



**EUROPEAN COMMUNITIES**

*trade union Information*

# **The European Trade Union Confederation**

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# 1. HISTORICAL BACKGROUND AND DEVELOPMENT

## European level

The historical starting point for the present-day European Trade Union Confederation (ETUC) dates back to the early 1950s when, under the Schuman Plan for the creation of the European Coal and Steel Community (ECSC), the European trade union movement was faced with the need for a lobbying and representative organisation to deal with issues of practical concern emanating from the ECSC. In 1952, therefore, the first organisation of affiliates of the International Confederation of Free Trade Unions (ICFTU) was created to fulfill these functions - the Committee of 21. Membership of the Committee was restricted to the ICFTU national federations as well as the industrial unions in the coal and steel industries in the six Member States of the ECSC (1).

## Committee of 21

The objective of the Committee was to promote and represent trade union interests vis-à-vis the High Authority of the ECSC. The Committee thus coordinated the interests and activities of its member unions whilst at the same time these continued to retain their national autonomy, decisions of the Committee being taken by unanimous vote. Although the European Regional Organisation of the ICFTU sought to integrate the Committee into its own structure, the preferences of the Committee's affiliates for an autonomous body prevailed.

## European Trade Union Secretariat

Following the signing of the Treaty of Rome establishing the European Economic Community in 1957, the ICFTU's European affiliates met in Düsseldorf in 1958 and set up a European Trade Union Secretariat, into which the Committee of 21 was merged. Thus the new European body still consisted of ICFTU affiliates from the six Member States of the ECSC now expanded by the establishment of the EEC and the Euratom Community.

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(1) Belgium, France, Germany, Italy, Luxembourg and Netherlands.

At about the same time the International Confederation of Christian Trade Unions (ICCTU) set up a European organisation in 1958.

The 1960s witnessed further development of European-level trade union organisations. In 1966, the Communist-orientated national confederations in France and Italy, the CGT and the CGIL, established a Permanent Committee in Brussels.

In 1968, the ICCTU changed its name to the World Confederation of Labour (WCL) and in 1969 set up a European office in Brussels.

European  
Confederation of  
Free Trade Unions

In 1969, the European Trade Union Secretariat (ETUS) adopted a new name, the European Confederation of Free Trade Unions (ECFTU) in the European Community. There were some amendments to the statute of the ETUS, and a new governing body was adopted. The ECFTU affiliates attached considerable importance to their European-level activities and were determined to have a permanent and effective lobby in Brussels. The revised rules militated against the domination of the organisation by its large affiliates, an arrangement intended to strengthen the internal democracy of the new Confederation. Furthermore, two-thirds majority voting replaced the hitherto unanimous voting system.

European-level  
union organisations

Thus by the end of the 1960s several European-level trade union organisations had their offices in Brussels - the European Confederation of Free Trade Unions (ECFTU), the Permanent Committee CGT/CGIL, the European office of the WCL and the European Regional Organisation of the ICFTU which covered ICFTU activities rather than the central office of this international body. Parallel to these developments was the increasing centralisation of the institutions of the European Communities in Brussels.

The unions' organisations were then at the new administrative centre of the Communities.

Outside the European Community framework, another trade union development was taking place in the late 1960s, namely the creation in 1968 of the Trade Union Committee for the European Free Trade Area (EFTA-TUC). This organisation brought to five the European-level trade union bodies.

Whereas the Commission and the national governments accredited the ETUS, then in turn the ECFTU and WCL European organisations in the Community, it was not until 1969/70 that the Commission and the French and Italian governments recognised the Permanent Committee CGT/CGIL - the so-called Coordination and Action Committee for representation and consultation purposes. Whilst the ECFTU unions were ICFTU affiliated, the CGT and CGIL were affiliated to the World Federation of Trade Unions (WFTU) based in Eastern Europe. This latter affiliation debarred the CGT and the CGIL from membership of the ICFTU-based ECFTU.

European Trade  
Union Confederation  
(ETUC)

The prospect of the probable enlargement of the European Community by the admission of Denmark, the Republic of Ireland and the United Kingdom in the early 1970s promoted discussion within the European trade union movement in the EC and EFTA countries and a series of conferences was held in Frankfurt in June 1971, Oslo in November 1971, The Hague in February 1972, Geneva in June 1972, London in July 1972 and finally in Luxembourg in December 1972.

One major outcome of these conferences was the decision to establish an entirely new European trade union organisation spanning both the European Community and the EFTA Member States. Clearly countries like Sweden, Finland, Austria and Switzerland were unlikely or even unable to join the EEC, so that some formula for accrediting trade union movements in these and some other Western European countries was needed.

Another important outcome was the agreement between the WCL and the ECFTU to establish a single unified trade union organisation at European level, to include both ECFTU and WCL affiliates. Each national centre affiliated to the envisaged European body would, however, retain its international affiliations.

