



Anglo-German Foundation
for the Study of Industrial Society

Annual Report 2000

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**Anglo-German
Foundation*****for the Study of
Industrial Society***

***Review by
Chairman &
Secretary-General***

Once more the theme of our annual review is change. But if change in 1999 was driven by unwelcome factors such as the illness and early retirement of the previous Secretary-General, the changes we report here are ones we have chosen to impose on ourselves in a strategic drive to fit the Foundation for a more vital, relevant and visible contribution to the relationship between Britain and Germany.

Change is seldom without loss, however. Our Deputy Secretary-General, Dr Heinrich Pfeiffer, retired during the year. As its representative in the Federal Republic since the Foundation's inception, Dr Pfeiffer's was a distinguished contribution indeed. We wish him well. Karin Schulz left us to return to Germany after five years as Projects Assistant. Hers was the kind of quiet, efficient support which too often goes under-appreciated, but not by us.

Sadly, the death of Prof Dr Marcus Bierich KBE robbed the Foundation of a Trustee of unfailing commitment and diligence, who gave generously of his time, his judgement, and his experience. We shall miss his wise counsels.

The year saw the adoption by the Foundation's Trustees of a new strategy to inform and guide its work over the next three years. The strategy commits the Foundation to:

- strengthen its activity and profile in Germany;
- focus its activity on the needs of policy-makers and decision-takers;
- involve younger participants in its work;
- place emphasis on personal contact between British and German researchers, policy-makers and decision-takers
- develop its internet presence and electronic publishing.

The staff team driving this challenging agenda has been reduced in size and, with one exception, completely renewed during the year. Keith Dobson took over as Secretary-General in March. His appointment was quickly followed by that of Ann Pfeiffer as Projects Manager, and Nina Frentrop to lead the Foundation's relationship with the media and our publications and web activities. Both bring new levels of professional qualification and experience to their tasks.

In October we established an executive capacity in Germany for the first time with the opening of our new office in Berlin, located within the Centre for British Studies at the Humboldt University. Dr Ray Cunningham, the sole element of continuity in the staff team, is now

based in the Berlin office, where he combines the direction of the Foundation's project activity with the new challenge of leading our strategic drive towards increased activity and profile in Germany.

Discussions during the year paved the way for a much closer involvement of the Foundation in the administration of the Königswinter conferences, and for closer ties with other partners in the bilateral relationship, such as the British-German Association. Meanwhile we continued our practice of "stretching" Foundation grants through co-funding arrangements with partners such as, among many others, the British Council; DAAD (The German Academic Exchange Service); the Friedrich Ebert Stiftung; the Konrad Adenauer Stiftung; the University of Birmingham; the Joseph Rowntree Foundation; and the European Commission.

The Foundation's annual Journalism Prizes were awarded to Andrew Gimson of the *Daily Telegraph* and Norbert Hellmann of the *Börsen Zeitung*, with an additional special award to Andrew Clark of the *Financial Times*.

A glance at the project approvals listed elsewhere in this report demonstrates the remarkable scope and penetration of the topics we address: from health-care delivery to the growth of knowledge-based firms; from the asylum crisis to human resource management in multinationals; from gender differences in pay and labour-market participation to rural railways; from housing policy to health risks from industrial pollution. The golden thread running through this disparate range is the simple proposition at the heart of all the Foundation's work: that Britain and Germany do well to share information and best practice as they address the social, economic and managerial challenges set by changes in the structures and processes of wealth-generation.

Projects and personal encounters supported by the Foundation during 2000 continued to advance this simple proposition. We are confident that the strategies and the people now in place will enable us to do so with still greater effectiveness in the years to come.



Bryan Rigby
Chairman



Keith Dobson, OBE
Secretary-General

The Foundation's 2000 Journalism Prizes were awarded to Andrew Gimson of the Daily Telegraph and Norbert Hellmann of the Börsen Zeitung, with an additional special award to Andrew Clark of the Financial Times.

Research & Events

In the year 2000, the Foundation made grants totalling £431,000 to 54 projects and a number of publications. This compares with £366,000 expended on projects and publications in 1999, and represents a sizeable increase in funding activity. However, it should be noted that funding activity is subject to large cyclical fluctuations, and new grants approved over the year (as opposed to paid out) amounted to only £288,000 as compared with £650,000 over the previous year. This means in turn that the level of expenditure will decline again in the near future, and indeed overall forward project commitments have fallen from £560,000 to £427,000.

These cyclical variations are determined in the first instance by the number, quality and average cost of applications received, rather than by violent shifts in the Foundation's policy. For several years now this policy has been to spend roughly in line with income, so as not to jeopardize future income from our investment holdings and to ensure that these continue to cover administration costs, and that government grants therefore flow directly into projects. Thus, although the total sum for new grants approved was much lower than in the previous year, the number of new grants made was actually higher – 36 as opposed to 30. The explanation is that the average size of grant approved was much lower: of the 36, only 6 came under the major grants programme (over £4,000), and of the 30 minor grants approved, 22 were towards the direct exchange of knowledge and experience through personal encounters at conferences, seminars or workshops. Although expenditure may therefore decline in the next downturn in the cycle, the level of activity will remain high. This shift of emphasis towards personal encounters has now been formally adopted as part of the Foundation's revised strategy.

