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IMPORTANT NOTICE

TO OUR READERS

THIS NUMBER OF THE "TRADE UNION NEWS" IS THE LAST FOR 1968.

FOUR NUMBERS HAVE APPEARED THIS YEAR. IN 1969, THERE WILL BE FOUR ISSUES OF "TRADE UNION NEWS".

SINCE WE ARE AT PRESENT REVISING OUR LIST OF THOSE TAKING THIS PUBLICATION, WE WOULD BE GRATEFUL IF THOSE READERS WHO HAVE NOT YET DONE SO, WOULD RETURN TO US THE SURVEY CARD INCLUDED IN ISSUE NO. 2 OF 1968 OF THE FRENCH EDITION AND NO. 3 OF 1968 IN THE GERMAN, ITALIAN, DUTCH AND ENGLISH EDITIONS, OR ALTERNATIVELY, LET US KNOW WHETHER YOU ARE STILL INTERESTED IN RECEIVING THIS PUBLICATION.

FOR YOUR INFORMATION WE WOULD POINT OUT THAT ISSUE NO. 1 OF 1969 OF "TRADE UNION NEWS" WILL BE APPEARING TOWARDS 15 MARCH 1969.

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I. EUROPEAN COMMUNITIES

STATEMENT FROM THE COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 1 July 1968

I. What is the significance of 1 July 1968?

1 July 1968 will certainly go down as a milestone in the history of Europe.

On that day the first and the major stage on the road to the economic unification of the European continent will be complete. The Customs Union which is one of the first aims of the Treaty of Rome will have been brought into being. Eighteen months ahead of the Treaty schedule, customs duties will have disappeared within the Common Market. Simultaneously, on the same date, the separate customs tariffs of our six countries will have given way to a single tariff, the external customs tariff of the Community. Finally, the first tariff reductions negotiated last year in Geneva in the major discussions known as the Kennedy Round will be implemented.

By beginning the unification of the European territory in this first form, the Six are taking a decisive step in the economic history of the continent.

But Europe is not only customs tariffs. Europe does not belong only to the manufacturers, the farmers or the technocrats. Nor is Europe only the Europe of 180 million Europeans living in the Community. Europe is not only the Europe of the Governments, of the Parliaments or of the administrations. It must also be the Europe of the peoples, of the workers, of youth, of man himself. All - or nearly all - still remains to be done.

II. The objectives

The Europeans face immense tasks.

a) The Economic Union

The Customs Union being complete, work on the achievement of economic union must be continued. This means that the common economic policies designed to transform the customs territory into an economically organized continent must be built up or completed. We must put the finishing touches to the common agricultural policy, much of which is already in place, and finish work on policies for harmonization or unification in the commercial, fiscal, social, transport, and other fields, as provided for in the Treaties. We must gradually replace the old national policies with Community policies, changing the European area into an organized European society, with a general economic policy thought out and built up to the scale of the continent.

Three of these policies deserve special mention. In the first place, after having abolished the customs frontiers within the Community, the tax frontiers must also be gradually eliminated so that men and goods can move freely without formalities or controls at the frontiers. In addition, we must make progress in the field of monetary union, first by harmonizing the monetary policies of our six Member States, and then by creating between them a degree of monetary solidarity which will lead stage by stage to the coping-stone of the economic edifice - a common currency superseding the old national currencies. Lastly, Europe must be led to make decisive progress in the field of research and technology, so that it can stand on an equal footing with the other great world economic areas.

b) Political union

A political Europe - the aim of Robert Schuman, Konrad Adenauer and de Gasperi - must be built up in the same way as our large countries, Germany, France and Italy were gradually unified by major political decisions. Europe must have institutions enabling it to become a politically organized continent, having not only its economic institutions - which are already well on the road to

completion - but also political institutions enabling it to act and become what the declaration of 9 May 1950 called the European Federation.

If this is to be done, Europe must not only have genuine federal institutions; it must also be unified and the other countries of Europe which are willing to accept the same rights and the same duties must gather around the nucleus formed by the Europe of the Six. At the same time political integration must facilitate a détente and co-operation between the East and the West, thus making an essential contribution to the establishment of a pacific order in Europe.

c) Europe and the rest of the world

Europe bears major international responsibilities. The Europe of the Six, inferior to the United States in military, industrial and financial power, is already its equal in the field of trade. It is the world's leading importer of manufactures and agricultural produce. It is the leading importer of products from the countries of the third world. Today, in its present form, it already has major responsibilities to the developing countries - and these will be even more important tomorrow when Europe is a larger entity.

In addition, at a time when the organization of the world on the scale of the old sovereign nations is yielding place to organization at the level of continents, it is important that the errors of the past should not be repeated at this higher level, that the clash of nations should not give way to the clash of entire continents. Consequently, it is Europe's duty to organize co-operation and association with the other main groups in the world.

d) Human problems

Lastly, the great social changes in a world dominated by technology and speed raise immense questions for our generation: the transformation of society, the organization of social life, the environment and the destiny of man, his liberty, his security, his health, his life itself.

