine. Our economic expert András Fülöp linked up the figures from the participating countries to find out how long we have to work before we can buy something. The results are shown above.

We started off with something cheap and not 'native' to our countries (like Dutch cheese or Scotch whisky). We decided we would buy bananas. In all the countries people have to work less than 20 minutes for one kilogram bananas, except in Hungary. The average Hungarian worker has to work for almost one hour to buy them. That's seven times more than the Dutch or the Germans, who could go 'bananas' after only eight minutes.

Then, we bought some cigarettes. The first to leave the shopfloor - after 11 minutes - were the Germans. The Swede smoked his first cigarette almost half an hour later. The Hungarians almost kicked the habit, but after one hour and 20

minutes they ran to the tobacconist.

After that the French and Belgians proposed to drink some wine. That's not really surprising, considering that they only have to work 12 minutes for a bottle. This time the Hungarians weren't the latest. The Swede had to work for one hour (five times as much as the Belgians and the French) to pour a glass.

We staggered through the streets and decided we'd like to see a Woody Allen movie. We queued up for tickets. Again the Germans stood in front. The Britons came in after the advertisements, the Swede entered the cinema after the interval and the Hungarians didn't get to see anything.

Feeling a bit sorry for them, we took them to the UK to see it again on the television. I can't really remember but it must have been a black and white one, because they bought it after a 30 hour working week. The Hungarians were extremely grateful, because they would have had to work more than 213 hours (almost nine days solid) to buy a TV. Maybe they should also settle for a small one.

We left the house in our VW Golfs. By now, the Hungarians had done so much work that they were on the verge of having a nervous breakdown. So they went on strike, stole a VW and we never saw them again.

Gertjan van der Meulen

"Boulotphobie"

Chomâge, licenciement, restructuration, baisse des salaires, ... Tous ces mots qui provoquent la "boulotphobie", une maladie qui fait de nombreuses victimes chez les jeunes aujourd'hui.

Entrer dans le monde du travail provoque une réelle appréhension chez les jeunes. Un grand nombre d'entre eux fuient, repoussent les délais, restent accrochés au bon-vouloir parental pendant des années. Pourquoi cette crainte ? Il y a d'abord un malaise général chez les 18-25 ans : l'impression que l'avenir est "bouché". Le jeune a peur de ne pas trouver sa place dans une société qu'il prend parfois carrément en aversion. Les images qu'il en retient sont ces milliers de chômeurs dans la misère ou encore le visage aigri d'autres hommes et femmes qui prennent chaque jour le même train pour le même bureau, pour le même travail, sans autre espoir que celui de "survivre". Et ces mots éternellement rabâchés par les "adultes": "Quelle génération malchanceuse ! De mon temps, c'était le bon temps ! Aujourd'hui, si tu ne te bats pas, tu meurs." Le climat n'est vraiment pas à l'optimisme. Comment leur redonner confiance ?

"J'étudie uniquement pour faire plaisir à mes parents", précise Fabien, étudiant en marketing à Bruxelles. Il a décidé d'arrêter ses études à la fin de cette année académique. "Je n'éprouve aucune satisfaction personnelle en tant qu'étudiant. Je ne veux pas rentrer dans ce système où tu nais, tu bosses, tu meurs. Aujourd'hui, il faut se battre pour trouver un job... et pour le garder. Je n'y arriverai pas."

Défaitisme ou réalisme? Les autres jeunes, ceux qui osent se "lancer", sont-ils complètement inconscients ? Les "boulotphobes" les regardent avec un sourire semi-ironique, semi-admiratif.

Certains arrivent à vaincre leurs peurs, comme Patricia, logopède depuis peu: "Quand j'ai terminé mes études de logopédie, j'ai hésité à faire un an de plus. J'avais peur de ce qui m'attendait par la suite. Mes camarades de cours ont continué leurs études mais moi, j'ai

décidé qu'il était temps de me lancer. Au début, j'avoue que j'ai ramé. Le chômage, l'ennui, je regrettais un peu ma décision. Mon diplôme était dans ma poche mais je ne savais qu'en faire. Un jour, la logopède du coin m'a contactée, me disant qu'elle était débordée et qu'elle voulait m'envoyer quelques patients. J'ai donc commencé à m'occuper des premiers enfants dans mon salon, ensuite j'ai libéré une pièce pour mon bureau et j'ai mis une plaque sur la porte "Patricia V. Logopède". C'était parti ! Ça fait maintenant trois mois que je suis indépendante et très heureuse de mon job. Mes anciennes copines de cours n'en reviennent pas. Je pense qu'il y a un moment où il faut se lancer. Je reconnais que j'ai de la chance. Peut-être faut-il parfois la provoquer..."

Alice Beck

Fabien is a student in marketing. He says that he is studying just to give some satisfaction to his parents. He doesn't want to fall in what he calls the "system" in which "you get born, then you have to work, and after you die". He realises that he would have to fight to find a job... and to keep it. He already knows that he cannot cope with the predicament.