Research projects and events completed and newly approved during 2000 are listed in detail in the following sections.

A. GRANTS AWARDED IN 2000

MAJOR GRANTS (over £4,000 or DM12,000)

Anglo-German Foundation
 British Council
 German Academic Exchange Service (DAAD)

£10,000

A continuing programme of exchanges between British and German social scientists to promote contact and co-operation between research teams in both countries, complementing a programme for natural scientists and technologists funded by the British Council and the German Academic Exchange Service.

Sir Nigel Broomfield, KCMG, Chairman of the British Königswinter Steering Committee

DM50,000

An annual conference designed to promote British-German understanding and co-operation. The participants include roughly equal numbers of representatives from the two parliaments and governments, business, banking, trade unions, universities and the media.

Anglo-German Foundation

£8,000

This will be the fifteenth meeting of the jury for the Anglo-German Journalism Prize. The prize is awarded to two print journalists for outstanding coverage of Germany in Britain, and vice versa. The winners' names will be announced at the Anglo-German Königswinter Conference in March 2001.

Prof. P.J. Taylor, Loughborough University
 Prof. P. Meusburger, Universität Hamburg

£31,436 + DM56,600

An investigation of the effect of establishing the Euro and locating the European Central Bank in Frankfurt on the position of Frankfurt as a world city with respect to London. The project examines the activities of companies providing corporate services as indicators of change.

Research & Events

**Academic Research
 Collaboration (ARC)
 Programme 2000/2001**

**The Königswinter
 Conference 2001**

**Anglo-German Journalism
 Prize 2001**

**Comparing London and
 Frankfurt as World Cities**

**The 'country-of-origin-effect'
in the cross-national
management of human
resources: the case of US
multinationals in Germany
and the UK**

Dr Michael Muller, Leicester Business School, De Montfort University
Prof. Dr. Hartmut Wächter, Universität Trier

DM129,620

An investigation of the ability of US multinationals to mobilise and utilise human resources in Germany and the UK and the impact this has on the host country. The project examines to what extent these companies can draw on specific advantages of their home country in the host society and whether the more regulated German business system acts as a constraint or supports best practice.

**Public perceptions of
industrial pollution and
health risk in Britain and
Germany: an ethnographic
comparison**

Dr Peter Phillimore, University of Newcastle
Birgitt Hoeldke, Universität Hamburg

£59,182

An investigation of popular perceptions and knowledge about industrial pollution and the risks to health in Britain and Germany. The research will analyse the tension between popular and official ideas and assumptions about pollution risk in the two countries.

MINOR GRANTS (max. £4,000 or DM12,000)

Prof. A. Hughes Hallett, University of Strathclyde

£4,000

An examination of the extent to which corporate and other taxes have become harmonised, and what the motives for and benefits of this trend have been.

Jo Leinen, MEP

Tom Burke, Rio Tinto Plc.

£4,000

A two-day conference in London in March on risk, innovation and public trust in environmental policy, as illustrated by policy on GMOs and chemicals. The conference enabled both a cross-national exchange of ideas and information and an exchange between policy-makers at a national level and representatives from businesses, the media and NGOs.

Dr Simon Cole, The British Council, Berlin

Adam Ladbury, The British Council Cologne

Prof. Dr. Jürgen Schlaeger, Centre for British Studies, Berlin

£4,000

This three-day conference in Berlin at the beginning of March explored the current condition of parliaments in Britain and Germany as well as the European Parliament. It examined the pressures and forces that shape them and alter the context in which they operate, ranging from the growth of devolved government to the proposed extension of the European Union. In addition, the role played by the media was discussed.

Prof. Sir Kenneth Calman, University of Durham

Prof. John Drew, University of Durham

Prof. Daniel Hardy, University of Cambridge

£4,000

This three-day conference in Durham in February 2001 was the second in a series of British-German seminars on the future role and function of universities in contemporary society. It brought together senior German and British representatives from government, business and academia.

Ms. Robin Hart, Wilton Park Executive Agency

£3,000

An annual four-and-a-half day conference, bringing together 40 future leaders and opinion formers from Britain and Germany to discuss current political, economic and social topics of mutual interest to both countries.

Research & Events

Tax competition and tax harmonisation in Europe

Risky business?

Parliamentary culture in a time of change

The idea of a university

British-German Forum 2000

Best practice in policies and measures to address climate changes: opportunities for the UK and Germany in the international negotiation process

David Baldock, The Institute for European Environmental Policy, London

£3,795

To analyse developments in the UN Framework Convention on Climate change on best practices and measures, which provide an opportunity for the UK and Germany to take a leadership role in developing an international 'learning' process based on sharing of experiences and exchange of information.

10 years of German re-unification

Dr Jörn Leonhard, Waldham College, University of Oxford

DM5,000

A two-day conference, held at the London School of Economics, to examine historical, legal, political and economic aspects of German unification.

Organic farming: towards a benign environment

Dr Tony Petchey, Scottish Agricultural College, Aberdeen

Dr Christine Watson, Scottish Agricultural College, Aberdeen

£423.50

This international two-day conference, held in Edinburgh, brought together administrators, scientists, farm advisors and lecturers to consider the likely changes to the environment resulting from the more widespread adoption of organic farming practices. The AGF grant covered the travel cost of the German speaker from the Hessisches Landesamt für Regionalentwicklung und Landwirtschaft.