None of all this, none of these fundamental political, economic, social and human problems can be solved by our old States imprisoned

within their narrow frontiers. It is just as impossible to solve them without breaking through the old structures inherited from the past and without creating the European structures which are vital to the work of renewal as it is necessary to retain the old cultures, traditions, languages, originality, everything which gives the States their personalities and which constitutes the beauty, the diversity, the charm, and the immanent value of Europe, and in place of which nobody could possibly desire to set up colourless and impersonal machinery.

III. The means

What is the right approach to these tasks and how are they to be carried out? This is work on a grand scale which will keep a whole generation busy - but there has to be a beginning. Starting from what has already been done, starting from the 1 July deadline, and without looking too far ahead, let us enquire what we can, what we must, do in the next five years.

a) We must take a step forward in the field of political union. A single treaty, enabling a new stage forward to be begun, must take the place of the Treaty of Paris (1951) and the two Treaties of Rome (1957), which created our three European Communities. The Council of Ministers of the Community must be re-established in its normal functioning as a body which can take majority decisions. The out-of-date system of the right of veto, which paralyses action, must be done away with. The single Commission must be given the implementing powers enabling it not only to take the initiative in Community progress but genuinely to manage the Community, with the task of management growing as the new Community policies gradually enter into force.

At the same time, the authority entrusted to European Institutions must be steadily given a wider democratic basis - and this must be done more rapidly. The European Parliament must be given greater budgetary and legislative powers. The European peoples must participate increasingly, through direct elections and all other appropriate methods, in Community life at the European level.

b) In coming years we must work through the stages in the construction of the economic union. Stimulated by the results already obtained, particularly in agriculture (here it has made an enormous effort) the European Commission intends to speed up and multiply its proposals to the Council of Ministers, so that the Community may make

early and decisive progress in working out the economic, monetary, fiscal, social and other policies, which, in the five coming years, will need to have achieved most of their objectives.

c) The efforts to enlarge the Community and unify the European continent must be resumed. The profound economic and social crisis in some of our countries, both within and without the Community, has shown how far the destinies of the European States have become intermingled. The moment has come to face the implications of this fact.

d) The major economic, social and intellectual forces of Europe must be persuaded to take part more fully in the construction of the European continent.

It would be wrong to wait until the European people as a whole is officially consulted and takes part constitutionally and organically in the political life of the European continent. The major social groups in the Community must be called upon more urgently to help here and now.

This is why the Commission has decided to propose to the Economic and Social Committee that the Committee and the Commission should embark in the autumn on a far-reaching examination of the Community situation considered as a whole.

For the same reason, the Commission also proposes to convene next winter three symposia in which the qualified representatives of the main organizations would take part. The first will bring together representatives of employers and workers, the second organizations of the farming community, the third qualified representatives of youth organizations. In each symposium the Commission will endeavour to organize both an overall examination of the European situation and a dialogue on detailed short and medium-term action programmes. The Commission intends to devote special attention to the problems of keen interest to young people in the European universities - university teaching, training of young people, university exchanges, etc. - and to consider with the qualified representatives of the students what could be done to induce young people of today to look forward more confidently to their future and the part they will have to play in shaping it.

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On completing this statement, which is at once an act of faith, an expression of hope and an action programme, the Commission calls on all Europeans not to ignore or underestimate the importance of what is now happening and to appreciate the value of what has been done so far.

Two great spiritual developments dominate this second half of the twentieth century: the reconciliation of the churches and the reconciliation of the peoples. The first is not a political matter, but the second is our affair. The reconciliation of peoples has been first and foremost the reconciliation of European nations, ravaged by the two World Wars of 1914-1918 and 1939-1945, both born in Europe of the clash of nationalisms: for the peoples of Europe these were genuine civil wars.

This time is now past. The moment has come to call the young and creative forces of Europe to union, action and hope.

II. THE UNIONS AND EUROPE

STATEMENTS MADE BY THE FREE TRADE UNIONS AND THE CHRISTIAN TRADE UNIONS ON THE OCCASION OF 1 JULY 1968

On the occasion of the finalization of the customs union between the six countries of the Community on 1 July 1968, the Free Trade Unions and the Christian Trade Unions published statements which are reproduced below in their entirety.

Statement by the ICFU European Trade Union Secretariat

"The first of July 1968 represents an important milestone for the Community: the customs union comes into force and the market for farm products has been decided on and will come into effect in a few weeks from now.

On this occasion there is no lack of statements concerning the Community's record, tending to view past activities either favourably or unfavourably, depending on the particular hopes which the authors of these statements placed in the Community at the outset.

