

# Appendix

FIGURE 1 INTEREST RATES YIELDS, EQUITY PRICES AND EXCHANGE RATES.....	49
FIGURE 2 ANNUAL AVERAGE INTERBANK INTEREST RATES.....	50
FIGURE 3 LARGE BRITISH BANKS AND SOURCES OF INCOME .....	51
FIGURE 4 LARGE BRITISH BANKS EMPLOYMENT LEVELS AND COSTS .....	51
FIGURE 5 TIME TABLE FOR THE IMPLEMENTATION OF MONDEX .....	52
FIGURE 6 SALARIES, BONUSES AND CAR ALLOWANCES IN CITY OF LONDON FINANCE .....	53

## STATISTICAL ANALYSIS

FIGURE 7 THE RELATIONSHIP BETWEEN BRANCH NETWORKS AND ATM'S .....	54
FIGURE 8 THE RELATIONSHIP BETWEEN EMPLOYMENT COSTS AND TRANSACTION VOLUMES.....	54
FIGURE 9 THE RELATIONSHIP BETWEEN INTEREST RATES .....	55
FIGURE 10 BIFU MOTION SUBMITTED TO SORRENTO CONFRANCE 1990 .....	55

**Figure 1** Interest rates yields, equity prices and exchange rates

**TABLE R INTEREST RATES, YIELDS, EQUITY PRICES AND EXCHANGE RATES**

		Sterling													
		Interbank rates						Eligible bills			Treasury bills	British Government securities			2.5% I-L
		Overnight	1 week	1 month	3 month	6 month	1 year	1 month	3 month	3 month	5 year	10 year	20 year	Treasury	
		Interest rates						Discount rates			Zero coupon nominal			Treasury	
		IUQ	VOMA	VWKA	VNEA	AMIJ	VSMA	VYRA	VJND	AJND	AJNB	SZCN	MZCN	LZCN	2016
End quarter level	1994 Q3	5.13	5.10	5.35	5.83	6.44	7.40	5.21	5.63	5.47	8.77	8.73	8.56	3.87	
	Q4	4.88	5.32	6.03	6.55	7.08	7.91	5.93	6.30	5.92	8.69	8.63	8.39	3.88	
1995	Q1	5.88	6.22	6.50	6.61	6.97	7.53	6.10	6.33	6.11	8.42	8.43	8.39	3.87	
	Q2	6.13	6.28	6.56	6.90	7.11	7.49	6.47	6.68	6.62	8.21	8.41	8.41	3.80	
	Q3	6.75	6.74	6.74	6.77	6.78	6.80	6.65	6.58	6.54	7.66	8.17	8.38	3.72	
	Q4	6.44	6.41	6.49	6.49	6.35	6.30	6.40	6.28	6.22	6.86	7.49	7.94	3.56	
1996	Q1	6.00	6.03	6.02	6.03	6.13	6.38	5.91	5.85	5.80	7.63	8.21	8.54	3.81	
	Q2	5.60	5.72	5.74	5.77	5.80	6.05	5.65	5.58	5.53	7.33	7.97	8.40	3.86	
	Q3	6.00	5.85	5.85	5.86	5.96	6.19	5.69	5.69	5.55	7.06	7.74	8.19	3.64	
Monthly average	IUMA	VOMA	VWKA	VNEA	AMIJ	VSMA	VYRA	VJND	AJND	AJNB	SZCN	MZCN	LZCN	AJLT	
	1995 Sep	6.70	6.66	6.69	6.72	6.72	6.73	6.60	6.55	6.52	7.50	7.95	8.21	3.60	
	Oct	6.62	6.62	6.69	6.73	6.75	6.79	6.62	6.58	6.57	7.58	8.12	8.45	3.74	
	Nov	6.84	6.78	6.71	6.64	6.58	6.55	6.61	6.49	6.44	7.23	7.80	8.14	3.62	
	Dec	6.69	6.63	6.56	6.49	6.33	6.28	6.46	6.29	6.21	6.90	7.53	7.95	3.55	
	1996 Jan	6.44	6.42	6.41	6.36	6.27	6.24	6.26	6.18	6.08	6.85	7.48	7.99	3.58	
	Feb	6.32	6.28	6.27	6.16	6.07	6.11	6.11	6.00	5.96	7.13	7.82	8.30	3.70	
	Mar	6.08	6.04	6.05	6.05	6.06	6.24	5.94	5.87	5.81	7.47	8.10	8.50	3.82	
	Apr	5.96	5.93	5.97	6.00	6.06	6.36	5.90	5.83	5.80	7.53	8.08	8.41	3.76	
	May	6.01	5.98	6.01	6.02	6.09	6.36	5.90	5.85	5.82	7.54	8.12	8.47	3.84	
	Jun	5.78	5.76	5.82	5.85	5.88	6.15	5.70	5.66	5.58	7.48	8.11	8.49	3.88	
	Jul	5.76	5.74	5.74	5.73	5.74	5.99	5.65	5.60	5.49	7.31	7.98	8.41	3.82	
	Aug	5.72	5.71	5.75	5.75	5.78	6.01	5.65	5.60	5.54	7.21	7.87	8.34	3.75	
	Sep	5.73	5.73	5.76	5.77	5.82	6.08	5.66	5.63	5.54	7.19	7.87	8.34	3.74	