Knowledge companies in Britain and Germany: a common response to the challenges of the emerging knowledge-based economy?

Dimitrios Konstadakopoulos, University of the West of England, Bristol

£4,000

The project aims to develop through a multidisciplinary British-German research network a shared knowledge base on the trends and implications of the knowledge-based economy in Britain and Germany. It will identify the opportunities available to highly innovative and knowledge-intensive firms and will examine how managers are adopting policies that enhance the competitiveness of their companies. This comparison will allow best practice to be discerned and diffused.

Avoiding friction: lessons on federal structures for environmental regulation in Scotland

Dr Phillip Allmendinger, University of Aberdeen

Prof. Dr.-Ing. Walter Schönwandt, Universität Stuttgart

£1,680

Devolution in Scotland has raised expectations of political progress especially in the sensitive and topical field of environment regulation but experience so far has shown that relations between the Scottish and Westminster parliaments are working to thwart rather than facilitate the development of a distinctive approach to the environment. This project will examine how the German federal structure has coped with tensions between the federal constitution parts particularly after unification and the lessons this might have for the newly devolved Scottish Parliament.

Prof. Jochen Clasen, University of Stirling

£1,500

An international conference at the University of Stirling, 15-17 June. The conference examined comparative aspects of social protection and social security systems under considerable pressure to adapt to economic, demographic, social and political change in most developed countries.

Prof. Horst Tomann, Freie Universität Berlin

Prof. Dr. Bernhard Müller, Institut für ökologische Raumentwicklung, Dresden

£4,000

A three-day conference that brought together key policymakers, practitioners and researchers from a number of countries and in particular from Britain and Germany to discuss emerging priorities and policies for housing.

Dr. Julie Smith, Royal Institute of International Affairs

£3,990

This study will examine the effectiveness of burden-sharing as a strategy for responding to the asylum crisis in Germany and the UK. Drawing on a comparative analysis of German and UK experiences, it will evaluate how well sub-national burden-sharing has helped address public concerns about asylum, and overcome hostility to asylum seekers. The study will consider what lessons can be learned for managing the asylum crisis in other European states and the EU.

Christiaan Vrolijk, Royal Institute of International Affairs

£1,758.45

This half-day round table discussion in London reviewed the current proposals for climate change policy in the UK and Germany. The timely question was posed whether the UK or Germany, the only two countries in the EU that will meet the FCCC targets, can be expected in future to take a leadership role in European climate change policy.

Dr. Hermann von Richthofen, Deutsch-Englische Gesellschaft, Berlin
Elke Berger, Deutsch-Englische Gesellschaft, Berlin

DM 12,000

A week-long conference in Berlin for 30 British and 30 German participants, aged between 25 and 30, which provided a forum for exchanging opinions and ideas, and increasing understanding of the political, social, economic and cultural problems facing both countries. The conference also called for a shared feeling of responsibility for the British-German attitude to European integration.

What future for social security? Cross-national and multi-disciplinary perspectives.

New times, new housing policies

Managing the asylum crisis: a critical evaluation of burden-sharing in Britain and Germany

Climate policy or policy accident? The case of the UK and Germany

Young Königswinter Conference 2000

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| Debate on the future of the Third Way | <p>David Marsden, London School of Economics</p> <p style="text-align: right;">£1,379.20</p> <p>The debate at the LSE brought together three leading thinkers on 'Third Way' politics from Germany, the UK and the US: Wolfgang Streek, Anthony Giddens and Amitai Etzioni. The audience of approximately 500 was made up of academics, journalists and 'social partners' from around the world.</p> |
| Rural railways in Germany and the UK: sharing good practice | <p>Paul Salvesen, Association of Community Rail Partnerships</p> <p style="text-align: right;">£2,000</p> <p>This two-day event in Karlsruhe explored good practice in the operation and management of rural railways in Germany and the UK and encouraged dialogue between rail partnerships in the UK and transport bodies in Germany.</p> |
| Sharing prejudices: quality, education and policy in healthcare | <p>Dr. Jack Tinker, Royal Society of Medicine, London Dr. Volker Leinbach, Gesellschaft für Versicherungswissenschaft und -gestaltung e.V., Cologne</p> <p style="text-align: right;">£4,000</p> <p>This two-day conference in Potsdam addressed the problems common to delivering a highly advanced system of health care in Great Britain and Germany, the problem of rising costs and expectations against a background of limited or declining resources and examined what the two countries can learn from each other.</p> |
| Internet survey | <p>David Marsh, British-German Forum</p> <p style="text-align: right;">£4,000</p> <p>The project undertook an opinion poll in Germany and the UK to identify attitudes to and expectations about the internet in the two countries.</p> |
| Call centres workshop | <p>Prof. Karen Shire, Universität Duisburg</p> <p style="text-align: right;">DM12,000</p> <p>This two-day workshop will facilitate an exchange of leading edge research on call centre work organisation and employment relations in Germany and the UK. For German participants, the workshop will be an opportunity to become better acquainted with the more advanced state of call centre research in the UK. The UK participants will be exposed to the latest research on call centre organisation and working conditions in the German context. The workshop aims to facilitate future comparative research in this important sector.</p> |
| British-German Journalists' Conference 2000 | <p>Peter Littger, Internationale Journalistenprogramm, Berlin</p> <p style="text-align: right;">DM3,900</p> <p>A one-week intensive course in Wiston House, London and Berlin for young and mid-career journalists from Britain and Germany with background briefing discussions, workshops on British and German domestic and foreign policy topics and economic issues.</p> |

Prof. Bernd Fitzenberger, Universität Mannheim
 Gaby Wunderlich, Zentrum für Europäische Wirtschaftsforschung,
 Mannheim

DM12,000

This one-day workshop will discuss the current results of research into gender differences in the UK and German labour markets.