It is not our intention to present our own assessment of what the Community has achieved or failed to achieve: suffice it to say that, in many spheres, our trade union organizations have seen their hopes sadly disappointed.

Indeed, one might ask whether the customs union is not being jeopardized at the very moment when it comes into being as a result of the measures adopted by the French Government. In saying this, we leave out of account the statements made by certain Governments that they intend to alter the principles for the Community financing of its agricultural policy.

But, over and above these free trade aspects - for us, these have never been an end in themselves but simply a means to an end - our trade unions have never failed to emphasize the gulf that separates a customs union and economic union.

In this respect, there is something which we can learn from our ten years of experience in the Community:

- (a) During this period, the European Commission has been the motivating force in integration. The Commission has recently made a statement, recalling that the difficulties of one are the difficulties of all and that unilateral decisions are no longer allowable within a Community. It is not by reintroducing protectionist measures, viz. by exporting burdens and thus laying them upon other shoulders, that the French workers will find any safeguard for the benefits they have obtained so far for themselves, but rather by the adoption of measures expressing Community solidarity.
- (b) We urge the Commission to remain true to its proper mission in continuing to act as the inspirator of Community action. We hope, moreover, that it will go beyond its own solemn statement of today and clarify and define with all speed its views on the reforms that will be needed in order to bring about adaptation of the economic structure for the future and to guarantee to the workers a true and lasting measure of social progress.
- (c) Too often in the past - and we are thinking here of the periods, 1961-1962, the end of 1963 to 1964 - too many "good" Europeans felt that their dreams had come true and that all that was needed was to bring together a few qualified experts in order to resolve the outstanding questions. Today, we hope that everybody will understand that the creation of the Community is not a matter for experts, nor is it a subject for diplomatic negotiations, but that it depends on the political will. This political will in its turn should express public opinion; in other words, the Community's future hinges upon the powers of persuasion which all those who want a united Europe will be able to bring to bear in convincing those who have put them in office of the need to construct a social, economic and political Europe.

Our trade unions, for their part, have always been convinced of this need. At its next meeting, our Executive Committee will be examining the practical measures to speed up the work of creating the Community along two main paths: the strengthening of internal democracy; and the extension of the Community to all the democratic countries of Europe."

Statement by the IFCTU European organization

"1 July 1968 is a date marking the finalization of ten years of Community effort to create a customs union between the six Member States of the European Economic Community. Thanks to the unanimous desire of the States, the customs union has become a reality eighteen months before the date laid down in the Treaty. The IFCTU European Organization welcomes this fact. It wishes to congratulate the Governments of the Member States and the Commission to whose work it is due that it has been possible to complete this action so well in advance of the set time limit.

At the same time, one must hope that the recent events in France will not jeopardize the full achievement of economic union by the date stipulated.

A European solution for the current French problems should be based on two fundamental principles. First of all, there is the solidarity which should find an expression among the Six when one of them finds itself in difficulties and which is very strongly felt by the workers in their efforts to bring about an upward harmonization of the standard of living in all the countries, not only in the interests of the French workers but also in the interests of all workers in the Community. Secondly, there is the overriding need to continue on the path towards integration, whatever economic, social or political difficulties are encountered in any of the Member States. The whole question of solidarity in the Six is, consequently, bound up with the common desire and, in particular, the desire of the party who makes appeals to this solidarity, to press on resolutely along the road towards integration.

Progress along this path implies, above all, an understanding that the achievement of the customs union represents but a single stage in the path towards bringing about economic union by means of the adoption of common policies, some of which as, for example, social policy, regional policy and energy policy, to which the trade union movement attaches particular importance, have been showing a considerable and regrettable delay.

European integration should proceed, on the one hand, through the merger of the Communities, which, in fact, means nothing other than a consolidation of the Community's cohesion and, on the other, the extension of the Community to take in all democratic states which wish to take this path, which can end only in the political union of all democratic countries in Europe.

On behalf of the three million workers it represents, the IFCTU European Organization addresses an urgent appeal to the Governments of the Member States and to the Commission of the European Communities to do everything in their power to ensure that the first of July 1968 shall be a true and decisive milestone on the road towards the creation of a united and democratic Europe.

It is only in a Europe conceived on this scale that we shall find an answer to the burning questions relating to the whole future of our society which the workers in all countries are confronted with today. We shall find these answers if the organizations representing the broad masses, headed by the trade union movement, are invited to share in the responsibilities of the Europe of tomorrow.

We are ready to respond to this appeal and to accept the obligations corresponding to the rights which we claim."

A CAMPAIGN BY THE ICFTU UNIONS FOR A REACTIVATION
OF THE EUROPEAN IDEA

Dusseldorf, 10 and 11 July 1968

The Executive Committee of the Free Trade Union Confederations (ICFTU) of the six countries of the European Community, met in Dusseldorf on 10 and 11 July 1968. M. L. Rosenberg, President of the DGB (Germany), was in the chair.