Final agreement on the constitution and the administrative and organisational aspects of the new organisation was reached in Luxembourg at the end of 1972 and the European Trade Union Confederation (ETUC) was established, its founding congress taking place in Brussels in February 1973. The new Confederation was composed of national confederations from the EEC Member States, from the EFTA countries, and separate organisations from Finland, Iceland and Spain (exiled movement). Although the title of the new organisation required considerable internal discussion, the European Trade Union Confederation was finally determined by a majority vote.

Following the establishment of the ETUC, discussions with the WCL led to an agreement in March 1974 to admit Christian trade union organisations into membership of the ETUC. Thus seven Christian organisations from Switzerland, The Netherlands, Belgium, France and Luxembourg became members of the ETUC. At about the same time the Irish Congress of Trade Unions also affiliated.

Having agreed to admit non-ICFTU trade union organisations of the Christian tendency, the new ETUC was faced with a further application from a national confederation at the other end of the political spectrum, namely, the Communist-orientated CGIL from Italy. The major, but not the only, obstacle to CGIL affiliation to the ETUC was its membership of the World Federation of Trade Unions (WFTU). However, the CGIL application was supported by the two other major Italian federations, the CISL and the UIL, and the CGIL itself weakened its ties with the WFTU by becoming an associate member. In July 1974, the Executive Committee of the ETUC, by a majority vote of 21 to 7 voted in favour of CGIL admission.

Since 1974, other Western European national union centres have joined the ETUC. The existence of the ETUC, covering affiliates over the whole range of the ideological spectrum, is seen by many as a victory of regional trade union organisation over the ideological differences which had hitherto divided the trade union movement at European level.

A most important catalyst in this has been the development of the European Community.

## 2. INTERNAL STRUCTURE

The European Trade Union Confederation (ETUC) has three organisational institutions: Congress, the Executive Committee and the Secretariat.

### Congress

This is the highest body within the ETUC. Its representatives consist of four members from each of the affiliated countries, as well as an additional seat to the confederations for each 500,000 members (Article 6 of the ETUC Constitution). Representatives of the Industry Committees recognised by the ETUC are designated to Congress by the Executive Committee; they have the right to vote on all issues excepting constitutional and financial matters (Article 6).

As laid down by Article 7, Congress meets at least every three years (for Congress meetings since 1973, see below). It is at these times, on the basis of an activity report submitted by the Secretariat, that Congress considers the activities of the ETUC during the preceding period and formulates future policy (Article 8).

Members of the Executive Committee, the President, the General Secretary, the Deputy General Secretary and the Auditors are elected by Congress (Article 9).

Any decision taken by Congress must be on the basis of a two-thirds majority (Article 10).

### Executive Committee

All national trade union confederations are represented in the Executive Committee. Its members are composed of one representative from each of the affiliated confederations, but those with a membership exceeding 5 million are entitled to an additional seat (Article 12).

Delegates from the Industry Committees recognised by the ETUC are represented at the meetings of the Executive Committee, although only in a consultative capacity (Article 13).



The Executive Committee meets at least six times a year (Article 16). At these meetings it decides on the measures to be taken to implement the resolutions and action programmes adopted by Congress (Article 17). At least once a year it examines the trade union situation in each of the member countries (Article 16), and it further directs the preparations for the meetings of Congress (Article 7).

If a vote is necessary, a decision of the Executive Committee requires a two-thirds majority (Article 20).

### Secretariat

The Secretariat consists of the General Secretary, the Deputy General Secretary, both of whom are elected by Congress (see above), and the Secretaries, whose number is determined by the Executive Committee (Article 21). In past years, to facilitate the numerous activities of the Secretariat, their number has been increased to six Secretaries, which include the General Secretary and the Deputy General Secretary.

The main tasks of the Secretariat consist of preparing and organising not only the meetings of the numerous standing committees and working groups but also those of Congress (see Article 7); in coordinating the activities of the ETUC as entrusted to it by Congress and the Executive Committee; and in providing the liaison between the Executive Committee and the Industry Committees (Article 22). Further, delegates of the Secretariat represent the ETUC in the many conferences and consultations within the framework of the European institutions, especially the European Community, the European Free Trade Association (EFTA), and the Council of Europe in Strasbourg.

### 3. EXTERNAL STRUCTURE AND MEMBERSHIP

The ETUC has a membership of over 40,000,000 in 34 national affiliated organisations. These member organisations represent different forms of trade union organisation in each of the countries concerned. The predominant organisational format is the vertical or industrial union to be found in most continental European countries, usually based in turn on an ideological conviction, for example, Socialist or Christian textile or metal workers unions. The second form is the horizontal or general union to be found mainly in the British and Irish trade union movements. Finally, some ETUC affiliates represent the occupational group of white collar workers, particularly in some Scandinavian countries.