Other young people are afraid to be disappointed about their future. Nathalie, who wants to be a teacher, says: "I dream about being happy in my job, and to have good relations with my students. Now, I am trying to enjoy my time as a student. I'll have enough time after to face the facts."

Is it defeatism or realism? Some young people can prove that you can cope with the world of work. Patricia started her job early this year. She had been unemployed for several months after finishing her studies in speech therapy. One day the local practitioner phoned her to send some patients because she was overbooked; now Patricia is booked up with her own patients, and business is going well. "Of course, Lady Luck was on my side, but I think that sometimes we must provoke her."

Words feared by young people

Unemployment, dismissal, restructuring, salary cuts... These are all words in new vocabulary *boulotphobie* summing up the fears that young people have about the impending world of work.

Singing for his supper

Nobody knows how many people really exist outside the system, or why they chose to drop-out. John's story is different, as he technically does not exist and never has. He says he never will.

'John' is busy this morning. He tells me that he's got a lot to do, so he wants the interview done quickly. He notes my surprise at the notion that someone who has been unemployed for "as long as I can remember" could be busy on a Tuesday morning.

"Look, just because I am technically jobless doesn't mean that I don't have things to do," he says in a defensive tone. So what does he do with his time?

"I'm a musician, primarily. The money I get from gigs and busking pays my rent and food. I also give guitar lessons and do...er...the odd favour for people."

John's mood might well be attributed to the Government's crack-down on illegal working and especially tax evasion. The present scheme, set up in 1995, relies heavily on tip-offs from the public, so John's caginess is justifiable. "I don't what their problem is. So I don't taxes, but I don't claim anything either. I've never signed-on and I never went to school. I'm not a legal person, you know. They don't know I exist."

He pays his rent every Friday in cash as he doesn't have a bank account, and judging from the plate of biscuits he has placed in front of me, he appears to live well.



JOHN: "Personally, I think that Thatcher woman has got a lot to answer for."

John is either 26 or 27 years old. He isn't sure because he was brought up in a London squat by hippies who shared the task of raising him. Consequently, his birth was never registered, and his education came from the commune elders.

It could be said that John is a rare breed of character - he is snubbed by mainstream society who label him 'drop-out', 'slacker', or 'scrounger' in the traditionally judgmental British way. But these descriptions could not be further from the truth. He was never in the 'system', so he couldn't drop out. He says he is never idle, and even shows me his diary to emphasise his point. He is giving a total of 14 hours' guitar tuition this weekend alone. And then there is the busking, which provides him with an income, so that he never has to 'scrounge around'.

"It used to be easy for me to get work. I used to tidy up old ladies' gardens, or get a few days' labouring on a building site. But nowadays, the old folk want to know."

"We live in an age where offering help is viewed with suspicion. It's as if they think you have some ulterior motive, like you're going to rob them." He grows animated as he warms to his theme.

"The building work has dropped off totally. Ever since the recession, they've been laying off qualified

builders, so us casuals don't stand a chance. On top of that, a lot of gaffers won't run the risk of hiring me, because the government has spies everywhere. Personally, I think that Thatcher woman has got a lot to answer for."

So, is it time for John to re-evaluate his job prospects? He shakes his head and says: "I'm busier now than ever before." He seems relaxed and content with his present situation, and he could have a point with his 'choice' of lifestyle. He is only one of an estimated 200,000 people - from tramps to travellers - who live outwith the British system.

While sucking on a cigarette, an idea seems to sweep through John's mind. He smiles and explains: "I suppose I have paid my way, you know. I must pay a grand a year in cigarette taxes, and as I've been smoking for around nine years now, I reckon they owe me about eight or nine grand. I'm not bothered though: they can use it to buy some bombs or something."

Suddenly, I am told that I have to leave. John informs me that it takes him an hour to count his takings from busking. I ask him how much he makes in an average day. he smiles again: "Enough to get by on. How about you?"

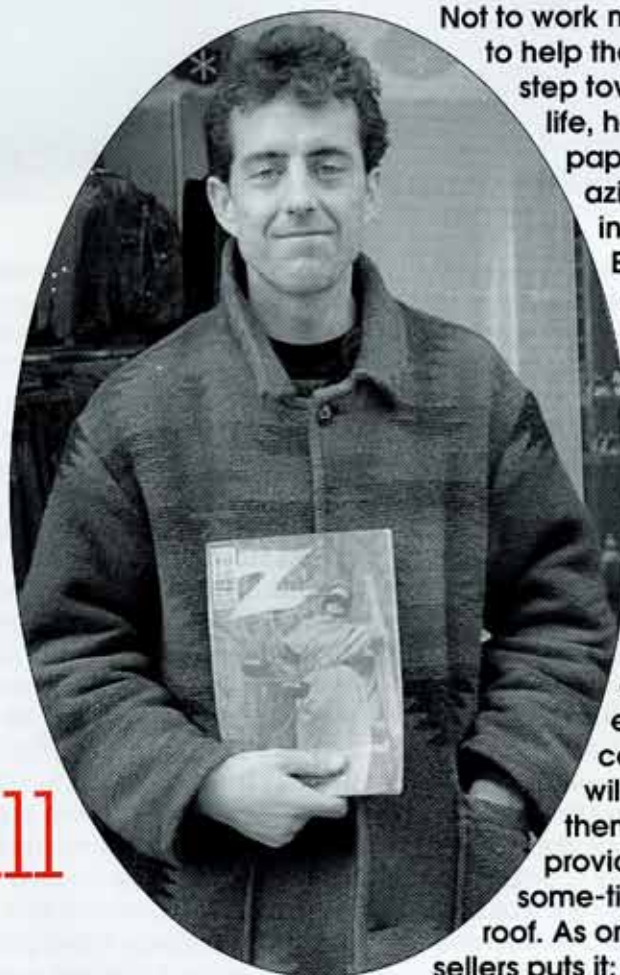
**N.B. JOHN IS A REAL PERSON,
HIS NAME IS NOT.**