		Sterling deposit rates (a)								Mortgage rates (b)		
		Retail bank				Building society				Retail banks	Building societies	
		Instant access		90 day account		Instant access		90 day account				
		low balance	medium balance	medium balance	high balance	low balance	medium balance	medium balance	high balance			
		IUQ	CBIA	CBSA	CBTA	CBDA	BSIA	BSSA	BSTA	BSDA	CBMG	BSMG
End quarter level	1994 Q3	2.92	3.65	4.47	5.07	3.62	4.45	5.61	6.32	7.81	7.77	
	Q4	3.14	3.92	4.63	5.23	3.93	4.65	5.76	6.38	8.10	8.12	
1995	Q1	3.46	4.26	5.19	5.74	4.11	4.91	5.81	6.52	8.35	8.40	
	Q2	3.45	4.20	5.19	5.74	4.06	4.85	5.77	6.48	8.35	8.40	
	Q3	3.45	4.16	5.41	5.96	3.77	4.62	5.50	6.11	8.31	8.41	
	Q4	3.16	3.87	5.07	5.52	3.38	4.20	5.15	5.69	7.94	7.98	
1996	Q1	2.57	3.25	4.58	4.95	2.75	3.57	4.79	5.37	7.45	7.43	
	Q2	2.37	3.02	4.35	4.71	2.57	3.41	4.68	5.23	7.14	7.10	
	Q3	2.25	2.86	4.26	4.65	2.24	3.05	4.42	4.94	6.97	6.89	
Monthly average	IUMA	CBIA	CBSA	CBTA	CBDA	BSIA	BSSA	BSTA	BSDA	CBMG	BSMG	
	1995 Sep	3.45	4.16	5.41	5.96	3.92	4.78	5.67	6.30	8.31	8.41	
	Oct	3.19	3.89	5.09	5.54	3.42	4.26	5.22	5.75	8.00	8.14	
	Nov	3.16	3.87	5.07	5.52	3.42	4.26	5.22	5.75	7.94	7.98	
	Dec	3.16	3.87	5.07	5.52	3.38	4.20	5.15	5.69	7.94	7.98	
	1996 Jan	2.78	3.55	4.79	5.16	3.13	3.93	5.03	5.59	7.75	7.86	
	Feb	2.64	3.40	4.64	5.01	2.89	3.64	5.07	5.65	7.53	7.56	
	Mar	2.59	3.32	4.60	4.97	2.83	3.62	4.96	5.55	7.45	7.43	
	Apr	2.48	3.17	4.49	4.85	2.69	3.51	4.74	5.32	7.34	7.29	
	May	2.42	3.07	4.39	4.75	2.57	3.41	4.68	5.23	7.21	7.11	
	Jun	2.39	3.04	4.37	4.73	2.57	3.41	4.68	5.23	7.14	7.10	
	Jul	2.33	2.98	4.33	4.71	2.55	3.39	4.66	5.20	7.14	7.10	
	Aug	2.25	2.86	4.26	4.65	2.37	3.20	4.54	5.06	7.01	6.96	
	Sep	2.25	2.86	4.26	4.65	2.24	3.05	4.42	4.94	6.97	6.89	