#### Membership Distribution

Although the ETUC is not exclusively a European Community-wide trade union organisation - it extends to the whole of Western Europe - half of its affiliated organisations are in the Member States of the European Community. In terms of membership, around 80 per cent of ETUC membership is in the EC countries, and if Spain and Portugal are included, some 84 per cent could be considered EC based. The bulk of the remaining membership is in the EFTA countries, with some affiliates being outside both the EC and EFTA.

Table I gives an overview of the membership distribution by size of national affiliates. The Table shows that nearly 30 per cent of the ETUC membership is in national affiliates of up to 250,000 members, whilst over 90 per cent are in affiliates of up to 6,000,000 members. Finally, the British TUC and the German DGB have memberships of over 6,000,000.

TABLE I

## MEMBERSHIP DISTRIBUTION OF ETUC NATIONAL AFFILIATES

Size	Number of Affiliates	Cumulative Number of Affiliates	Cumulative % of ETUC Membership	Organisations
Up to 50,000	7	7	20%	CGT Luxembourg, LCGB Luxembourg, BSRD Iceland, GWU Malta, SEK Cyprus, CMTU Malta, TURK-SEN Cyprus
50,000-250,000	3	10	29.5%	ASI Iceland, STV-ELA Spain, CNG SVEA Switzerland
250,000-2,000,000	20	30	88%	UGT Portugal, UGT Spain, FTF Denmark, TVK Finland, CNV Netherlands, GGCL Greece, SGB Switzerland, FGTB Belgium, CGT-FO France, CFDT France, ICTU Ireland, FNV Netherlands, LO Norway, SAK Finland, TCO Sweden, CSC Belgium, LO Denmark, LO Sweden, UIL Italy, ÖGB Austria
2,000,000-6,000,000	2	32	94%	CISL Italy, CGIL Italy
Over 6,000,000	2	34	100%	DGB Germany, TUC Great Britain

TABLE IIETUC NATIONAL AFFILIATES

<u>Organisation and Initials</u>	<u>Country</u>
Fédération Générale du Travail de Belgique (FGTB) .....	Belgium
Confédération des Syndicats Chrétiens (CSC) .....	Belgium
Cyprus Workers Confederation (SEK) .....	Cyprus
Cyprus Turkish Trade Unions Federation (TURK-SEN) .....	Cyprus
Landsorganisationen i Danmark (LO) .....	Denmark
Fællesrådet for Danske Tjenestemands- og Funktionsorganisationer (FTF) .....	Denmark
Deutscher Gewerkschaftsbund (DGB) .....	FR Germany
Union General de Trabajadores de Espana (UGT) .....	Spain
Solidaridad de Trabajadores Vascos (STV-ELA) .....	Spain
Confédération Générale du Travail - Force Ouvrière (CGT-FO) ..	France
Confédération Française Démocratique du Travail (CFDT) .....	France
Trades Union Congress (TUC) .....	Great Britain
Greek General Confederation of Labour (GGCL) .....	Greece
Irish Congress of Trade Unions (ICTU) .....	Ireland
Althydusamband Islands (ASI) .....	Iceland
Bandalag Starfsmanna Ríkis og Baeja (BSRB) .....	Iceland
Confederazione Italiana Sindacati Lavoratori (CISL) .....	Italy
Confederazione Generale Italiane del Lavoro (CGIL) .....	Italy
Unione Italiana del Lavoro (UIL) .....	Italy
Confédération Générale du Travail de Luxembourg (CGT-L) .....	Luxembourg
Letzbuenger Chrëstleche Gewerkschaftsbond (LCGB) .....	Luxembourg
General Workers Union (GWU) .....	Malta
Confederation of Trade Unions (CMTU) .....	Malta
Federatie Nederlandse Vakbeweging (FNV) .....	Netherlands
Christelijk Nationaal Vakverbond (CNV) .....	Netherlands
Landsorganisasjonen I Norge (LO) .....	Norway
Österreichischer Gewerkschaftsbund (ÖGB) .....	Austria
Uniao Geral de Trabalhadores (UGT) .....	Portugal
Schweizerischer Gewerkschaftsbund (SGB) .....	Switzerland
Christlichnationaler Gewerkschaftsbund der Schweiz (CGS) .....	Switzerland
Toimihenkilö- ja Virkamiesjärjestöjen Keskusliitto (TVK) .....	Finland
Suomen Ammattiliittojen Keskusjärjestö (SAK) .....	Finland
Landsorganisationen i Sverige (LO) .....	Sweden
Tjänstemännens Centralorganisation (TCO) .....	Sweden

## 4. MEANS OF INFLUENCE

In the General Resolution adopted by the 1979 Munich Congress the ETUC identified the means of action and influence intended to be used to achieve its objectives as follows:

### Organise and Coordinate

organise and coordinate trade union militant action and pressure, including strike movements, with its affiliated organisations to change government and employer policies at both national and European level;

### Membership Involvement

seek the most suitable ways and means of involving all members more directly in convergent action to achieve common goals, in particular and without delay, on the means of reducing working time, for example by organising new action days;

### Develop Contacts

seek to develop ETUC contacts and to increase their efficacy, make representations to the European institutions (EC, EFTA, Council of Europe), governments and employers, and negotiate framework agreements laying down the objectives to be achieved;

### Promote Industry Committees

continue to promote the establishment of industry committees and to collaborate closely with them and, if action is to be carried out beyond European frontiers, also with the democratic international trade union organisations;

### Reconsider Internal Structures

reconsider the internal structures of the ETUC without delay to ensure that this action programme is carried out as efficiently as possible.