Steven Murphy

Big Issues

all

over
Europe



All big European cities know the homeless problem. Governments seem unable to find a solution for the tramps.

Not to work miracles, but to help the homeless step towards a better life, homeless

papers and magazines are sold in a number of European cities. In Amsterdam, the magazine is called Z. it has a circulation of 70,000 and is a success.

The sellers earn one guilder for every sold copy, which will not make them rich, but will provide food and sometimes even a roof. As one of the Z-sellers puts it: "Die-hards who say they want to stay on the streets and don't need a roof have a big mouth. Nobody wanders for fun."

In front of the shop window of Marks & Spencer in Amsterdam's Kalverstraat Paul is trying to sell Z. The homeless Irish guy speaks only a little Dutch, but he knows the words for 'homeless paper, two guilders!'. He's just another nice fellow who – one way or another – didn't make it and ended up in the gutter. He must be glad that spring is in the air, even though his coat seems rather warm. His teeth look worse. Although he has already

Shelter

Travelling in Budapest by underground you will see people selling their special magazine at the station. They stand there all day with a pile. They wear a plastic identity tag to confirm that they are homeless, but most travellers walk on without stopping: most people are indifferent.

Fedel nelkul (literally Without a roof) is the magazine of homeless people, and the articles are written by them, and the paper provides a kind of career and a bit of social life too. Contributors are in the office twice a week producing the stories, they also find time for chat over coffee and a cigarette and feel useful members of society. These people, who cannot find regular work and have lost almost everything including a roof over their heads, for different reasons, find difficulty



sold a good deal of papers today, there is not much time for conversation. "On a very good day I can earn about 200 guilders, but most of the time it's something like 50. But you must excuse me now, I have to get rid of these papers."

The distribution centre, which doubles as editorial office, is a little further on, at the Korte Prinsengracht. In a small room, about ten homeless people are sit-

fitting into normal life, but here nobody asks them why and how they lost their jobs, but they are inspired to get back to normal life.

The paper, which has equivalents in many other European cities, does not have a fixed price; you can pay as much, or



The editorial office

as little, as you want. None of the articles is corrected by anyone the editor-in-chief is a social worker and not journalist, and his single important task is to organise production. No wonder, then, that the articles become a bit long-winded, tend to concentrate on personal things, and can be riddled with grammatical errors. But no matter, the spirit is evident.

Planning meetings are held every week at the same time and same place a room provided by Menhely Alapitvány (Shelter Foundation) in central Budapest. Attendance is not mandatory, but all are welcome to give their views on what should be included in the next edition of the magazine, which is published weekly. Around 40 people, who sell the paper on the streets, have no any other opportunity to earn money, so it is the only one source of income for them, but they do survive in this world.

Anita Horváth

ting around the table drinking coffee. It is a Friday afternoon: new sellers can get registered. Others come here to take a short rest before they return to their stances with a new pile of Z. Behind the counter Albert is pouring the coffee and helping the homeless with their registration. He is a supervisor at the Z-office. When the magazine started in September 1995, Albert was homeless, his work as a

Z-seller put him back on his feet: "Four months ago I sold a copy of Z to a lady. Tomorrow we will leave for a holiday in Portugal together."

Every homeless person in Amsterdam can become a Z-seller. "We cannot shut anybody out," says Albert. "There are drug addicts who only use their earned money to buy new drugs. So in a way we are helping them to get it.



His work as a Z-seller put Albert back on his feet. Now he can even afford a holiday with his girlfriend.

That is not the intention of this magazine, but you can also look at it from another side: now they don't need to steal or rob to get money. Some sellers come here and buy ten Z-s. They sell them quickly on the street, and then they have 20 guilders instead of ten. And they're happy with that." When Albert sold Z, he did it differently. "I worked hard every day, selling as many magazines as possible. That's the only way to get out of your homeless position and even then it's hard."

The vagabonds fill Z's back cover with poetry and sometimes they write articles. Selling Z can help the homeless not only to earn money, but to raise their self-esteem. "This is much less degrading than begging for money," says one, though sometimes he's still treated as a beggar.