Notes to Table R at end of table

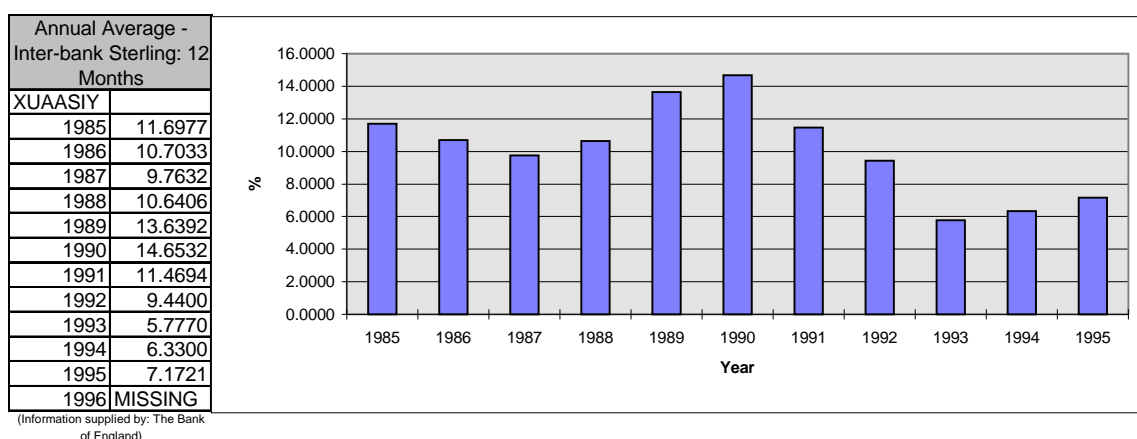
**TABLE R (continued)**

End quarter	Equities						Exchange rates			US/German interest rates/yields					
	FTSE 100 price index		FTSE All-share price index		FTSE All-share dividend yield		FTSE All-share earnings yield (c)		Sterling effective exchange rate	US DLR/sterling exchange rate	DM/sterling exchange rate	3 month Euro-currency offered rates		10 year Government bond yields	
	% change		Level		Level		% change					US DLR	DM	USA	German
	IUQ	FTSEP	FTASP	DIVY	ASEY	GBGP	USSP	DMSP	ED30	IB3DM	YD10US	YD10G			
1994 Q3	3.67	3.25	3.98	6.75	0.13	2.20	-0.41	5.50	5.20	7.62	7.73				
Q4	1.30	0.69	4.02	6.84	-0.21	-0.81	-0.86	6.50	5.27	7.84	7.83				
1995 Q1	2.36	1.13	4.16	7.46	-3.62	4.06	-8.14	6.25	4.83	7.20	7.30				
Q2	5.63	5.52	4.04	1.95	-2.28	-2.29	-1.12	6.00	4.60	6.21	7.15				
Q3	5.84	6.79	3.85	2.00	1.55	-0.52	2.39	5.88	4.10	6.17	6.78				
Q4	5.16	3.97	3.80	2.00	-1.91	-2.02	-1.58	5.63	3.82	5.58	6.03				
1996 Q1	0.28	2.27	3.81	2.03	0.45	-1.57	1.53	5.63	3.36	6.34	6.50				
Q2	0.31	0.70	3.86	2.04	3.48	1.80	4.94	5.52	3.40	6.73	6.61				
Q3	6.54	4.78	3.78	1.92	0.79	0.66	0.89	5.58	3.11	6.72	6.10				
Monthly	Average % change			Average		Average % change			Average						
	IUMA	FTSEP	FTASP	DIVY	ASEY	GBGP	USSP	DMSP	ED30	IB3DM	YD10US	YD10G			
1995 Sep		1.36	1.46	3.83	2.00	0.52	-0.62	0.54	5.83	4.19	6.20	6.67			
Oct		-0.07	-0.20	3.84	2.00	-0.67	1.25	-1.95	5.93	4.09	6.05	6.64			
Nov		1.37	0.88	3.84	2.01	-1.16	-0.99	-0.78	5.86	4.01	5.93	6.34			
Dec		1.95	1.60	3.82	2.02	-0.48	-1.44	0.14	5.75	3.94	5.71	6.08			
1996 Jan		1.80	1.99	3.75	2.01	0.42	-0.60	0.84	5.52	3.61	5.66	5.87			
Feb		0.60	1.16	3.74	1.98	0.70	0.38	0.71	5.25	3.36	5.80	6.31			
Mar		-1.09	-0.20	3.82	2.02	-0.35	-0.61	0.17	5.42	3.36	6.27	6.51			
Apr		2.56	3.07	3.72	2.03	0.27	-0.83	1.14	5.49	3.33	6.50	6.41			