Within the framework of the European Community the ETUC has involvements with several Community-level institutions.

#### The Commission

The Commission has the major responsibility in formulating Community policy and legislative proposals for consideration by the Council of Ministers. It also has responsibility for ensuring that national authorities respect the Treaties, and it supervises the administration of Community financial instruments, e.g., the Social Fund, Agricultural Fund. There are both formal and informal ways by which the ETUC and its staff are involved with the Commission. Meetings can take the form of briefings, pre-consultations, consultation and information meetings, and informal meetings take place with Commission officials at all levels as the need arises. The European Trade Union Committees have direct contact with Commission staffs in particular subject areas, e.g., textiles, food, engineering.

#### European Parliament

The ETUC has contact with the Members of the Parliament as well as the political groups. Indeed, some MEPs are themselves members of ETUC affiliated unions and are clearly of interest to the ETUC in its attempts to lobby Parliament and its committees. Although the formal powers of the Parliament are limited, its political influence is an important factor in the institutional life of the Community and is therefore an important forum for trade union interests.

#### Economic and Social Committee

This tripartite consultative organ of the European Communities has provision for one-third of its members to be drawn from the trade unions. Officials of the ETUC national affiliates sit on the Committee and its sub-committees and this has helped keep the ETUC abreast of Community developments in policies, legislation, etc. The ETUC has, however, sought to reform the Committee to better suit its functions as well as trade union interests. Representation in the Committee gives the trade unions an opportunity to change Commission proposals, as well as formulate the Committee's own initiative proposals.

Council of Ministers

Given that the Council of Ministers, composed of the appropriate ministers from Member State governments, is the final decision-making authority at Community level, it is to be expected that the ETUC should want to influence this institution's work. Although there is no provision for any formal ETUC representation in the day to day work of the Council, the ETUC encourages its national affiliates to exert influence on their national governments, an exercise whose effectiveness depends greatly on the political complexion of the governments in power in each country. In addition, the ETUC is itself involved with a number of Community-level institutional arrangements which have brought it closer to the Council's work and deliberations. These arrangements include the following:

Standing Committee on Employment

Established in 1971, this Committee is intended to be a forum within which national governments, the Commission, the trade unions and the employers meet to discuss issues concerning employment. Although the Committee in practice has fallen below trade union expectations, the ETUC has tried to improve its functioning.

European Council

This Council, not provided for in the Treaties, is a forum in which the Heads of Government of the Member States meet. The ETUC has regular pre-Council consultations with the President in Office just before its three annual meetings. The ETUC delegation is usually made up of the President, the General Secretary, and Executive Committee members of the affiliate or affiliates of the country in which the meeting of the European Council is to be held.

COREPER

This body, known as the Committee of Permanent Representatives, is the collective organisation drawing together the Member States' ambassadors, diplomatic officers, etc., to the European Community. These national Representations are headed by a Permanent Representative and are staffed by national civil servants seconded to Brussels

for limited periods. The ETUC has only very limited involvement with COREPER, in spite of its efforts to expand trade union influence in this body.

On a more general level, the ETUC and its affiliates are involved in a wide range of Community bodies. For example, there are committees such as the Social Fund Committee, Advisory Committees on Safety and Health, Migrant Workers, etc., and an Economic Policy Committee.

The ETUC has sought to extend its influence to the sectoral levels by advocating the development of sectoral working committees. A few of these now exist although their terms of reference are somewhat limited. The committees are tripartite and their main function is to advise the Commission and the Council of Ministers on overall economic developments in each sector.

#### OUTSIDE EEC

Outside the European Community, the ETUC has further institutional involvement with European-level organisations. These include the following:

#### EFTA

The ETUC is involved in consultative machinery in the framework of the European Free Trade Association (EFTA) and has been influential in promoting tripartite conferences and other institutional developments which have included trade union participation. These developments have provided the ETUC and its political affiliates with forums for pressing their political proposals and general interests on national governments and the employer organisations. The ETUC attempts to promote coordination and developments of trade union interest between EFTA and the European Community.

#### Council of Europe

The ETUC has formal involvement in certain parts of the Council's work, particularly in the youth areas where the ETUC is involved with the Youth Foundation. In a general context, the ETUC follows and attempts to influence the Council's deliberations on employment issues, social



policy problems, etc. Although the Council has little decision-making impact, it nevertheless provides a forum for trade union views and interests to be expressed.