Gertjan van der Meulen

Babel Kot or restoring some respectability

Being on the street is not a state. It is a consequence of many factors which snowball and is beyond the imagination. Till the man disgusted by his predicament and by himself gives up the fight for his dignity and decides to stay on the street as a pariah. There he does not have to justify anything to anybody. He lives on a day- to-day basis.

Jette, an area of Brussels, looks like a village especially its town square.

One morning I got up with the lark, and went as usual past the Babel Kot. I had heard something about it: a teacher from the Collège Saint-Pierre, Mr Hendricks, had decided one day to shatter the illusion of the so-called well being in the district. Inside the Babel Kot people are already talking. In Brussels *babeler* means to chatter a lot and *kot* means a little place. So it's the right name because it is a little place where you can have a chinwage but that's not all.

Surprised to see me enter what I thought was a bar, the men turned. I asked for drink a coffee, and a man approaches: Guy, who is about 50, told me with a smile: "We are just preparing one". In fact I smell the nice aroma of coffee coming from a simple percolator. "Here it is without ceremony. You can drink some coffee, but normally it opens only for lunch. It's a social restaurant, you know."

Then bit by bit I learn that this teacher, Mr.Hendricks bought the dilapidated house in which Babel Kot nowforms the ground floor—renovated it, with some voluntary help and much courage. Everyone is welcome! A cup of coffee costs only ten Belgian francs and the meal 50 francs: real alms!

Thanks to donations and the voluntary help, the project survives. In the kitchen, Marcel, his face damaged by a hard life, looks at me drinking his coffee.

He is the restaurant's dishwasher, three years ago he was on the street. He has no right to any benefit because he hasn't got an official address, and he went every day during winter to Central station, where he was allowed to receive a free hot meal thanks to the Thermos operation also created by

this teacher who thought that everyone should have a hot meal in winter.

Mr. Hendricks offered him a roof and help to organise the administrative papers to benefit of the *minimex*, the minimum amount to live available from the state. In return he helps at the Babel Kot while he stays there. He's got a bedroom on the first floor, gets down every morning for kitchen duty with the other regulars. "It has not been always easy. We have to have some rules and regulations".

Marcel comes closer and adds: "It wasn't easy at the beginning. It's forbidden to drink alcohol inside Babel Kot. But now it's nice to have a roof with friendly people. We organise recreation. Now, I feel good because people trust me again, and I feel useful"

Marcel was condemned by fate to stay on the street until a helping hand was offered .At the same time sweet and strict, it steers him towards a normal life. Thanks to his work, others are grateful to him and he has his place among them. Marcel can finally accept himself the way he is.

Paola Marongiu

Kvaerner Masa-Yards

Jyväskylä



THE UNIVERSITY CITY
IN CENTRAL FINLAND

IN TANDEM with much of the developed world, employment patterns in Scotland are changing to meet the demands of new technology. As trends alter, employers and employees are aware that they must adapt if they are to survive in the current jobs market.

While some of Scotland's older industries, such as shipbuilding, are in steep decline, it is the newer industries - notably electronics - that continue to expand at a pleasing rate. Much of Scotland's manufacturing expertise is now being applied to multi-media systems, such as virtual reality and interactive television.

Can this prosperous trend continue in Scotland? The outgoing British government seems to think it will.

Scotland embraces change

Early this year, Jonathan Aitken MP, Chief Secretary to the Treasury, told the Scottish Council for Development and Industry that employment trends in Scotland were changing for the better, and that new industries meant new skills and new opportunities for workers. "I believe we may stand on the brink of a golden age," he said. "It is vital that Scotland and other parts of the United Kingdom are fully competitive and are able to make the most of these opportunities. Changes in the way people work and the jobs they do are a vital part of that process."

Although some people live in fear of such radical changes to their working environment, it is worth remembering that major shifts in employment patterns are not a new phenomenon. Since the industrial revolution, a series of scientific and sociological changes - such as the age of the motor car, advent of television, invention of the computer, and more recently, the rising importance of information technology - have ensured that the employment scene remains in a state of flux.

Mr Aitken acknowledged that it was often the pace of these changes which frightened people most, but he warned Scotland's workforce they would benefit only if they rose to meet the changes head-on. "The way forward is for employers and employees to embrace technological change, otherwise they risk being left behind as other countries meet

the challenge. We must ensure that jobs linked to new technology are created to replace those which are lost as old technologies decline."

One of the major factors attributed to the upturn in the UK's fortunes is the recent influx of overseas investment, with foreign-owned companies accounting for 17 per cent of Britain's manufacturing jobs.

Scotland, in particular, has been extremely successful in this field, with Silicon Glen - journalistic parlance for an area of central Scotland which is home to more than 500 electronics companies, including Motorola, OKI, Philips, and Chunghwa Picture Tubes - directly employing more than 45,000 people. It is one of the most concentrated centres of electronics activity in the world.

As a result of these investments, Scotland now produces almost 40 per cent of all branded personal computers made in Europe, more than half of Europe's automated teller machines, and has 12 per cent of Europe's semiconductor capacity.