Dr. Catherine Watts, University of Brighton

£4,000

This project aims to explore the steep decline in the numbers of school leavers choosing to study modern foreign languages at degree level.

Prof. Charlie Jeffery, Institute for German Studies, University of Birmingham

Dr. Lothar Funk, Institute for German Studies, University of Birmingham

£4,000

A conference at the Institute for German Studies, 3-4 November, bringing together policy practitioners from Germany and the UK to discuss aspects of Third Way thinking in politics and economics. Taking the Blair-Schröder paper of 1999 as a starting point, the conference examined themes such as social justice and equality and looked at the European dimension of the Third Way. Less prominent aspects, such as security policy and citizenship, were also discussed. The Secretary-General spoke at the conference dinner.

Terry Mughan, Anglia Polytechnic University

£3,950

A two-day conference, organised jointly by SIETAR UK, Anglia Polytechnic University and South Bank University, 9-10 February 2001, for academics and businesses, examining the impact of global economic and social change on international communication skills.

Niamh O'Mahony, Aston University
 Daniela Hartmann, Aston University

£2,500

This conference in June 2001 will examine the status quo of Business German and the teaching approaches being pursued in different countries. The conference aims to bring representatives from industry together with those directly involved in the teaching of Business German to provide examples of best practice. The Secretary-General is among the speakers.

Workshop: Gender differences in earnings and labour market participation in the UK and Germany

An exploration of the decline in the take-up of modern languages at degree level

Britain, Germany and the Third Way

Globalisation, foreign languages and intercultural learning

Managing German: the theory in practice

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| <p>Patterns and processes of growth of recently founded technology based firms</p> | <p>Dr Elizabeth Garnsey, University of Cambridge Oliver Hugo, University of Cambridge</p> <p style="text-align: right;">£4,000</p> <p>This study will identify typical growth paths in a cohort of recently founded technology based firms in Germany and, by means of in-depth case histories, seek to identify and explain the time-dependent processes that give rise to these paths.</p> |
| <p>Comparing environmental management strategies in the UK and Germany</p> | <p>Dr. Walter Wehrmeyer, Centre for Environmental Strategy, University of Surrey Prof. Dr. Stefan Schaltegger, Department for Environmental Sciences, University of Lüneburg</p> <p style="text-align: right;">£2,000 + DM 6,000</p> <p>This comparative study of manufacturing firms in the UK and Germany examines environmental management activities and strategies towards the environment and assesses national and sectoral influences on these.</p> |
| <p>The future of trade unions and industrial relations in Britain and Germany</p> | <p>Karin Burgmer, British Council, Cologne Adam Ladbury, British Council, Cologne</p> <p style="text-align: right;">£2,500</p> <p>A two-day conference in Hanover in January 2001, examining the changing roles of trade unions in the two countries and the need for greater collaboration on a European level as labour-management relations change in an increasingly globalised market place. The conference also explored the role of trade unions within multinational companies and joint ventures, with particular reference to the new high-tech industries and the motor industry.</p> |
| <p>The future of co-operatives in the European Union at the start of the 21st century</p> | <p>Prof. Dr. Wolfgang Harbrecht, Universität Erlangen-Nürnberg</p> <p style="text-align: right;">DM 2,274.44</p> <p>A three-day international conference at the university of Erlangen-Nürnberg in September. The conference examined, amongst other issues, the legal framework for co-operatives, discussed the different approaches taken in the different countries and explored the possibility of cross-border co-operation within the movement.</p> |

B. ADDITIONAL EVENTS HELD IN 2000
(Grants awarded in 1999)

Dr Beatrice Harper, South Bank University Business School, London
Prof Karl Koch, South Bank University Business School, London

£1,600

A one-day conference in February, which examined the link between management structures and health and safety structures in Germany and the UK. The conference presented the findings of a project that analysed how management implements, monitors and determines health and safety in Germany and the UK.

Anglo-German Foundation

£2,000 + DM23,500

This was the fourteenth meeting of the jury for the Anglo-German Foundation's annual journalism prize, chaired by Bryan Rigby. The prize is awarded for outstanding coverage of Germany in Britain, and vice versa. The winners' names were announced at the British-German 2000 Königswinter Conference in Oxford in March: they were Andrew Gimson of *The Daily Telegraph* and Norbert Hellmann of the *Börsen Zeitung*.

Sir Nigel Broomfield, KCMG, Chairman of the British Königswinter Steering Committee

£26,000

This annual conference, designed to promote British-German understanding and co-operation, was held in Oxford in March. The participants included roughly equal numbers of representatives from the two parliaments and governments, business, banking, trade unions, universities and the media.