#### OECD

The ETUC has formal links with the Organisation for Economic Co-operation and Development (OECD) and trade union interests are handled by the Trade Union Advisory Committee (TUAC).

#### Co-ordinated Actions

By far the most publicly noticed ETUC activity aimed at influencing governments and public authorities have been coordinated actions involving ETUC affiliates. They have taken two main forms, namely, the coordinated short stoppage of work at workplace level, e.g., in the textile industry, or the European-level demonstrations. In February 1983, the ETUC organised a European Day of Action on Unemployment, in which over 6,000 active trade unionists from all over Western Europe participated in a demonstration in Brussels against European unemployment. The demonstration was aimed at the governmental authorities in Europe and demanded that a concerted European policy to promote full employment and economic recovery be introduced, involving new investment policies, reduction of working time, protection of purchasing power, specific measures to promote employment for young people and women, and measures to promote economic and industrial democracy.

#### European-level Demonstrations

Further demonstrations have been organised, for example, at the European Summit meetings of the Heads of State of EEC countries.

#### Employment Conference

The ETUC organised a two-day Employment Conference in Strasbourg in April 1984 which was attended by senior members of Western European governments, leaders of major European and multinational companies and trade union leaders from ETUC affiliates throughout Western Europe. The Conference was aimed at persuading governments and employers to examine realistically the ETUC's alternative strategy for creating jobs in Europe and to lay aside economic policies which had created over 19 million unemployed in Western Europe.

## 5. AIMS AND ACTIVITIES

In the preamble to the Constitution signed in 1973, the affiliated trade union organisations agreed that their main aims should be to

"jointly represent and promote the social, economic and cultural interests of the workers at the European level in general and in particular in respect of all European institutions, including the European Community and the European Free Trade Association"

and

"to work to safeguard and strengthen democracy in Europe".

The main aim of the ETUC is to act as a credible counterweight to the European employers' organisations, and to make national governments adopt ETUC policy:

"Instead of a Europe of capitalists the ETUC calls for a new orientation of Europe, based on the social needs of the working people, involving structural reforms in the economy and in society".

The progress of the ETUC and the success of its work, as well as future policy, is carefully considered at the statutory conferences, which, in the ten-year history of the ETUC, have been held five times.

### ETUC Founding Conference

It was at the founding conference of the ETUC, held in Brussels in 1973, that the Constitution and the internal organisational structure, as described above, were agreed upon. At this stage, 17 trade union confederations from 24 countries were represented in the ETUC, including confederations from all the Member States of the European Community and the European Free Trade Association (EFTA).

The first Statutory Conference, which took place in Copenhagen in 1974, was of major importance for the future work and development of the ETUC. The Conference established the first concrete outlines for future ETUC policies and activities, and drew up the first ETUC Action Programme, among whose main aims was the coordination of European trade union interests generally, for example, for the realisation of full employment, greater worker participation and equal rights for women and migrant workers. Many of the Programme's ideas are incorporated into more recent Action Programmes, in particular the right to protect and create jobs.

At the next Statutory Conference, held in London in 1976, the unpromising economic situation, and the little progress made to halt this development, dominated the discussions and the planning of the new Action Programme.

#### Tripartite Conferences

There was general concern over the reluctance of employers' organisations to tackle the economic problems, and although in 1975 the ETUC had suggested the establishment of tripartite conferences, with an equal representation of government representatives from the various affiliated countries, trade unionists and delegates from the employer organisations, it became plain in London that only the trade union representatives seemed really enthusiastic about this venture.

Nevertheless, there was also cause for optimism at the Conference. Cooperation with the other European institutions had been intensified: the Economic and Social Committee had closely observed the activities of the ETUC; the ETUC had secured representation on the Council of Europe in Strasbourg, although only in a consultative capacity; and contacts with the Industry Committees recognised by the ETUC continued to play a major role in ETUC planning. Further, the ETUC had succeeded in forming close contacts with internationally-organised trade union movements, either by mutual invitations to conferences or through a regular exchange of information; it had also

been given a consultative status at the Geneva-based International Labour Organisation (ILO). In short, over three years, the ETUC had succeeded in establishing itself as an important link between the trade unions in nearly all countries and the various European institutions.

### Munich Conference

By the 1979 Conference in Munich, the economic situation had not improved and unemployment and fighting the crisis were again at the centre of discussion and planning. The ETUC affiliates agreed that concerted action was needed to at least improve and ease it a little.

This, however, was no easy task. Concrete and positive cooperation within the European framework was difficult, even among the countries of the European Community, although there was the general hope that the forthcoming direct elections to the European Parliament might promote the future work of the Commission at least.

The ETUC advocated the reduction and reorganisation of working time in European enterprises to help reduce unemployment as well as to improve the welfare of the workers. This involved closer understanding between the trade unionists and employers on the one hand, and the European Community and EFTA on the other, and an appeal to these groups for concerted action was thus inevitable at the Conference.