Locate in Scotland, an inward investment agency set up by the British government, has, during the past five years, recorded almost 350 inward investment projects for Scotland, safeguarding more than 47,000 jobs. It is a trend which seems to be continuing and is a major benefit to Scotland's economy.

In September 1996, Motorola announced a £250 million expansion at its East Kilbride plant near Glasgow, creating 250 new jobs. Shortly afterwards, NEC said it would invest over £500 million establishing a state-of-the-art water fabrication facility at its existing plant at Livingston, near Edinburgh.

Other companies have followed, including Richard Branson's new privatised rail franchise, Virgin, which will create up to 600 new jobs at a telesales ticket centre in Edinburgh. Michael Forsyth MP, Secretary of State for Scotland, said many international companies chose to invest in Scotland because it was an "ideal location from which to serve UK and European markets".

The SCDI's annual survey on Scottish manufacturing exports reported that Scottish exports have grown faster in the past two years than in the previous six, and that Scotland now produces £32,000 worth of manufactured goods per employee - a figure which is higher than in Japan.

Jonathan Aitken concluded that new patterns of working offer individuals the chance to make more of their lives and talents: "Change is not easy, but the rewards it brings to individuals and to the economy as a whole are clear to all but the most short-sighted."

Brian Price

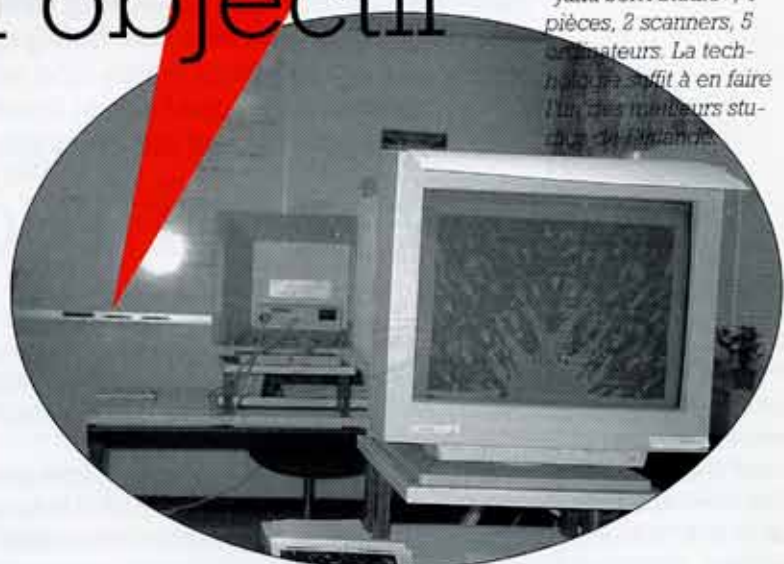
À la pointe de l'objectif

Révolution ou évolution, l'arrivée de l'informatique a modifié de nombreuses professions. Exemple avec le "Juha Sorri Studio", un studio photographique finlandais où la moitié des employés ne quitte pas l'écran des yeux !

Myllä est une jeune Finlandaise passionnée de photo. Après quatre mois au "Juha Sorri Studio", elle a consacré plus de travail au PC qu'à la photo.

"Au début de mon stage, je ne connaissais que très peu Photoshop. J'ai étudié la photographie à l'université mais sans toucher l'ordinateur, ou presque." Maintenant, le logiciel n'a plus beaucoup de secrets pour elle. Du moins, la version 3.0 ! Car Juha Sorri, le patron de cette PME (5 employés, stagiaires inclus), a fait son credo de la haute-technologie.

Tombé dans la photo quand il était petit (il a débuté à 10 ans !), Juha Sorri s'est décidé à monter son affaire en 1987. Trente ans d'expérience, c'est vrai que cela marque une carte de visite. 1991 : la photographie commence à s'accommoder de l'informatique et Juha Sorri est l'un des tous premiers en Finlande à s'équiper. Son ordinateur : pas vraiment un jouet... "Je passais plus de 20 heures par jour dessus pendant l'apprentissage. Je n'avais pas d'autre solution, aucun cours n'existait à l'époque pour ce matériel", se rappelle-t-il. La tactique a payé. Son studio est réputé l'un des meilleurs de Finlande et abrite des outils (notamment un scanner) rarissimes en Europe et à la pointe de la technologie.



"Juha Sorri Studio", 4 pièces, 2 scanners, 5 ordinateurs. La technologie suffit à en faire l'un des meilleurs studios de Finlande.

Sa clientèle est même mondiale, particulièrement pour ses photos de hockey sur glace. L'organisation des Jeux Olympiques de Nagano (hiver 1998) l'a par exemple contacté pour les publications officielles. "C'est pour satisfaire tous ces clients que je dois avoir encore plus de scanners et de logiciels. Bien sûr, les derniers modèles pour que la qualité soit la meilleure possible. J'achète de nouveaux produits (logiciels ou équipements) au moins 2 ou 3 fois par an", ajoute-t-il.

