

Friday, 25 June 1993

- A. whereas almost 80% of the Community's population live in urban areas,
  - B. whereas the improvement of the urban environment should be a Community priority, particularly in view of the wider social and environmental repercussions of a lack of concerted action,
  - C. mindful of the need for an integrated approach to urban policies, taking into account environmental considerations in transport, energy, waste, tourism and Structural Fund policies,
  - D. whereas air pollution, due to inefficient energy production and consumption, and an overwhelming rise in road and air transport, has reached an intolerable level in many of the Community's urban areas,
  - E. having regard to the pressing problems of overcrowding, social unrest and deteriorating quality of life in the large urban areas of Europe,
  - F. having regard to the lack of progress made on urban issues in the Fifth Environmental Action Programme along the lines advocated in the Fourth Action Programme,
1. Reiterates its support for the Commission's Green Paper on the urban environment and continues to hope that it will result in a framework programme for the management of the urban environment, but is very disappointed that in spite of its promises the Commission has developed few concrete policies;
  2. Calls for urgent action, including preventative measures, to be taken to reverse the deterioration in quality of life in urban areas; this in turn will contribute to the alleviation of the global environmental crisis;
  3. Underlines its belief in the need for the Community to work closely with local, regional and national authorities in the Member States to achieve this;
  4. Urges the Commission to develop specific guidelines at a Community level designed to influence local practice to take environmental considerations into account in both town planning and transport infrastructure and management;
  5. Calls on the Commission to submit further proposals for measures to bring about a real improvement in the environmental conditions of the Community's urban areas;
  6. Instructs its President to forward this resolution to the Council and Commission.

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## 20. Managerial staff

A3-0196/93

### Resolution on the situation of managerial staff in the European Community

*The European Parliament,*

- having regard to the motion for a resolution by Mr Perreau De Pinninck Domenech on the position of company directors (B3-1679/90),
- having regard to Articles 3 and 4 of the Agreement annexed to the Protocol on Social Policy signed in Maastricht,
- having regard to the report of the Committee on Social Affairs, Employment and the Working Environment (A3-0196/93),

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- A. whereas managerial staff are employees who, because of their position, carry out external technical or commercial duties on behalf of their employers or occupy a position of authority or responsibility and whose duties are on the whole characterized by a greater degree of responsibility than those of other employees and by a high level of qualifications, competence and professionalism in the management of the undertaking or organization in which they work,
  - B. whereas managerial staff form an important occupational group throughout the Community, despite the decline in recruitment owing to the recession; whereas this occupational group has its own specific problems and needs,
  - C. whereas managerial staff already account for a considerable proportion of the migrant workers within the Community and will inevitably play a key role in the completion of the internal market,
  - D. whereas the completion of the internal market entails new training requirements for managerial staff — more so than for other occupational groups — while obstacles to freedom of movement of women and couples in particular still remain,
  - E. whereas to overcome the main obstacles to freedom of movement retirement pension rights must be recognized as soon as a contribution is paid, people who work in a succession of different countries must be given the guarantee that their pension rights will be preserved and may be transferred, whatever the position of the undertaking concerned, and the right to engage in collective bargaining — with the involvement of managerial staff organizations in particular — to define and organize the running of supplementary pension schemes must be recognized,
  - F. whereas provision should also be made for situations in which one member of a couple is obliged to interrupt his or her career or change jobs owing to the spouse's transfer to a post in another country; whereas the necessary arrangements and compensation should be made,
  - G. whereas young people must be given the qualifications and the motivation they require to be able to live and work anywhere in Europe; whereas continuing training must be made available to those who already have a job — whatever their age — and the obstacles raised by the lack of a proper system for the recognition of formal qualifications must be removed,
  - H. whereas the right of managerial staff to information, consultation and representation in existing consultative bodies (as a result of voluntary agreements in certain multinational undertakings) or bodies to be set up must be recognized inside undertakings and groups operating at European level,
  - I. whereas the trade union organizations which represent managerial staff must take part in the dialogue between management and labour in Europe and be consulted by the Community institutions on all social policy proposals affecting managerial staff,
1. Calls on the Commission to carry out a study on the managerial jobs situation in the Community in all sectors including the public sector;
  2. Considers it necessary for discussions to be held between the two sides of industry (employers' and trade union organizations, particularly organizations representing managerial staff) and the Commission to determine the measures to be taken and to draw up appropriate Community instruments to overcome the obstacles to the free movement of managerial staff; calls, therefore, on the Commission to act accordingly;
  3. Calls furthermore on the Commission to examine measures to:
    - reverse the decline in recruitment and the increase in unemployment;
    - make it easier for women to gain access to the positions of authority or responsibility associated with management;

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4. Calls on the Council to adopt without delay the Community instruments proposed by the Commission and Parliament on access to initial and continuing vocational training for people of all ages and to make more funds available; calls on the Member States to follow the recommendations adopted by the Council; stresses, furthermore, the importance under the Force programme of exchanges between managerial staff responsible for company training policies;
5. Emphasizes the need for a proper system for the recognition of formal qualifications and for Community initiatives in the field of continuing training to be designed to promote the exchange of information and experience in respect of national training systems and encourage the learning of foreign languages;
6. Calls on the Commission to take steps where necessary to guarantee managerial staff in companies and groups operating at European level the right to information and consultation and to a form of representation enabling them to participate and act effectively within existing consultative bodies or those to be set up which represent all of the workforce, particularly within the framework of the European company; the existing arrangements shall not affect the position of the European works council provided for in the current proposal for a directive on information and consultation and shall not prejudice the position of managerial staff in the management bodies of the European company;
7. Welcomes the Commission's consultation of European organizations and considers that European organizations representing managerial staff should take part in intervention by the two sides of industry, in ways to be decided on with the parties concerned in line with all the aspects of the Agreement annexed to the Maastricht Protocol on Social Policy;
8. Calls for the implementation of programmes designed to promote:
  - the training of managerial staff from Central and Eastern Europe in company management in a market economy and industrial relations within the framework of the Tempus programme;
  - exchanges and cooperation between the managerial staff organizations in the Community and the European Free Trade Association on the one hand, and those existing in the countries of Central and Eastern Europe on the other;
9. Instructs its President to forward this resolution to the Council and the Commission.

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## 21. Gabčíkovo dam

B3-0946, 0954, 0955 and 0956/93

### Resolution on the Gabčíkovo-Nagymaros dam

*The European Parliament,*

- having regard to the Commission statement on 25 June 1993 on the Gabčíkovo-Nagymaros dam and Parliament's resolutions on this topic,
- A. in view of the lack of results in the consultations in Bratislava on 18 June 1993 of the Slovak and Hungarian parties on solutions for the outstanding problems with regard to a temporary water regime,
- B. having regard to the negative effects of the Gabčíkovo project on nature and the environment; considering in particular that these effects are aggravated by the failure to reach an agreement on the dynamic operation of water flows, divided between the Danube riverbed and the power canal,