This idea formed the core of the Action Programme in Munich (see Annex I). Full employment was seen as the ultimate aim, to be achieved through the reduction of the working week to 35 hours, longer paid holidays, earlier retirement age and a democratisation of the economy, especially in the multinational companies.

At the Conference in The Hague in 1982, the opening speeches again showed that the Conference would concentrate on the subject of unemployment.

This was reflected in the Progress Report submitted by the Secretariat for the period 1979-1981. Given that the economic situation had deteriorated rather than improved, it seemed that attempts to control the crisis by the traditional instruments of monetarism and deflation had become obsolete, and that some other measures had to be sought. The answer lay in finding new means to stimulate economic growth, for example, through a redistribution of work and reorganisation of working time. It was realised that whilst diverging trends in the national economies worked against joint action, national governments were nevertheless urged to harmonise their economic policies, and trade unions were called upon to co-ordinate and press their policies on national governments.

The issue of peace and the arms race preoccupied the delegates a great deal, and they agreed that the arms race alone could lead to the gradual destruction of the social order. Furthermore, the suppression of the trade union movements in Poland and Turkey had disturbed international peace, and it was deemed necessary to give them the wholehearted support of the ETUC. Overall, the Conference at The Hague demonstrated the consolidation of the ETUC's internal structure and the achievement of unanimity on certain pressing issues. However, the affiliated confederations were not able to submit concrete proposals for action in the short term; discussion pivoted mainly around the analysis of the situation and general proposals for remedy.

## 6. INDUSTRY COMMITTEES

Article 4 of the ETUC Constitution makes provision for the establishment of European-level Industry Committees, that is, groups of democratic trade unions within one or more economic sectors grouped together at European level. Such Committees, bringing together national-level trade union general secretaries and national officers, are important for the ETUC since they link it with union organisations actually operating at industry, enterprise and plant levels. The Committees are intended to be established on the initiative of the unions involved and they determine their own standing orders. There are currently 14 Industry Committees, and the ETUC decides on the question of their participation in ETUC activities by conferring the status of recognised committee on those which are in accord with and prepared to adhere to ETUC policies, and which do not have political impediments arising from the international affiliations of their constituent unions.

### Eleven ETUC Recognised Committees

There are currently eleven recognised Industry Committees and three further Committees which at present (1984) are not yet recognised by the ETUC (see Table III).

### European Metalworkers Federation

Although it is not possible to describe the Committees in detail, the European Metalworkers' Federation (EMF) provides a good example of the operation and structure of such Committees. The EMF unites unions organising in the European engineering industries with a view to achieving specific tasks. There are 33 unions affiliated to the EMF drawn from the EEC, Sweden and Norway. The purpose and objectives of the EMF are laid down in the Statute, in the Resolutions of the first and second General Assembly, and in its Action Programme. The EMF's activities have concentrated on closer cooperation and coordination of the affiliated unions' activities, representing workers' interests in the European Community and its institutions, and talks, consultations and negotiations with employer organisations

on the European level and with head offices of multinational companies. The EMF attempts to foster solidarity in collective bargaining and associated strike situations, and it has also been involved in discussions and negotiations with employer organisations in individual branches of the metal industries in the EEC, e.g., shipbuilding.

TABLE III

ETUC INDUSTRY COMMITTEES

SECTOR	NAME OF COMMITTEE
Recognised Committees	
Metals and Engineering	: European Metalworkers' Federation in the European Community
Agriculture	: European Federation of Agricultural Workers' Unions in the Community
Post, Telegraph and Telephone	: Postal, Telegraph and Telephone International - European Committee
White Collar Workers	: European Regional Organisation of the International Federation of Commercial, Clerical and Technical Employees
Metals and Mining	: Contact Office of Miners' and Metalworkers' Free Trade Unions in the European Communities
Entertainment	: European Secretariat of Entertainment Trade Unions
Transport	: Committee of Transport Workers' Unions in the European Community
Education	: European Teachers' Trade Union Committee
Food and Allied Services	: European Committee of Food, Catering and Allied Workers' Unions within the IUF
Public Service	: European Public Services Industry Committee
Building and Wood	: European Federation of Building and Woodworkers
Non-Recognised Committees	
Chemical Industries	: Coordinating Committee of Chemical and General Workers' Unions in the European Community
Printing	: International Graphical Federation
Textiles, Clothing and Leather	: European Trade Union Committee: Textiles, Clothing and Leather



## 7. INTER-REGIONAL COUNCILS

Many different forms of contact and partial co-operation have been developing in several frontier regions of Western Europe. These developments have arisen from trade union concern with cross-border socio-economic problems.