A press release put out by the ICFTU European Trade Union Secretariat following the meeting states that the Executive Committee decided to initiate, from the autumn of 1968, "a campaign to reactivate the European idea among the public at large and, in particular, among the workers. In this campaign, the emphasis will be placed on the need for a democratic strengthening of the Community and for its extension so as to embrace the other democratic countries of Europe. The Executive Committee calls for various complementary measures in relation to the customs union which came into force on 1 July 1968, namely the relaxation of formalities at the frontiers, harmonization of systems of taxation and supervision of price movements in order to protect consumers. The Committee once again emphasized the urgency attaching to the adoption and implementation of common policies on employment and vocational training."

The Executive Committee also considered questions relating to the European limited company and the agreement reached between the employers and workers in the agricultural sector on the harmonization of working hours for permanently employed farm workers.

With regard to the first point, the Executive Committee demands that "labour should be treated on a par with capital within the Governing bodies of the European-type limited company, creation of which will inevitably strengthen the trend towards economic concentration". The Secretariat has been instructed to draw up without delay specific proposals concerning the means for achieving this end.

With regard to the agreement reached between employers and workers in the agricultural sector, "the trade union federations of the six countries regard the standards laid down by this agreement in connection with annual, weekly and daily working hours (forty-five hour/week) and on public holidays and annual leave as a reasonable basis for the harmonization of agricultural workers' working conditions. It is the wish of the unions that Community standards thus established should be reflected without delay in national collective agreements.

The Executive Committee regards this agreement as a first step towards the conclusion of European collective agreements. It will do everything in its power in order to ensure that this example in the agricultural sector is followed in other branches of the economy and that the necessary bipartite committees are set up for this purpose."

During the meeting, the Committee heard a report from Mr. A. Bergeron, General Secretary of the French Federation of Trade Unions, "Force Ouvrière", on the events of last May in France and the results obtained by the trade unions.

THE EVENTS IN CZECHOSLOVAKIA AND THE SITUATION IN
THE COMMUNITY EXAMINED BY THE CHRISTIAN
TRADE UNIONS OF THE SIX COUNTRIES

Brussels 26 September 1968

The Management Committee of the IFCTU European Organization met in Brussels on 26 September 1968. Mr. A. Cool was in the chair.

A press release put out by the IFCTU European Organization indicates that the Management Committee adopted the following decisions:

"Czechoslovakia: The Management Committee reaffirms the statement put out by the IFCTU European Organization on 21 August 1968. The Committee feels that the European Organization is not, as a trade union organization, bound to take up a position on the Moscow Agreement and the subsequent implementation of this agreement. The Committee invites the national trade union centres and the Secretariat to follow closely developments in Central and Eastern Europe and to report back if necessary.

The Management Committee feels that the greatest reserve is called for in connection with any direct contacts with countries not respecting the right of peoples to govern their own destiny. The IFCTU European Organization wishes to emphasize its rejection of any return to a cold war mentality and its firm wish to follow a policy of peaceful coexistence, easing of tension and continuing discussion with the Eastern countries. The events in Czechoslovakia constitute a danger for the continuation of this peaceful coexistence.

The Management Committee wishes to reaffirm its sympathy and solidarity with the people of Czechoslovakia and of all the countries of Central and Eastern Europe.

"The European Communities: The Management Committee has carried out an exchange of views on the convening of a Tripartite Conference on employment. It views with the gravest concern the intention of the Governments to regard this Conference as an inter-governmental one. It recalls that the trade unions had called for the convening of a Community Conference on employment, to be prepared by the Commission in co-operation with the Community employers and workers organizations. The Committee also dealt with the question of the merger of the European Communities. After noting a report of the results of work begun by the IFCTU and the ICFTU with regard to this merger, it was decided to submit the report to the affiliated organizations.

The Management Committee also considered the question of representation of the French CGT and the Italian CGIL trade union organizations at Community level. After hearing the views of the French and Italian IFCTU affiliates, the Committee agreed to ask the national trade union organizations to consider this matter further with a view to discussing it in greater detail within the Executive bodies of the IFCTU European Organization."

The Management Committee heard a report from the CFDT representative on the situation in France following the events of last May and June.

MEETINGS OF THE EXECUTIVE COMMITTEE OF THE ICFTU
UNIONS IN THE SIX: MERGER OF THE TREATIES, REFORM
OF TRADE UNION ORGANIZATIONAL STRUCTURE, TRIPARTITE
CONFERENCE ON EMPLOYMENT

Brussels, 9, 10 and 11 October 1968

The Executive Committee of the Free Trade Unions of the European Community met in Brussels on 9, 10 and 11 October.

There were three main items on the agenda: the merger of the Treaties, reform of the trade union structural organization and the Tripartite Conference on Employment.