May		-0.89	-0.13	3.76	2.05	1.00	0.04	1.78	5.47	3.29	6.73	6.43			
Jun		-0.65	-0.79	3.83	2.05	1.62	1.76	1.43	5.56	3.38	6.90	6.56			
Jul		-0.72	-1.62	3.90	2.02	-0.30	0.79	-0.83	5.63	3.38	6.86	6.54			
Aug		3.63	2.97	3.87	1.97	-1.15	-0.24	-1.64	5.50	3.30	6.63	6.35			
Sep		2.22	2.05	3.80	1.94	1.65	0.61	2.22	5.60	3.12	6.84	6.24			

**Notes to Table R**

- (a) Retail bank sterling rates are the average of the daily rates paid by Barclays Bank, Lloyds Bank, Midland Bank and National Westminster Bank. The Abbey National was included with effect from 1 July 1989 and the Cheltenham & Gloucester with effect from 1 August 1995. Building society deposit rates are similarly the average of the daily rates paid by the Alliance and Leicester, Leeds Permanent (until 1/8/95 when substituted by the Bradford and Bingley), Nationwide and Woolwich building societies. A low balance is currently defined as £500, a medium balance as £10,000 and a high balance as £25,000. All figures are grossed up at the current rate of composite tax prior to March 1991 and at the standard rate of income tax thereafter.
- (b) These data comprise the same constituents as the sterling deposit rates and relate to the standard variable mortgage rate for existing borrowers.
- (c) Net Cover with effect from March 1995.

**Figure 2 Annual Average Interbank interest rates.**



**Figure 3** Large British Banks and sources of income

Large British banks: sources of income					
£ billions	1991	1992	1993	1994	1995
Net interest	15.59	16.09	16.40	16.61	17.78
Non-interest	10.69	11.86	13.40	12.98	14.01
<b>Total income</b>	<b>26.28</b>	<b>27.94</b>	<b>29.79</b>	<b>29.59</b>	<b>31.79</b>
Non-interest income as a percentage of income	40.10	42.40	45.00	43.90	44.10

(Source: Bank of England: Banking act report 1995/96, p19)