Several ETUC national centres have therefore been developing informal contacts and have set up what are known as "Inter-Regional Trade Union Councils" (ITUCs) in the following regions:

### Eight Inter-Regional Councils

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- Saarland/Lorraine/ Luxembourg	(1976)	(D,F,Lux)*
- Liège/Aachen/ Maastricht	(1978)	(B,D,NL)
- North Netherlands/ Weser-Ems	(1979)	(NL,D)
- South Baden/Basel/ Upper Rhine	(1980)	(D,CH)
- Rhine/IJssel/Ems	(1980)	(D,NL)
- Calais/West Flanders- Hainaut	(1981)	(F,B)
- Lombardy/Tessin	(1982)	(I,CH)
- Eastern Pyrenees/ Western Mediterranean	(1983)	(F,SP)

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Although the details of the problems and structures in the above frontier regions differ, the following main fields of work are nevertheless common to all these regions:

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\* D = Germany, F = France, Lux = Luxembourg, B = Belgium, NL = Netherlands, I = Italy, CH = Switzerland, SP = Spain.

- unemployment in the region as a whole and/or cross-frontier employment policy;
- the many and varied problems of frontier workers (e.g., security, taxation, etc.);
- vocational training, particularly for young people and working women;
- area management (e.g., cross-frontier infrastructure in the field of transport) and environmental planning (e.g., sites for power stations in the vicinity of national frontiers);
- participation in socio-cultural relations in the frontier area.

The ITUC's Working Groups, set up to deal with the above issues, meet fairly regularly and usually operate in several languages. Furthermore, each ITUC has a Bureau in which the ETUC affiliates concerned are represented. Meetings of the Bureau, as well as more extensive general assemblies and technical conferences, take place at regular intervals on a geographical rota basis. The overall objective underlying the establishment, development and activities of the ITUCs is to provide a means of tackling the practical problems facing all workers in the same region and to contribute towards their solution.

The ETUC has acted as a co-ordinator in the development of the ITUCs. Although there are variations in the form of cross-border trade union co-operation, ITUC activities must be in line with the principles and objectives of the ETUC, and membership is open in principle to any interested ETUC affiliate.

#### Guidelines for Councils

In accordance with the decision taken by the ETUC Executive Committee in April 1979, the following guidelines have been developed for practical co-operation with and amongst the ITUCs:

- the ETUC endeavours to promote the regular exchange of information amongst the ITUCs and between the ITUCs and the ETUC;

- the representatives of the ITUCs are convened to regular meetings in Brussels as far as this can be financed with EEC aid. At these sessions, the current plans of the European Institutions are discussed and recommendations are made to the ETUC relating to the problems of frontier workers;
- the ITUCs do not make public demands without first discussing them with the confederations concerned and the ETUC officers in charge of the field.

The ITUCs have on different occasions participated en masse in functions organised in connection with the ETUC campaign for an active employment policy, such as the demonstrations organised in Brussels in February and in Stuttgart in June 1983. Several of the ITUCs have stated their willingness to take part in actions in connection with the fight for the reduction of working time.

It can be said in conclusion that although from the pan-European point of view trade union co-operation in the frontier regions is but a modest contribution towards international understanding it has the advantage of tackling workers' problems and affording concrete assistance in the effort to seek European solutions.

## 8. EUROPEAN TRADE UNION INSTITUTE

Included in the Commission's Social Action Programme 1974-76, there was a commitment to help promote the work of the trade union organisations in the Community, and to set up services for training and information on European affairs. In 1978, therefore, the European Trade Union Institute (ETUI) was finally established and operational.

### Research Organisation

The major function of the European Trade Union Institute is to undertake research, and produce research documents, for use primarily by trade unions at all levels - trade union educators, full-time officers, and trade union researchers. Since 1979 over 35 reports have been completed of which the majority have been published.

The ETUI has the status of an International Association governed by a General Assembly composed of representatives of the member organisations of the ETUC, and a Management Committee responsible for implementing the decisions of the General Assembly. An Audit Board assists both in the preparation of a budget and auditing of accounts. The Commission of the European Communities is also represented and, as a general rule, relations between the Institute and the Commission are governed by an agreement. In addition to the Director, the staff structure of the ETUI reflects the different fields of activity: research work, information and documentation, assistance to the ETUC and its member organisations.

As regards the activities of the Institute, priority is given to economic and social research viewed from a European and trade union perspective. ETUI work is done in collaboration with the specialists of the member organisations of the ETUC, its Secretariat and other international trade union organisations.

The ETUI is financed mainly by contributions from the ETUC affiliates and the Commission of the European Communities.

Areas of Research

The main areas of research of the ETUI in 1984 will be:

- Collective Bargaining in Western Europe
- Significance of the media and methods of communication, including the new mass media, for trade unions
- Measures to combat youth unemployment
- The significance of the electronics industry and information technology for the creation of new jobs
- Trade union services for the unemployed
- The influence of legislation on relations between employers and workers and in particular on freedom of collective bargaining and trade union rights
- The role of social security systems for the workers
- Structure and activities of national centres in Western Europe (Continuation).

For a list of the Research Reports published by the ETUI see Annex II.