Below we reproduce the statement put out by the ICFTU European Trade Union Secretariat dealing with the proceedings of the meeting.

"The Executive Committee notes that disagreement with regard to the opening of negotiations between Great Britain and other countries applying to join the Community is blocking all real progress within the Community and that the policy of advancing by small steps, artificially bolstered up to represent decisive achievements, cannot disguise the feeling of resignation which is rapidly overwhelming those within the Community who are concerned with its future.

"In view of this situation, the ICFTU Trade Union Organizations in the Community have decided to carry out a joint campaign during the coming months. This campaign will be concerned particularly with the following points:

- (i) The merger of the Treaties. A definite position on this subject is to be laid down in the near future at a meeting with the IFCTU. The Executive Committee can already state its firm resolve to participate actively in working out the terms of the single treaty.
- (ii) The customs union, in order that this shall be something really in evidence at the frontiers and not only in press statements. As a first step, persons travelling within the Common Market should be exempt from customs regulations at internal frontiers.

"The Executive Committee has set itself new objectives with regard to the improvement of working and living conditions. In view of the rapid growth of economic concentration within the Common Market, these objectives relate mainly to collective bargaining machinery at Community level and to ways and means of guaranteeing full employment (vocational training, the Social Fund). These objectives are, thus, to be added to those set out in the Trade Union Action Programme of May 1965, laying down the following priorities for national campaigns:

- (i) the forty-hour week
- (ii) four weeks' annual leave
- (iii) increased holiday pay
- (iv) guaranteed earnings during periods of unemployment.

"The Executive Committee also examined measures for strengthening co-operation between the Free Trade Union Organizations within the Community by an adaptation of their decision-taking machinery at Community level.

"The Executive Committee went on to consider the first conclusions adopted by the Council of Ministers with regard to the convening of a tri-partite conference on employment, a matter on which the Council of Ministers reached agreement in principle at its meeting in July 1968.

"The Executive Committee is seriously concerned by the conditions being put by certain Governments with regard to the nature and organization of such a conference and has decided to make approaches to the Community institutions and the national governments reaffirming:

- (a) that this conference must be given a truly Community character as opposed to an inter-governmental conference, viz. that the free trade unions of the Community refuse to allow themselves to be shut up within national delegation; they claim the right to speak as a single European trade union group;
- (b) that the conference must be prepared in co-operation with the employers' and workers' Community organizations;

the Executive Committee wishes to make it clear that its decision to take part in the conference is conditional upon acceptance of these demands, which are absolutely essential in order to guarantee open and effective discussions".

THE INTERNATIONAL FEDERATION OF CHRISTIAN TRADE
UNIONS IS NOW THE WORLD FEDERATION OF LABOUR

Luxembourg, 1-4 October 1968

The International Federation of Christian Trade Unions held its 16th World Congress in Luxembourg from 1-4 October 1968. M. Bouladoux, President of the Federation, was Chairman.

The Congress, attended by 300 delegates representing 75 organizations in 66 countries, adopted 20 resolutions on current events in the field of trade union freedom, world peace, etc.

The Congress adopted a new statement of principle with a view to opening its doors wider to workers of all different faiths and also decided to change its name. By a very large majority, the Congress adopted the new title, World Federation of Labour (WFL). This Congress thus marks the transformation of the IFCTU into the WFL.

Address by M. Levi Sandri, Vice-President of the Commission of the European Communities

Speaking on behalf of the Commission of the European Communities, M. Levi Sandri, Vice-President, emphasized the close and cordial relations existing between the Community and the trade unions in their efforts to reach their common goal of a free, democratic and socially advanced united Europe.

M. Levi Sandri reported: "co-operation with the trade union organizations, consequently, must make itself felt not only in the sphere proper to social policy, but also in every aspect of the construction of the Community, in which all European citizens must be able to participate. The assistance of democratic trade unions, which in Europe will have to adapt themselves more and more to the new European dimension, can very well help to bring about such participation and make up, within certain limits, for the lack of a parliamentary assembly elected directly by the peoples, and in this way enhance the democratic nature of our institutions. It is exactly in this spirit that on 1 July this year, on the occasion of the full implementation of customs union, at the outset of a new era in which economic union is to be achieved and common policies worked out and implemented, the Commission announced its intention of arranging a meeting with both sides of industry in the Community in order to undertake with them a general survey of the European situation, to open a dialogue on precise short and medium-term action programmes, and to discuss the contribution that the workers through their groupings can make to our venture.