**Figure 4** Large British Banks employment levels and costs

<u>NatWest</u>	1993	1994	1995
Exeptional items (millions)		34	
<u>Employment levels</u>			
Managers	10,000	11,200	13,000
Clerical	86,600	84,500	82,600
Others	1,400	1,300	1,200
<b>Total</b>	<b>98,000</b>	<b>97,000</b>	<b>96,800</b>
<u>Restructuring costs (millions)</u>			
Staff restructuring	96	87	150
Other Admin. Exp.	10	10	14
Other operating charges		2	1
<b>Total restructuring</b>	<b>106</b>	<b>99</b>	<b>165</b>
<u>Staff costs (millions)</u>	<b>2,617</b>	<b>2,763</b>	<b>2,799</b>
<u>Loyds</u>			
<u>Employment levels</u>	67,182	62,120	
<u>Restructuring costs (millions)</u>	51	25	
<u>Staff costs (millions)</u>	<b>1,306</b>	<b>1,305</b>	
<u>Barclays</u>			
<u>Employment levels</u>	97,200	93,000	89,600
<u>Staff reduction costs (millions)</u>	195	73	179
<u>Staff costs (millions) excl. red.</u>	<b>2,533</b>	<b>2,607</b>	<b>2,728</b>
<u>Bank of Scotland</u>			
<u>Employment levels</u>			
Full Time	14,301	13,997	13,896
Part Time	2,849	2,702	2,724
<b>Total</b>	<b>17,150</b>	<b>16,699</b>	<b>16,620</b>
<u>Staff costs (millions)</u>	<b>254.0</b>	<b>285.6</b>	<b>332.1</b>
<u>Total of bank reports surveyed</u>		<u>Year</u>	
	1993	1994	1995
Employment level (numbers)	279,532	268,819	203,020
Staff costs (millions)	6,710	6,961	5,859
Restructuring costs (millions)	352	197	344
Staff costs per employee excl. res.	£ 24,004.41	£ 25,893.26	£ 28,859.72
Restructuring cost per employee	£ 1,259.25	£ 732.84	£ 1,694.41
Staff costs per employee incl. res.	£ 25,263.65	£ 26,626.09	£ 30,554.13

**Figure 5 Time Table for The Implementation of Mondex**

DATE	EVENT
1990: March	Mondex was invented by Tim Jones, NatWest's Deputy Director of Payment Services, and Graham Higgins, Manager at NatWest's Card Strategy Group.
1991:	Relationships were established with leading companies including Hitachi, Panasonic (Mitsubishi Electric) and OKI. Market Research was undertaken with 47 consumer focus groups interviewed in countries worldwide with two quantity surveys carried out in the UK. Further US research on retailers was carried out in 1993. Altogether, detailed market research has been carried out on over 5,500 consumers since 1991.
1992: March	The Bank of England was advised of the development of Mondex and NatWest's intentions to establish Mondex as a global electronic cash payment scheme. "Byte", National Westminster Bank's in-house trial of electronic cash was launched in London. Staff were provided with "Byte" smart cards enabling them to pay for goods and services.
1993: December	The partnership with Midland Bank was announced alongside plans for the UK and global introduction of Mondex. NatWest and Midland are now 50/50 partners in Mondex UK - the company running Mondex in the UK.
1994 April	The first set of product development specifications was announced enabling manufacturers to begin the development of Mondex compatible products. By mid-1996 over 400 manufacturers from 30 countries around the world had expressed interest in developing Mondex devices.
September	Mondex received the 1994 ESCAT Award (European Smart Card Applications & Technology) for the "Most Innovative Smart Card Accomplishment of the Year" in Helsinki.
October	Franchise rights were sold to Hong Kong and Shanghai Banking Corporation Ltd. in the Far East including Hong Kong, India, Indonesia, Macau, Philippines, Singapore and Thailand.
November	It was announced that Hitachi had designed a specialised version of the H*310 series microprocessor to provide an advanced 'attack resistant' technical platform for the wider introduction of Mondex.
1995 March	It was announced that Bank of Scotland (one of UK's most innovative experienced users of technology) would become a member of Mondex in the UK.
May	Franchise rights for Canada were announced. Canada's two largest banks 'Royal Bank of Canada and Canadian Imperial Bank of Commerce, working in partnership with Bell Canada.
July	The Mondex Swindon pilot commenced with the first electronic cash transaction observed by journalists and TV crews from 15 countries. Some 6,000 cards were requested by consumers in the first month with over 700 retail outlets accepting Mondex. By July 1996 there were over 10,000 cardholders using cards in up to 750 retailers in Swindon.
October	Wells Fargo Bank began a trial involving 90 employees and 9 retail outlets around their San Francisco HQ. By July 1996 these figures had risen to 1,000 employees and 22 retail outlets. BT introduced 2,000 Mondex compatible payphones to Swindon (in street kiosks and shops) and 2,000 Mondex compatible private phones (1,000 in homes & 1,000 in shops & offices) which will eventually act as Mondex cash points in addition to the physical cash ATMs which have already been made Mondex compatible.
1996: May	Verifone, the world's largest manufacturer of retail terminals - demonstrated that one of its existing machines could accept Mondex, MasterCard and American Express payments at a single terminal.
June	Mondex in Canada introduced its electronic cash card to be deployed in the Greater Toronto pilot later in the year by the two Canadian banks (RBC and CBA). Mondex in Australia was introduced by Australia's four largest banks: National Australia Bank Ltd., Westpac Banking Corporation, Commonwealth Bank of Australia, and New Zealand Banking Group Ltd. In New Zealand, Mondex is being introduced by New Zealand's six major banks ANZ Banking Group (New Zealand) Ltd., Bank of New Zealand, Countywide Banking Corporation Ltd., the National Bank of New Zealand Ltd., ASB Bank Ltd. and Westpac Banking Corporation.
July	Mondex was established as an independent payment organisation, Mondex International Ltd. and is owned by 17 major organisations across four continents (North America, Asia, Australia and Europe). The Mondex US franchise has been purchased by a group of companies including Wells Fargo Bank and A&T Universal Card Service. Mondex announced the appointment of its new Chairman, Mr. David Mills, and a new Chief Executive, Mr. Michael Keegan. Mondex concluded an agreement with Muis Electronics International (MEI) to develop compatible payment products for vending and other unattended point-of-sale (UPoS) applications.