ANNEX IETUC Action  
Programme

At its 1979 Munich Congress the ETUC adopted an Action Programme. Although the subsequent ETUC Congress at The Hague as well as other conferences have produced additions, amendments and advances on the original Programme, this latter has nevertheless formed the basis of ETUC policies. The main headings of the Programme are listed below:

1. Full Employment Planning
2. Reduction of Working Time
3. Defence and Promotion of Living Standards
4. Democratisation of the Economy
5. Improvement of Working Conditions
6. Reform of Agricultural Policies
7. A Comprehensive Energy Policy
8. More Effective Regional Policies
9. An End to Discrimination
10. A Fair Deal for Consumers
11. Improving the Quality of Life
12. A New International Economic and Social Order
13. Extension of Trade Union Influence and Means of Action

ANNEX IIETUI PUBLISHED RESEARCH PROJECTS AND INFOS1979 - 1984

1. THE ECONOMIC SITUATION IN WESTERN EUROPE, 1979  
Published March 1979
2. KEYNES PLUS - A PARTICIPATORY ECONOMY  
Published May 1979
3. ENLARGEMENT OF THE EUROPEAN COMMUNITY FOLLOWING THE ACCESSION OF GREECE, PORTUGAL AND SPAIN - SOCIO-ECONOMIC ASPECTS  
Published August 1979
4. REDUCTION OF WORKING HOURS IN WESTERN EUROPE - PART ONE: THE PRESENT SITUATION  
Published August 1979
5. OVERTIME AND THE POSITION OF TRADE UNIONS WITH REGARD TO PROPOSALS FOR THE RESTRICTION OF OVERTIME AT EUROPEAN COMMUNITY LEVEL  
Published August 1979
6. THE IMPACT OF MICROELECTRONICS ON EMPLOYMENT IN WESTERN EUROPE IN THE 1980's  
Published October 1979
7. CERTAIN BASIC TRADE UNION RIGHTS IN WESTERN EUROPEAN ENTERPRISES  
Published January 1980
8. COLLECTIVE BARGAINING IN WESTERN EUROPE, 1978-1979, AND PROSPECTS FOR 1980  
Published April 1980
9. THE REDUCTION OF WORKING HOURS IN WESTERN EUROPE - SECOND PART: ANALYSIS OF THE SOCIAL AND ECONOMIC CONSEQUENCES  
Published May 1980
10. THE EUROPEAN ECONOMY, 1980-1985: AN INDICATIVE FULL EMPLOYMENT PLAN  
Published September 1980

11. REDESIGNING JOBS: WESTERN EUROPEAN EXPERIENCES  
Published May 1981
12. COLLECTIVE BARGAINING IN WESTERN EUROPE, 1979-1980, AND PROSPECTS FOR 1981  
Published July 1981
13. PRICE CONTROL AND THE MAINTENANCE OF PURCHASING POWER IN WESTERN EUROPE  
Published October 1981
14. INDUSTRIAL POLICY IN WESTERN EUROPE  
Published December 1981
15. COLLECTIVE BARGAINING IN WESTERN EUROPE, 1980-1981 AND PROSPECTS FOR 1982  
Published May 1982
16. NEGOTIATING TECHNOLOGICAL CHANGE  
Published August 1982
17. UNIONISATION OF PROFESSIONAL AND MANAGERIAL STAFF IN 8 WEST EUROPEAN COUNTRIES  
Published October 1983
18. COLLECTIVE BARGAINING IN WESTERN EUROPE IN 1982 AND PROSPECTS FOR 1983  
Published May 1983
19. DISARMAMENT AND THE CONVERSION OF ARMS INDUSTRIES TO CIVIL PRODUCTION - A REVIEW OF POSSIBILITIES AND EXPERIENCES IN WESTERN EUROPE  
Published September 1983
20. TRADE UNIONS AND COLLECTIVE CAPITAL FORMATION - A REVIEW OF INITIATIVES IN WESTERN EUROPEAN COUNTRIES  
Published September 1983
21. PUBLIC INVESTMENTS AND CREATION OF JOBS  
Published April 1984
22. PRACTICAL EXPERIENCES WITH REDUCTIONS OF WORKING TIME  
Published April 1984



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- No. 1 : THE TRADE UNION MOVEMENT IN GREAT BRITAIN : TUC  
Published October 1982
- No. 2 : EMPLOYMENT, INVESTMENT AND THE PUBLIC SECTOR  
Published November 1982
- No. 3 : WORKING TIME IN WESTERN EUROPE IN 1982  
Published January 1983
- No. 4 : PAY DEVELOPMENTS IN 1982 AND OUTLOOK FOR 1983  
Published June 1983
- No. 5 : THE TRADE UNION MOVEMENT IN SWEDEN  
Published June 1983
- No. 6 : WOMAN'S REPRESENTATION IN TRADE UNIONS  
Published October 1983
- No. 7 : THE ECONOMIC COSTS OF UNEMPLOYMENT IN WESTERN EUROPE  
Published April 1984

Situation April 1984

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