

EDITORIAL FOREWORD

This, the last issue of *The International Journal* of the decade, contains three contributions which touch upon both Western and Eastern Europe as well as upon one of the countries of North Africa which is developing and modernising its legal foundations and structures for industrial relationships.

In her study of workforce re-structuring during the past decade, Catherine Hakim presents the results of work drawing upon a wide range of statistical material, much of which is reproduced here. Her article serves to draw together much of the material which has been published in *The International Journal* during the past year, covering changes in the make-up of labour forces and the pressures towards "flexibility" and "deregulation" which have become typical of so many recent developments. However, this is much more than just a descriptive presentation of currently perceived European trends. As well as looking at many of the recent theoretical writings touching upon the subject, the author emphasises the new problems facing labour law and industrial relations, and homes in upon "the normal employment contract" as the instrument in most urgent need of reconsideration by lawyers and industrial relations experts. The presentation is complemented with an extensive set of references to some of the most up-to-date contributions in this vitally important area of research.

The brief outline of preparations for reform of the Tunisian Labour Code, provided by Mohamed Zemni, looks forward to developments which have also been stimulated by changes in demand for different kinds of work, and which have also been characterised by calls for "flexibility" and "deregulation" of the labour market. Here, however, the emphasis is upon narrow details of particular significance to the specific national development, although the broad parallels with attitudes in Western Europe can be discerned even here.

Finally, as the dawn of 1990 brings with it fundamental challenges for the social, economic, political and legal systems of Eastern Europe, Michal Sewerynski surveys the essential features of trade unionism in the European socialist countries, and indicates some of the tendencies which have been leading to a re-casting of the relationship between trade unions, the party, and the state in those countries. In his paper, which was first presented to the 3rd European Regional Congress of the International Society of Labour Law and Social Security, in Paris (September 1989), the author considers there to be a real prospect for the trade union movement to play a constructive role in the "democratisation and humanisation of social relations" in the countries of Eastern Europe. In the light of the remarkable events throughout Eastern Europe during December 1989, the identification of the exact course which such developments will eventually take promises to be one of the key areas with which *The International Journal* will be concerning itself in the coming months.

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