M. Levi Sandri continued: "the Europe that we wish to construct and that we are in the process of building up by the gradual economic integration of the countries that today form the European Communities, is not intended to be an inward-looking body, a rich man's club, deaf to the requirements of the rest of the world. It is true, unfortunately, that blind national egoism, which still makes itself felt and sometimes seems to be acquiring renewed vigour, has so far prevented a wider Europe from emerging and has impeded the entry into the European Communities of states to which the European peoples largely owe the freedom in which they live. It is true that such egoism has not even been disturbed by the tragic events in Czechoslovakia and that this lack of sensitivity to economic and political facts constitutes one of the major reasons for concern for anyone who has the future of Europe and the world at heart. National egoism in various quarters is the source and cause of a fresh outbreak of nationalism undermining the very idea of an integrated and united Europe. But reality cannot fail to vanquish the vain dreams of a now distant past, unless we wish to condemn the European peoples to be forever the playthings of the superpowers which today dominate world politics."

Address by M. Descamps, General Secretary of CFTD (France)

A noteworthy contribution to the debate was that made by M. E. Descamps, General Secretary of the CFTD (France), who had the following to say about setting up a permanent European body:

"Why should we not have a Europe of the workers? Why should we not have a common campaign by the European trade unions to assist migrant workers, those workers from Spain, Portugal, Italy and other countries who are victims of the capitalist system? Why should we not be able, acting together, to decide on a large-scale European campaign for more decent living conditions for these migrant workers? It is our responsibility, they are our comrades and brothers.

"Why should we not get together and think things over and act together, each in accordance with his own temperament and way of being, to bring greater democracy into industry, each trying by his own action and through the legislation of his country to bring about greater progress in industrial legislation and the economic responsibility of the trade unions? What we wish is that in the EEC there should be a European Labour Community in which the representatives of national trade union centres of the ICFTU and the ICFTU can lay down the main lines of their policy in Europe and throughout the world.

"We would like the European Economic Community to have at its side a body formulating trade union policy and working in close co-operation with our comrades in Great Britain and Scandinavia, able with their help to create an extremely powerful European trade union movement. Within the Europe of the six countries there are 15 million organized workers (as many as in the United States). Should the trade unions of the EFTA countries add their strength to those of the Six, particularly the British and Scandinavians, there would be 25 million organized workers in Europe acting together. What strength these 25 million would have if they were able to overcome their former and present-day antagonisms, while retaining their individual personalities, and could lay down a common policy for Europe and the world! There can be no doubt that such a force would counterbalance the American influence which so many trade unions complain of."

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Next May, the WFL will be holding an Extraordinary Congress in order to establish a new action programme dealing with strategy and methods as well as with a reform of the organizational structure at world, regional and trade levels.

The New Executive Committee Elected by Congress

President	: Maurice Bouladoux (CFDT)
General Secretary	: Jean Bruck (Belgium)
Assistant General Secretary	: Carlos Custer (Argentina - CLASC)
Vice-Presidents	: Auguste Cool (Belgium - Eur. Org.) Gilbert Poncault (Congo -Brazzaville-UPTC) Emilio Maspero (Argentina - CLASC) Tan Quoc Buu (Vietnam - BATU)
Treasurer	: P. Seiler (Germany)

Ex-Officio Members

representing the National Trade Union Federations:

J. Vaneibergen (Netherlands - CNV)
J. Alders (Netherlands - NKV)
E. Altenburger (Austria - OGB)
R. Decaillon (France - CFDT)

representing the International Trade Secretariats:

E. Machielsen (Agricultural and Food Workers)
F. Dehmen (Mine Workers)
A. Delaveau (Public Service Workers)
B. Grasman (Wood and Building Workers)
H. Van Hoorick (Industrial Workers)

Council for Women Workers: Simone Troisgros (CFDT)

A STATEMENT BY M. DESCAMPS (CFDT-FRANCE) ON THE
AGREEMENT OF THE THREE BRITISH POLITICAL PARTIES
TO TAKE PART IN THE ACTION COMMITTEE FOR THE
UNITED STATES OF EUROPE

Paris, 25 October 1968

M. E. Descamps, General Secretary of the French Democratic Federation of Labour (CFDT) has made the following statement in connection with the undertakings by the three British political parties to take part in the work of the Action Committee for the United States of Europe:

"In February 1965, the CFDT National Council stressed the need to make EEC membership available to European democratic countries accepting the provisions of the Treaty of Rome.

In May 1967 it expressed a firm wish for a successful conclusion to negotiations between Great Britain and the EEC.

Accordingly, we note with satisfaction the decision taken by the three British political parties to take a full part in the work of the Action Committee for the United States of Europe.

Mindful of the need to make the fullest use of our economic, industrial and technological resources within a Europe having the benefit of the British presence, we agree wholeheartedly with Mr. Harold Wilson that this act of construction could make an effective contribution towards guaranteeing and preserving world peace.

We feel that such a Europe which would be on an equal footing with the United States of America, could help to stabilize relations with Eastern Europe and the Soviet Union.