Dix ans après ses débuts, le photographe Juha Sorri a donc tiré tout le profit possible de l'informatique. Il utilise moins la chambre noire et le révélateur que la souris mais n'envisage surtout pas de laisser la photo à d'autres : "Si personnellement je dois abandonner quelque chose, ce serait plutôt l'ordinateur. Et plus j'aurais de scanners et d'employés, plus je pourrais prendre de photos !"

Julien Cazaux

Myllä is a young Finnish woman undertaking a training period in the Juha Sorri Studio in Jyväskylä. "Before coming, I didn't know Photoshop very well. We didn't learn it at the university." Now, there are not many options in the system that she is not able to use.

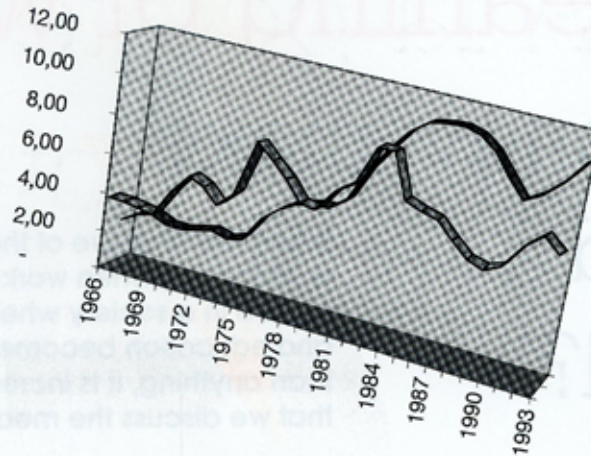
Focus on hi-tech

That goes for the 3.0 edition, but the new version is already available in the studio, because Juha Sorri, manager of the company which has five employees, always keeps in touch with hi-tech development.

He got his first computer in 1991: "I spent more than 20 hours every day in order to become familiar with the machine. But I never thought of giving up."

His hard work paid off. His studio is known as one of the best in Finland, and some of the devices he uses are hard to find elsewhere in Europe. "I need more and more scanners to fulfil orders, and also to provide the best quality. And the more scanners and employees I have, the more I've got time to take photos!"

The European unemployment rate has risen sharply in the past decade. Do abundant unemployment benefits cause this phenomenon, or are things not quite so clear cut?



Neo-classical economists argue that generous payouts increase unemployment, especially long term.

Two things decide how generous the benefits are: how long an unemployed person is entitled to benefits, and how much money he gets. It seems that from the point of view of unemployment it is the length that is more important. If an unemployed person receives benefit, he is under less pressure to find new work, but as time passes the chance of his return to the labour market decreases, because his skills are less likely to be useful, and because his knowledge is out-moded. It is a fact, too, that those, who don't have a job for an extended period are less active in looking for a job. At the end of the process the subject is probably completely separated from the world of work; he won't even try to find a job.

Benefit systems can differ in the amount of money paid out. Two main models can be distinguished; one based on the idea of insurance, the other designed as compensation. Both have their good and bad sides. In theory, the insurance system works by sacrificing a certain proportion of your salary when you are in work, in exchange for being paid when you are out of work. In this model benefits are determined by your previous earnings; if you earned a lot, and paid in a lot, you reap the benefits.

In contrast, the compensation system ensures that everybody gets the same amount of money, which is just enough to survive.

The strong point of this latter model is its simplicity and relative cheapness, but it can worsen long-term unemployment, particularly if the period of benefit entitlement is not limited.

Unemployed people come from varying backgrounds. For those who earn a lot, a sum which is near subsistence level does not really help. For those whose salary was lower, however, it is relatively more helpful, and sometimes surpasses the wage rate they could earn in a job. So these people are not motivated to find a new job, and they tend to remain out of work for longer. Here, the unemployment trap forces up the level of long-term unemployed.

Originally, continental systems were closer to the insurance model, while in the United States and in the United Kingdom the compensation system was in favour. But recently continental countries have moved closer to the compensatory solution, for two reasons. Firstly, a growing proportion of newly unemployed earned low

Link remains tenuous

wages, so they get a basic amount. Secondly, most unemployed people are already classified as long term, and as the period for normal benefit has expired, they get minimal compensation. The problem is that sometimes in European countries social security systems did not react to these changes; there were no time limits, so the benefits contributed to the persistence of high unemployment rates. In the USA you get money for a maximum six months, but in some EU countries, such as Belgium, it is available until the end of your life.

Thus, it is evident that a trade-off exists between unemployment and generosity of benefits, but this relationship is not as compelling as some economists believe.

András Fülöp

The meaning of work:

Does money make the world go round?

When the structure of the labour market is changing, when work is changing and we are in a society where information and education become more important than anything, it is increasingly important that we discuss the meaning of work.

What is it that makes a job meaningful? Does work lose any value, for instance, when it becomes more and more computerised? Does it become more meaningful?

That the meaning of work lies in individual perception is a rather popular viewpoint. W.D Joske shares it. In "Philosophy and the Meaning of Life," (from "The Meaning of Life" edited by E.D Klemke) he states four criteria, or dimensions, for determining what makes an activity meaningful, or rather for determining why the activity is not meaningless.