Graham Bulpitt, Sheffield Hallam University
Dr. Roswitha Poll, Universitätsbibliothek Münster
Kerstin Grossmann, The British Council, Köln

£1,700

This three-day conference in April 2000 on recent developments in academic libraries in the UK and Germany discussed new services and organisational matters and provided a forum for the exchange of ideas.

Research & Events

The role of organisational and managerial structures in safety and health: Britain and Germany compared

Anglo-German Foundation Journalism Prize 2000

The Königswinter Conference 2000

The role of academic libraries in the learning society

German federalism – past, present and future

Dr Maiken Umbach, University of Manchester

£3,800

This international Symposium in Manchester in April examined the evolution of German federalism in order to establish if, how and in what ways it could be used as a model for devolution policies in Britain and for the creation of a “Europe of the regions”.

Modern governance for the modern metropolis: London and Berlin compared

Dr Eckhard Schröter, Humboldt-Universität zu Berlin
Tony Travers, London School of Economics

DM11,500

A two-day conference in Berlin in May 2000, brought together policy-makers, practitioners and academics from both cities to discuss and compare metropolitan governance in Berlin and London. The conference aimed to stimulate mutual learning for the benefit of current reform programmes.

C. RESEARCH PROJECTS COMPLETED IN 2000

Prof. Costas Meghir, Institute for Fiscal Studies
 Stephan Bender, Institut für Arbeitsmarkt- und Berufsforschung
 £54,252

The project compared wage growth and job mobility of apprentices in Germany with those of non-apprentices and analysed the policy implications for education and training in the UK.

Prof. David Bell, University of Stirling
 Prof. Robert Hart, University of Stirling
 Prof. Olaf Hübler, Universität Hannover
 £24,394 + DM 22,000

This project examined the incidence and implications of unpaid overtime, analysing its effects in relation to the labour markets in both Germany and the UK.

Rüdiger Wurzel, University of Hull
 £3,990

An assessment of the degree of success achieved by Britain and Germany in making use of their respective EU presidencies of 1998 and 1999 to integrate environmental requirements into agricultural and transport policy.

Prof. Carmen Hass-Klau, Environmental and Transport Planning, Brighton
 £4,000

The project provided a comparison of the respective advantages and disadvantages of new transport initiatives and investigated the importance of the political dimension in the decision making process.

Prof. Andrew. Hughes-Hallett, University of Strathclyde
 £4,000

An examination of the extent to which corporate and other taxes have become harmonised, and what the motives and benefits for this trend have been.

David Baldock, The Institute for European Environmental Policy
 £3,795
 (See Research & Events section A. 'Grants Awarded in 2000')

Research & Events

Wage growth and job mobility of apprentices and non-apprentices in Germany

Unpaid work in the workplace: a comparison of Germany and the UK

The EU presidency in the environmental, agricultural and transport fields. An Anglo-German comparison

Financial and operational comparison of guided bus systems, light rail, busways and bus lanes

Tax competition and corporate tax harmonisation in Europe

Best practices in policies and measures to address climate change

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| Avoiding friction: lessons on federal structures for environmental regulation in Scotland | Dr. Philip Allmendinger, University of Aberdeen Prof. Dr.-Ing. Walter Schönwandt, University of Stuttgart (See Research & Events section A. 'Grants Awarded in 2000') | £1,680 |
| Internet survey | David Marsh, British-German Forum (See Research & Events section A. 'Grants Awarded in 2000') | £4,000 |

The results of the Foundation's research projects and conferences are usually disseminated by means of in-house reports.

In March 1995, the Foundation set up a joint publishing agreement with Macmillan Press Ltd for the publication of longer, more detailed books under the joint imprint of the Anglo-German Foundation and Macmillan (now Palgrave). This agreement enables the Foundation to concentrate its resources on publishing shorter and more frequent reports in English and German.

The last issue of the Foundation's newsletter **Signal** was published in spring 2000. In future, news from the Anglo-German Foundation will be sent by e-mail and published on our website **www.agf.org.uk**.

In recognition of the increasing importance of the role of electronic media, the Foundation started publishing on the internet in late 1999. The Anglo-German Foundation is currently re-designing its website **www.agf.org.uk**. The new website will be launched in early summer 2001 and will supply visitors with easily accessible information about the work, events and publications of the Foundation as well as news and interesting links. A major new feature of the website will be the free publication of all new reports online.

A comprehensive publications list, including books published in earlier years, is available from the Foundation's London office. In addition to books and reports, the work funded by the Foundation also generates other printed output, e.g. research papers, journals and newspaper articles. Details are available on request.

All titles published by the Foundation are available through bookshops or directly from our distributor York Publishing Services (YPS).

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PUBLICATIONS & PUBLICITY

PUBLICATIONS

Performance-related pay and the public services: A comparison of recent approaches to reform in Germany and Great Britain
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High-level skills, knowledge transfer and industrial performance: Electronics in Britain and Germany
ISBN 1 900834 20 0, 35pp, £12

Innovationsmanagement in Deutschen und Britischen produzierenden Unternehmen
ISBN 1 900834 18 9, 79pp, £12

Von Großbritannien lernen? Wohlfahrtsstaatspolitik im Zeichen des Dritten Weges
ISBN 1 900834 19 7, 47pp, £12

A. PUBLICATIONS BY THE FOUNDATION IN 2000

David Marsden, Dieter Sadowski, Stephen French and Karin Richertz
In Germany and Great Britain, public sector pay determination and public management have been put under severe pressure by the drive to increase efficiency and effectiveness. The report examines new policies on pay systems and performance management in the two countries, and finds a mixed record of success for performance pay in the British public services and German local government.