**Figure 6** Salaries, bonuses and car allowances in city of London finance

SALARIES, BONUSES AND CAR ALLOWANCES IN CITY OF LONDON FINANCE				
Position	Lower quartile Pounds	Median salary Pounds	Upper quartile Pounds	Average salary Pounds
Corporate finance head	90,000	102,000	120,175	108,413
Capital markets head	127,500	146,250	166,000	146,750
Bond sales head	85,000	95,000	106,250	95,643
Fund management director	106,500	125,811	155,000	129,104
Eurobond trading head	86,042	100,000	125,000	102,523
Equity trading head	85,164	110,000	150,000	110,000
Private banking head	74,301	91,000	95,000	87,320
Head of research	82,500	95,750	110,000	101,768
Financial director	64,100	78,900	100,000	89,092
Chief fx dealer	66,509	79,750	90,430	78,795
Personnel director	57,700	68,000	80,000	66,395
Legal services head	52,750	65,000	70,268	64,663
Money markets head	57,000	64,050	70,000	69,044
Data processing Director	56,946	67,000	73,500	67,384
Credit manager	36,036	41,550	45,501	40,729
Customer services head	26,430	30,000	38,000	31,851

	Avge bonus %	Car allowance % with	Avge amount Pounds a year
Corporate finance head	69.7	67	8,113
Capital markets head	117.8	60	9,200
Bond sales head	35.9	71	10,416
Fund management director	27.7	67	8,275
Eurobond trading head	73.2	85	7,161
Equity trading head	76.1	40	7,456
Private banking head	3.8	71	7,447
Head of research	40.6	50	7,609
Financial director	34.4	53	8,076
Chief fx dealer	43.0	44	6,136
Personnel director	31.5	87	6,900
Legal services head	42.3	90	6,872
Money markets head	30.5	51	5,757
Data processing Director	25.3	61	6,780
Credit manager	8.2	35	5,010
Customer services head	7.5	19	4,831

Source: Day Associates, Suite 2.31, 75 Whitechapel Rd, London E1 1DU tel (0)71 375 1397, fax (0)71 375 1723