According to Joske, an activity is worthless if it has no value as such, no matter the results. For instance: a soccer player enjoys playing soccer, for its own sake. His playing soccer is not meaningless, for him.

Joske calls an activity pointless if it is not performed for any ends. Hitting your head against a pillow is pointless. Notably, some activities are meaningful just because of their pointlessness, like a child's game.

Even if the activity is not totally worthless and pointless, it can be trivial. This is if the purpose lacks the value to justify the performance. To give an example: making small wooden sculptures that people use for camp fires is trivial.

If the goal of the activity is, or becomes impossible to achieve, Joske calls it futile. Let us say that

How do you find your work?

(agrees fully or partly), Sweden 1995

Has a very meaningless job	6,3%
Has a very meaningful job	70,0%
Is in large dissatisfied with his/her job	6,6%
Is in large veru satisfied with his/her job	74,7
Has a monotonous job	17,4%
Has a diverse job	58,4%

Source: SCB Statistics Sweden

you are building a tunnel and, when it is almost complete, you find out that if you fulfil your task the mountain will collapse, destroying the village on top. You cannot let the village be destroyed, so your efforts have been futile.

Moritz Schlick claims in "On the Meaning of Life" (From "Life and Meaning", edited by Oswald Hanfling) that demanding a purpose of every activity takes away the pleasure of performing it. He wants to replace work with "creative play" – the activity should be performed more or less for its own sake.

Bertrand Russell writes in "The conquest of happiness" that work is

desirable mainly because it prevents boredom:

"The boredom that a man feels when he is doing necessary though uninteresting work is as nothing in comparison with the boredom that he feels when he has nothing to do with his days."

Russell also points out that free time becomes more valuable when you have work. When out of work there really is no free time, just time.

Other merits of work, according to Russell, are that it gives chances of success and building up a reputation. But when work is interesting, he says, it is able to give far more satisfaction than this. It is the exer-

cise of skill and construction that makes work interesting:

"All skilled work can be pleasurable, provided the skill required is either variable or capable of indefinite improvement. If these conditions are absent, it will cease to be interesting when a man has required his maximum skill."

More important for the interesting work, though, is the element of construction. There is no higher source of happiness from work than constructing something, whether it be a building or an enterprise, says Russell.

Psychologists have also discussed what makes work meaningful and what marks out a positive working situation. Often, the two go hand in hand. To be part of a working community has been regarded as a basic human need. It increases engagement and makes it easier for the individual to express his or her thoughts and emotions.

The good life, according to Aristotle, is a life in activity. He spoke for activity being good in itself. The highest form of activity is the one that takes place exclusively for its own sake, not as a means for something else (The Nicomachean Ethics, book I).

Similar thoughts are found in a contemporary Swedish magazine: In *Ekonomi & Styrning* (Economy & Controlling) number 6, 1996, Göran Wiklund, a consultant, stresses that we are focusing on the reward rather than on the work itself, thereby killing the joy and satisfaction of work. He says that motivating people with money is the wrong way to proceed; it does not create any real interest in the work. He does not think that we are driven by money.

Wiklund suggests we must give ourselves time to reflect, each day. This should lead to a few home truths about the way we feel towards our work.

Fredrik Andersson

Fear of freedom

A basic income is not a novel concept. More than 200 years ago the idea was floated by Condorcet, a thinker of the 'Aufklärung'. Even though there is much resistance towards the idea, it raises its head time and time again. So what do we understand by basic income? It is an unconditional minimum-benefit for everybody (some supporters of the idea want to have a minimum age).

A basic income differs from social security in three ways: it is given without conditions, without an obligation to work or even apply; it is independent of earnings from other sources; it is paid to individuals and not households, regardless of earnings from a partner.

Supporters as well as opponents can be found in all shades of political opinion, from left to right, but Dr. E. Voogd, a member of the Basic Income European Network (BIEN), finds that resistance always turns on the fear that people may not want to work anymore. "For every bureaucrat and right-minded conservative that is a terrible bugaboo: 'Idleness is the parent of vice, the devil always finds work for idle hands.' What is deeply underneath this is the fear of freedom", Voogd writes in an article.

The Dutch professor Dr. B. Nootboom has given up his efforts to persuade politicians that the idea of a basic income is a good one. Together with Dr. J.M. Dekkers he wrote *'Het gedeeltelijk basisinkomen'* (The partial basic income). "The idea got stuck politically. They think it cannot be realised. I think it is because they

How do we deal with poverty in Europe? Down the years governments and politicians have searched for solutions, but they hesitate to introduce one of the most rigorous, though quite simple systems: a basic income.

stick to their ideology of the ethics of work. And of course there will be some financial problems. Politicians only look ahead four years, and are scared of making themselves unpopular. I have the feeling I was tilting at windmills, so I gave it up", says Nootboom.