Geoff Mason and Karin Wagner
Why has Germany fared less well in high-tech industries such as electronics than in traditional manufacturing industries such as mechanical engineering, motor vehicles and chemicals? Why is the reverse true for British industry which has recently shown a greatly improved trade and innovation performance in electronics? The report explores these questions in the two countries' electronics industries.

Rolf Pfeiffer und Keith Goffin
Strong international competition places a premium on innovation. The report focuses on how the difficult and complex task of innovation is managed in the UK and Germany, and gives clear recommendations on how managers can improve their companies' performance and on how policy-makers can help to create an innovative environment.

Lutz Leisering und Bernhard Hilbert
Both Britain and Germany are feeling pressure to reform welfare service provision. As a result Gerhard Schröder and Tony Blair have declared their support for 'Third Way' policies. The study shows the emergence of a new model that lies somewhere between a neo-liberal and a nanny state. Focusing on the reform of income support as a means of getting people back into the labour market the study investigates the idea of a social policy of 'activation' for Britain and its relevance to Germany.

B. PUBLICATIONS BY PALGRAVE (FORMERLY MACMILLAN PRESS LTD) IN ASSOCIATION WITH THE FOUNDATION IN 2000

Mairi Maclean and Jean Marc Trouille

The book explores the relationship, and the potential for closer cooperation, which exists between France, Germany and Britain as they enter the new millennium. It focuses on a wide range of domains in which the three partner countries interact – including financial and monetary integration, economic and industrial cooperation, politics, security and defence, business and corporate governance, and education. Given the change in government which each of these countries underwent in 1997–1998, given too the apparent willingness of New Labour to assume a more central role on the European stage, the time is ripe to reassess the relationship between France, Germany and Britain as we enter the twenty-first century.

Karen Evans, Martina Behrens and Jens Kaluza

In this book the authors build upon their earlier Anglo-German comparative research and upon surveys in the former German Democratic Republic and the new 'Länder' of Germany. Based on personal accounts of the education and work experiences of those who have lived through the political and labour market changes of the transition to a post-communist society, the book presents a challenging analysis of the impact on personal lives and careers, and assesses the wider policy implications. Far from catching up with the rest of Germany, social polarizations and erosion of the traditional dual system of vocational education and training in Eastern Germany may portend the future for the West. The issues raised have considerable resonance with the problems and contradictions which have beset British education, training and labour market policy over the past decade.

Edited by Rainer Emig

Stereotypes, often dating back to the Second World War and beyond, continue to dominate Anglo-German relations. This is all the more worrying since a changing Europe requires realistic assessments of the nations involved and their partners. This collection of essays brings together views from a number of relevant disciplines, such as psychology, history, cultural theory, literature, pedagogy, but also business and management studies, to elucidate the origins, forms and possible strategies for dealing with stereotypes in the relationship between Britain and Germany.

PUBLICATIONS

France, Germany and Britain Partners in a changing world

ISBN 0 333 92160 7, 232pp,
£42,50

Learning and work in the risk society

ISBN 0 333 77751 4, 188pp, £45

Stereotypes in contemporary Anglo-German relations

ISBN 0 333 79341 2, 208pp, £45

Publications**C. PUBLISHED ELSEWHERE**

Comparing Public Sector Reform in Britain and Germany
 Helmut Wollmann and Eckhard Schröter
 Ashgate, Aldershot
 ISBN 1 84014 708 3

Bus or Light Rail: Making the Right Choice
 A Financial, Operational and Demand Comparison of Light Rail,
 Guided Buses, Busways and Bus Lanes
 Carmen Hass-Klau, Graham Crampton, Martin Weidauer and Volker
 Deutsch
 Environmental and Transport Planning
 ISBN 0 95196206 x

*Grey Power in Europe -The United Kingdom and Germany
 Compared*
 Report compiled by Dr Guy Patterson, University of Exeter
 Greater London Forum for the Elderly, telephone 020 7383 4008

Arbeitsmarktflexibilität und Direktinvestition
 Feldstudien in Deutschland und Großbritannien
 Roland Döhrn, Phil Raines, Ross Brown and Markus Scheuer
 Untersuchungen des Rheinisch-Westfälischen Instituts für
 Wirtschaftsforschung, Heft 34
 ISBN 3 928739 55 7 ISSN 0939 7280

*A Comparison of Management's Role in Monitoring, Implementing,
 and Determining Health and Safety Issues in Germany and the
 United Kingdom*
 Beatrice S Harper
 South Bank University, London
 ISBN 1 900508 92 3

*The Role of Organisational and Managerial Structures in Safety and
 Health: Britain and Germany Compared*
 Papers from a conference held on 4 February 2000, South Bank
 University, London
 Edited by Beatrice S Harper
 South Bank University, London
 ISBN 1 900508 91 5

Wilton Park-Short Report on British-German Forum 2000
Britain and Germany: Sharing our Common Future
Robert Hart
Wilton Park