The above table has been compiled from the latest Day Associates' quarterly survey of pay and benefits covering 315 jobs in 131 banks and finance houses. The first three columns show average basic salaries for various rankings in the same type of job. The next shows average basic salary, then bonus paid as a percentage. The last two columns indicate the percentage of people with car allowances and the average amount. The full report, price Pounds 250, can be obtained from Joe Clark, Suite 2.31,

(Donkin R., 1995a, London page 15)

**Figure 7** The relationship between Branch networks and ATM's

**Branch Network Levels of the Big Five**

	1990	1991	1992	1993	1994	1995
Abbey National	681	683	680	676	675	678
Barclays	2586	2476	2281	2119	2090	2050
Lloyd's	2111	1929	1884	1860	1799	1776
Midland	1957	1824	1716	1713	1706	1701
NatWest	2805	2683	2541	2545	2410	2215
Total	10140	9595	9102	8913	8680	8420

(Unifi, 1996, p.3)

**ATM Network (Banks and Building Societies)**

	1990	1991	1992	1993	1994	1995
Number of ATM's	17,300	18,100	18,700	19,100	20,000	20,900

Correlation                    -0.96539

High negative correlation shows that changes in the Branch network and ATM machines seem to have an inverse relationship

**Figure 8** The relationship between employment costs and transaction volumes

**People Employed within Banking & Costs**

	1991	1992	1993	1994
Employees	432,800	414,800	396,500	382,600
Employee costs (billions)	9.55	9.83	10.15	10.40
Cost per employee	22,065.62	23,698.17	25,598.99	27,182.44

**Total Transaction Volumes**

	1991	1992	1993	1994
Transactions (millions)	24,700	24,700	24,600	24,800

Correlation                    0.290083

Low correlation shows that changes in the employment costs and transaction within banking seem to show little relationship

**Figure 9** The relationship between interest rates

**The relationship between interbank interest rates, deposit and mortgage rates**

1995	Instant Access		90 Day Accounts		Mortgage rates	Interbank rates 1 year
	low balance	Medium balance	Medium balance	High balance		
Q1	3.46	4.26	5.19	5.74	8.35	7.53
Q2	3.45	4.2	5.19	5.74	8.35	7.49
Q3	3.45	4.16	5.41	5.96	8.31	6.8
Q4	3.16	3.87	5.07	5.52	7.94	6.3
1996						
Q1	2.57	3.25	4.58	4.95	7.45	6.38
Q2	2.37	3.02	4.35	4.71	7.14	6.05
Q3	2.25	2.86	4.26	4.65	6.97	6.19
Correlation with interbank rate	0.818791	0.83396	0.729399	0.762213	0.841478	1

**Indices of changes in interbank interest rates, deposit and mortgage rates (1995 Q1=100)**

1995	low balance	Medium balance	Medium balance	High balance	Mortgage rates	Interbank rates 1 year
Q1	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Q2	99.71%	98.59%	100.00%	100.00%	100.00%	99.47%
Q3	99.71%	97.65%	104.24%	103.83%	99.52%	90.31%
Q4	91.33%	90.85%	97.69%	96.17%	95.09%	83.67%
1996						
Q1	74.28%	76.29%	88.25%	86.24%	89.22%	84.73%
Q2	68.50%	70.89%	83.82%	82.06%	85.51%	80.35%
Q3	65.03%	67.14%	82.08%	81.01%	83.47%	82.20%

( Based on information given by the Bank of England)

**Figure 10** Bifu Motion submitted to Sorrento conference 1990

Conference expressed its concern that harmonisation of technical standards in Europe and the increased electronic compatibility that this implies, may enable employers to shift the location of work across Europe. This technological development could engender a process of electronic “social dumping” endangering the bargaining power of trade unions.

Conference resolves to seek to establish a strategy of preemptive action by trade unions in the face of this very real danger to the livelihood of those we represent.

(Information supplied by Bifu, research Department, 1997)