But if there were to be a basic income, how high should it be? Again expert opinion differs. The most quoted option is half the public assistance of two cohabitants, but whatever the sum, the costs would be enormous. Advocates say however, that it can be paid for by tapping into four sources; re-allocation of social benefits, tax-measures, reduction of subsidies and the positive effects of the basic income itself. Nootboom thinks one of the most positive consequences would be basic income stimulating independent entrepreneurship. "People will be apt to accept more risks, because they can always fall back on their basic income. In time, a basic income will lead to a rise in the domestic product", he says. His point of view is the exact opposite of that of the critics, who say that a basic income will destroy the incentive to work.

A (partial) basic income could be the solution to the poverty-issue in Europe. A lot has to be worked out yet, but it may have viability. However, it will probably reach a deadlock (again). The current idea on work and income is still: 'no work, no meal'.

Gertjan van der Meulen

Finland and the Euroreporter Project were simply great. All the people I have met were nice and friendly, and I really enjoyed staying at the students' apartments - thank you for your hospitality!!! Also I think that we have produced a really good magazine together.

It was great to hear all these different languages. We really had a good time putting the magazine together, but if we hadn't had any social life it would have been irksome. Luckily, there were many places to go in the nights, and last but not the least: good hosts.

Though the beer is unbearably expensive here, I've had a tremendous time going to the sauna, hitting myself with birch branches and skiing at eight in the evening. Euroreporter '97 brought me new friends from all over Europe, and I think it also turned out to be a magazine I am proud to be a small part of. Being open-minded as a message. Kiitos!

14 days, 15 people, 8 countries, a 48-page magazine, vast amounts of beers, and many good hours. The message: take young, open-minded people from different countries who can communicate with each other, and they'll do good work and enjoy their time. When you are not in your own familiar environment, you must use your mind to be more creative in work and social life.

FREDRIK ANDERSSON

AXEL KLAUWER

ANDRÁS FÜLÖP

Tremendous: the weather, the Finns, the magazine! I learned a different way to enjoy the life, such as to have sauna three times a day or to make cakes at seven o'clock in the morning. We had two great lecturers, we were 15 crazy euroreporters, but there's only one Kevin Harper!

Euroreporter was a great opportunity to work "in the European spirit" and to learn about people and journalism (absolutely in this order!). I was surprised by different ways of working and schedules, but we made it. Anyway, the biggest losses: irritated vocal cords and huge bags under the eyes.

ALICE BECK

SANNA MATTILA

The climate in Jyväskylä is extremely suited for sobering up in the morning. Unfortunately the drinks are too expensive to get drunk at night. Euroreporter offered me a unique opportunity to learn how journalists-to-be from other countries look at journalism. Kiitos!



I honestly feel guilty that I was the one from my university who could join the Euroreporter Project. Why me? I asked myself this question many times. What exactly have my fellow students missed? Snow, lots of fun, development of new skills in journalism, sauna and new international friends. Kiitos. Thanks!

Those two weeks have been very exciting for me. I'm not surprised by the weather, but all the others were unlucky to have snow. It was so sunny before. Anyway, it's a great experience to work with people coming from all over Europe and speaking 7 different languages.

ELENA LINDEMANS

JULIEN CAZAUX

I had a wonderful time in Jyväskylä. Print was a new experience for me, and I learned a lot not just about journalism: Also working in a group with different nationalities was good fun. I met good friends, and I'm looking forward to seeing them in Hungary. Visiting a Finnish dentist was an unforgettable experience in my life. But anyway, Kiitos for everything - including the leaves in the sauna.

Thank you for your hospitality. I appreciate the beautiful snow on Jyväskylä, our bath in the iced lake after the sauna. I enjoyed the snow-mobile before the hospital. Especially thanks to Sanna and Seija to have waited with me in the hospital and to my nice nurse called Marianik.

PAOLA MARONGIU

Although the Euroreporter Project has been in Jyväskylä, my hometown, I feel that I have been to somewhere else. I even spoke English to a Finnish bus driver once. I have enjoyed working with students from different countries a lot.

ANITA HORVÁTH

Red coat, black beret, red boots. Now you see who I am. Bad tooth, good luck. Finally arrived here. -20 degrees, 30 cm of snow, but -tRRRemendous. Really gRRReat. Thanks to every body. Special Merci to Johanna. Bye, Bye Jyväskylä. If I come back, sûre, it'll be in summer...

I will never forget the experience of jumping in to a freezing lake after a sauna, nor will I forget the hospitality of the Finns - an absolutely tremendous bunch! I also look forward to telling my grandchildren about the time 14 Euroreporters walked along a pedestrian precinct in central Finland singing the praises of a Hibernian football player. Somewhere in between, we produced a 48-page magazine.

SEIJA SUIHKONEN

Euroreporter '97 has been a great success for us all. I have made some good friends, and already there is talk of reunion meetings. The Finns have been wonderful hosts and I will never complain about the weather in Edinburgh again. To sum up in Finnish: Otaa ilo irte ilamasta! Kiitos, Jyväskylä.

MARIANIK LETHIEC

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STEVEN MURPHY