The CFDT will make it a part of its business within the Action Committee to assist in bringing about common points of view between Great Britain and the Six on practical issues in order to facilitate future negotiations. We are convinced that the technical difficulties connected with Great Britain's joining the Common Market can be overcome if all the member countries manifest the necessary political will."

A EUROPEAN SYMPOSIUM OF ORGANIZERS OF TRADE UNION
AND LABOUR TRAINING CENTRES AND INSTITUTES

Dourdan, 23-27 September 1968

As a result of the initiative of the Trade Union Information Division of the General Directorate for Press and Information of the European Communities, an important European symposium was held at Dourdan (near Paris) from 23 to 27 September 1968. Those taking part in the symposium were 40 directors and organizers from ICFTU and IFCTU trade union training centres and institutes in the six countries.

The aim was largely to review experiences through a mutual examination of methods and techniques employed by the trade union training centres for training their members, to make an inventory of requirements in the field of training and information on European matters, to seek joint ICFTU-IFCTU solutions on audio-visual aids to training and publicity.

M. J.R. Rabier, Director of the General Directorate for Press and Information of the European Communities, presented the basic report on European integration and publicity techniques.

M. Zask, Director of Studies of the Centre of Applied Linguistics in the University of Besançon demonstrated the techniques, methods and language laboratories used by this centre for its intensive language training courses.

The discussions and proposals showed very clearly that there is need for close co-operation by the IFCTU and ICFTU trade union officials concerned with publicity, a need for research and pooling of the resources necessary to modern publicity methods.

The participants are to make proposals to the trade union secretariats and to the European Communities in connection with the urgently necessary promotion of publicity and with a thorough examination and development of more appropriate and effective educational work on European matters.

NEW ADDRESS OF THE ICFTU EUROPEAN TRADE
UNION SECRETARIAT

As from 20 September 1968, the headquarters of the ICFTU European Trade Union Secretariat has been transferred from 140, rue des Palais, Brussels 3, to the following address:

37-41, rue Montagne aux Herbes Potagères
Brussels, 1
Tel.: 17.91.41 - 17.91.42

The following ICFTU trade and industrial committees have also been transferred to the same address:

"Committee of ITF-ICFTU Transport Workers' Unions in the Community"
"Working Party of the European Agricultural Workers' Unions"
"ICFTU Metal and Engineering Workers' Committee"
"Co-ordination Committee for Supervisory and Salaried Workers in the EEC"
"The Food, Tobacco and Catering Committee".

TRADE UNION CONGRESSES AND MEETINGS

23RD ORDINARY CONGRESS OF THE BELGIAN NATIONAL CHRISTIAN METAL AND ENGINEERING WORKERS' UNION

Coq sur Mer, 27, 28 and 29 September
1968

The 23rd Ordinary Congress of the Belgian National Christian Metal and Engineering Workers' Union was held at Coq sur Mer on 27, 28 and 29 September 1968. M. Jules Coeck was chairman.

Introducing the Report on Activities, M. René Javaux, General Secretary, referred to the increase in the membership which stood at 148 969 at the end of December 1967. He outlined the situation in the various branches of the metal and engineering industry and reviewed the activities of the trade unions.

Taking up the question of organizational reform, M. R. Javaux felt that there had been an important advance in this direction in the metal and engineering industries. "The establishment of the Committee for the Co-ordination of Policy in the Metal and Engineering Industries and of a specialized subcommittee of the Trade Council to deal with the problems of the metal and engineering industry", M. Javaux noted, "constitute very real organizational reforms.

In the 15 months it has been working, the Committee for the Co-ordination of Policy in the Belgian Metal and Engineering Industries has not only established its authority but been able to initiate significant changes in the situation in the metal and engineering industries.

There has been a very real transfer of power. The groups representing finance no longer have the absolute and exclusive control over all developments in this sector.

The industrialists have, of course, retained all their powers and initiative but the public authorities have now something more to say than simply to give their gracious consent to considerable loans to the industry. Together with the trade unions, they are now in a position to supervise closely all developments within the industry."

M. Gérard Heireman, National Secretary, introduced the subject which was to take up the second day's proceedings, the future of the trade union movement.

"The most distinguishing feature of the present age is the considerable advance in technology brought about by automation and the introduction of computers.

"Europe is seriously lagging behind the United States in this field. These changes necessitate a reorganization of working methods in order to achieve ever greater efficiency, a process which often takes place at the expense of human beings.

"In this sphere, the trade unions should be able to bring in their own specialists when research programmes are under consideration so as to give the unions the possibility of developing their own expertise in this field.

"The consequences of technological advance are," M. Heireman added, "also to be seen in the trend towards industrial concentration and the shifting of power in industry".

The National Secretary of the Belgian National Christian Metal and Engineering Workers' Union emphasized "the increasing role of the public authorities in what was previously the exclusive preserve of private investment. This shows that the present situation is no longer in accordance with the legislative framework. We should ask for participation, supervisory rights and, most important, formal incorporation as provided by law, at the same time, guarding ourselves against the risk of identifying ourselves completely with a limited company operating in a capitalist framework".