Published on the Web
The Future of Trade Unions and Industrial Relations in Great Britain
and Germany – Conference Report
Steve French and Lothar Frank

Publications

Publications**D. ARTICLES AND CHAPTERS PUBLISHED IN BOOKS AND JOURNALS****(Listed under AGF project titles)****The German way: German multinationals and the management of human resources**

Ferner, Anthony: 'The underpinnings of 'bureaucratic' control systems: HRM in European multinationals', *Journal of Management Studies*, Number 4, June 2000, pp. 521-540

Skill formation, social-economic attitudes and transition behaviours of young adults in Eastern Germany. A comparison with England and Western Germany

Evans, Karen; Behrens, Martina; Kaluza, Jens: 'Risky voyages: navigating changes in the organisation of work and education in Eastern Germany', *Comparative Education*, Vol. 35, Number 2, pp. 131-150

A firm level perspective on regulatory institutional variance in Germany and the UK

Heritier, Adrienne; Coen, David: 'Business perspectives on German and British regulation', *Business Strategy Review*, Vol. II, Issue 4, Winter 2000, pp. 29-37

A firm level perspective on regulatory institutional variance in Germany and the UK

Coen, David; Doyle, Chris: 'Designing economic regulatory institutions for European network industries', *Current Politics and Economics of Europe*, Vol. 9, Number 4, 2000, pp. 455-476, ISSN 1057 2309

A firm level perspective on regulatory institutional variance in Germany and the UK

Coen, David; Doyle, Chris: 'Liberalisation of utilities and evolving European regulation', *European Regulation*, April 2000, pp.18-26

Assessing regulatory transformation

Sturm, Roland; Müller, Markus M.: 'Was bleibt von staatlicher Verantwortung für die Grundversorgung der Bürger?', *Gegenwartskunde*, 49 (1), pp. 37-48

This listing does not take into account articles that appeared in the daily press.

Assessing regulatory transformation

Müller, Markus M.: 'Die Banken zwischen Staat und Wirtschaft', *Gegenwartskunde*, 49 (4), pp. 447-455

Assessing regulatory transformation

Sturm, Roland: 'Legitimation durch Repräsentation: Praxis und Defizite der Konkurrentdemokratie', in Gierlach, I.; Nitschke, P. (eds): '*Metamorphosen des Leviathan? Staatsaufgaben im Umbruch*', Opladen, pp. 167-177

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Sturm, Roland; Müller, Markus M.; Dieringer, Jürgen: 'Economic transformation in Central and Eastern Europe: towards a new regulatory regime?', *Journal of European Public Policy*, 7 (4), pp. 650-662

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Nogon, Andrew; Pearson, Maggie: 'The roles of friends and neighbours in providing support for older people', *Ageing and Society* 20, 2000, pp. 341-367

Unemployment and the insurance compensation principle in Britain and Germany

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Trade union merger process in Germany and the UK

Waddington, Jeremy; Hoffmann, Jürgen: 'The German union movement in structural transition', in: Hoffmann, R.; Jacobi, O.; Keller, P.; Weiss, M.: '*Transnational industrial relations in Europe*', Hans Böckler Stiftung, pp. 113-138

Labour market flexibility and inward investment in Germany and the UK

Raines, P.: 'Corporatist vs. market bargaining processes and foreign investment location: Evidence from Germany and the UK', in: Klemmer, P.; Wink, R. (ed.): '*Preventing Unemployment in Europe*', ISBN 1 84064 513 x

Publications**Labour market flexibility and inward investment in Germany and the UK**

Scheuer, M: 'The importance of labour market flexibility in the location decisions of international corporations', in: Klemmer, P.; Wink, R. (ed.): *'Preventing Unemployment in Europe'*, ISBN 1 84064 513 x

Innovationsmanagement in deutschen und britischen produzierenden Unternehmen

Pfeiffer, Rolf: 'Innovation ist Chefsache', *Markt und Mittelstand*, Januar 2000, p.12

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Goffin, Keith; Pfeiffer, Rolf: 'Technology Management Report – Innovation in the United Kingdom and Germany', *Materials Technology*, Vol. 15, Number 2, June 2000, pp. 170-174

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Pfeiffer, R.; Szwejczewski, M.; Goffin, K.; New, C.; Lohmüller, B.; Beretta, S.: 'Key trends in European manufacturing', *Management Today, Manufacturing Excellence*, Issue 13, January 2000, pp. 4-9

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Pfeiffer, R.; Goffin, K.: 'Germany finds ways to innovate', *Strategy*, May 2000, pp. 11-12

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Goffin, K.: 'Running the innovation marathon?', *Company Life*, Vol. 2, Number 6, October 2000, p. 27 and *Advance*, Issue 10, May 2000, p. 4

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Causes and consequences of regulatory transformation: A British-German comparison

Bartle, Ian: 'Comparative research on regulation in Britain and Germany: Its rationale and potential', Website www.exeter.ac.uk, August 2000

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Bartle, Ian; Müller, Markus M.: 'The administration of regulation: Self regulation and state agencies', Website www.exter.ac.uk , November 2000

Parliamentary scrutiny committees and government advisory commissions in the environmental field

Friedrich, Axel; Tappe, Matthias; Wurzel, Rüdiger K.W.: 'A new approach to EU environmental policy-making? The Auto-Oil I programme', *Journal of European Public Policy* 7:4, October 2000, pp. 593-612

Parliamentary scrutiny committees and government advisory commissions in the environmental field

Wurzel, Rüdiger K.W.: 'Flying into unexpected turbulence: The German EU presidency in the environment field', *German Politics*, Vol. 0, Number 3, December 2000, pp. 23-42

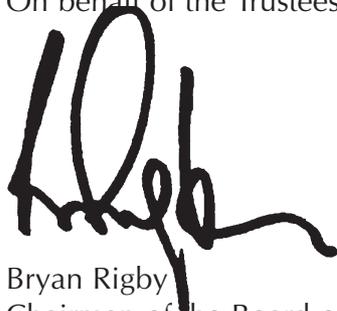
STATEMENT OF THE TRUSTEES

The summarised accounts are a summary of information extracted from the full annual accounts and may not contain sufficient information to allow for a full understanding of the financial affairs of the Anglo-German Foundation. For further information the full annual accounts, the auditor's report on those accounts and the Trustees' Annual Report may be consulted. Copies of these may be obtained from the Secretary-General, Anglo-German Foundation, 17 Bloomsbury Square, London WC1A 2NH.

The full annual accounts were approved on 7 April 2001. The annual report and the full annual accounts will be submitted to the Charity Commission.

The full annual accounts from which the summary is derived have been audited by the National Audit Office who gave an unqualified audit opinion.

On behalf of the Trustees



Bryan Rigby
Chairman of the Board of Trustees
7 April 2001

Accounts 2000

Anglo-German Foundation for the Study of Industrial Society

BALANCE SHEET AT 31 DECEMBER 2000

| | 2000 | 1999 |
|--|------------------|------------------|
| | £ | £ |
| Fixed assets | | |
| Tangible assets | 12,904 | 11,880 |
| Investments | <u>3,014,398</u> | <u>3,814,427</u> |
| | 3,027,302 | 3,826,307 |
| Current assets | | |
| Stock of publications | 34,149 | 33,201 |
| Debtors | 135,456 | 153,667 |
| Certificates of deposit | 551,178 | – |
| Investments | 257,268 | 43,909 |
| Cash at bank and in hand | <u>134,659</u> | <u>82,014</u> |
| | 1,112,710 | 312,791 |
| Creditors – amounts falling due within one year | <u>(28,996)</u> | <u>(17,874)</u> |
| Net current assets | <u>1,083,714</u> | <u>294,917</u> |
| Total assets less current liabilities | <u>4,111,016</u> | <u>4,121,224</u> |
| Capital and reserves | | |
| Capital reserve | 2,180,158 | 2,180,158 |
| Operating account | <u>1,930,858</u> | <u>1,941,066</u> |
| | <u>4,111,016</u> | <u>4,121,224</u> |

Accounts 2000

Anglo-German Foundation for the Study of Industrial Society

OPERATING ACCOUNT FOR THE
YEAR ENDED 31 DECEMBER 2000

| | 2000 £ | 1999 £ |
|---|------------------|------------------|
| Gross income | | |
| Grant from the United Kingdom Government | 263,839 | 250,000 |
| Grant from the Federal Republic of Germany | 220,609 | 250,000 |
| Income from activities | 5,924 | 4,739 |
| Income from listed investments and interest receivable | <u>247,133</u> | <u>279,729</u> |
| | 737,505 | 784,468 |
| Resources expended | | |
| Direct charitable expenditure | (587,773) | (520,561) |
| Other expenditure | <u>(138,504)</u> | <u>(134,382)</u> |
| Total resources expended | <u>(726,277)</u> | <u>(654,943)</u> |
| Net income resources for the year | 11,228 | 129,525 |
| (Loss) on sale of investments | (3,747) | (43,563) |
| Unrealised gain/(loss) on investments | (2,225) | (190,484) |
| Exchange gain/(loss) | <u>(15,464)</u> | <u>(295,024)</u> |
| Net movement in funds for the year | (10,208) | (399,546) |
| Opening funds | <u>4,121,224</u> | <u>4,520,770</u> |
| Closing funds | <u>4,111,016</u> | <u>4,121,224</u> |

Accounts 2000

Anglo-German Foundation for the Study of Industrial Society**Accounts 2000****Statement of the Comptroller and Auditor General to the Trustees of the Anglo-German Foundation for the Study of industrial Society**

I have examined the summary financial statements set out on pages 28 to 29 which have been prepared in the form and on the basis set out on page 27.

Respective responsibilities of Trustees and Auditor

The summary financial statements are the responsibility of the Trustees. My responsibility is to report to you my opinion on their preparation and their consistency with the full financial statements and foreword.

Basis of opinion

I have conducted my work in accordance with Bulletin 1999/6 "The auditors' statement on the summary financial statement" issued by the Auditing Practices Board.

Opinion

In my opinion the summarised statements are consistent with the full financial statements and foreword of the Anglo-German Foundation for the Study of Industrial Society for the year ended 31 December 2000 and have been properly prepared on the basis set out in the Trustees' Statement.

J.M. Pearce
Director for
Comptroller and Auditor General
4 May 2001

National Audit Office
157-197 Buckingham Palace Road
Victoria
London SW1W 9SP