All this gives us more reason than ever before to increase our educational activities. Previously, the essential qualities of a trade unionist were boldness and conviction - it was the individual who counted - but, today, these qualities can no longer be brought to bear by the individual, acting alone. Increasingly, the trade unionist will have to carry out his work as a member of a team. Not only will he have to have a general education and a general knowledge of social and economic matters; he will also have to be a specialist in those areas relating to his particular office, powers and instructions.

Each of these reports gave rise to an extensive discussion which concluded with the adoption of a number of resolutions dealing with social economic and trade union questions and on the subject, "Tomorrow's Movement", the main headings of which are given below:

1. Technological advance:

- (a) working hours;
- (b) vocational training;
- (c) mobility of labour;
- (d) satisfaction and self-fulfilment at work;
- (e) bonus system.

2. Economic development:

- (a) industrial reform and organization;
- (b) foreign undertakings;
- (c) the national economy;
- (d) planning, etc.;

3. Education and publicity

4. The international trade union movement (the full text is reproduced below).

"Workers should be effectively associated in the construction of Europe. They should be fully represented and have the right to participate in the work of the economic and social bodies.

"Systematic efforts should be continued to enlarge the International Federation of Christian Metal and Engineering Workers Unions.

"This International Federation should, int. al., seek contact with trade union organizations in countries, companies of which have set up enterprises in Belgium.

"Congress urges the CSC (Belgian Christian National Centre) to work for the conclusion of an agreement between the different trade union organizations working at European level for the annual celebration of a European Labour Solidarity Day involving a number of types of action.

"The European Labour Solidarity Day would help to popularize the idea of a Workers' Europe.

"In its international work, the Union should take steps to:

- (i) promote an international spirit among workers;
- (ii) increase co-operation with other democratic trade union organizations, whilst recognizing and respecting on a mutual basis the distinctive character and autonomy of each organization".

24th CONGRESS OF THE BELGIAN FEDERATION OF
CHRISTIAN TRADE UNIONS (CSC)

Brussels, 24-26 October 1968

The Belgian CSC held its 24th Congress from 24 to 26 October 1968 in Brussels. The Congress was attended by more than 1 200 delegates.

One of the resolutions adopted by Congress deals with "trade union activities within the European Economic Community". The full text is reproduced below:

"This Congress

1. Noting

- (a) that the customs union has come into effect as from 1 July 1968;
- (b) that there has been a delay in adopting and implementing most of the common policies;
- (c) that little progress has been made in the field of European social policy;
- (d) that the successive political crises constitute a danger for the integration of Europe.

"2. Regrets that there has been a failure in Europe to realize the need to create an economic, social and political entity which, at the appropriate time, could become the true United States of Europe capable of playing the world role which is their lot.

"3. Recalls that the EEC cannot remain a mere customs union but should become a true economic union and that this aim should be realized with a view to attaining subsequent political union.

"4. Urges that the merger of the Treaties of the European Economic Community, the European Coal and Steel Community and the European Atomic Energy Community should be carried out in a spirit that accords with the above considerations and in such a way as to afford effective, permanent participation by the professional organizations, particularly the trade union organizations.

"5. Expresses its support for the European Organization of the International Federation of Christian Trade Unions and a wish for greater unity and strength and an increase in the Organization's powers and possibilities.

"6. Urges the national trade unions to make an active contribution towards promoting the activities of the international Trade Secretariats, particularly within the framework of the EEC in order to bring about positive, co-ordinated trade union activities by the workers of the different countries. Europe should comprise both an economic and a social entity."

A RESOLUTION ON THE POLICY OF THE EUROPEAN COMMUNITIES
ADOPTED BY THE GERMAN AGRICULTURAL WORKERS UNION

Erbach, 13-16 October 1968

The 8th Congress of the "Gewerkschaft Gartenbau, Land- und Fortswirtschaft" (German Agricultural Workers' Union), held in Erbach/Odw. (Germany), adopted the following resolution on European questions:

"The 8th Congress of the "GGLF" welcomes the progress achieved hitherto on the way towards European unity, thanks to the achievement of the economic union and the agricultural common market. The Congress urges

nevertheless that the work of unifying Europe should not be confined to the abolition of customs barriers, but that the aim of bringing about the economic union of Europe should be pursued unrelentingly with the active participation of the trade unions. Now that customs barriers have been removed, it will be necessary to proceed to a progressive abolition of tax barriers so as to allow truly free movement of persons and commodities within the Community, unimpeded by formalities at the frontier. It will also be necessary to harmonize monetary policy and, as a matter of urgency, to make up the accumulated backlog as far as Europe is concerned in the spheres of research and technology compared with the other large world economic blocs. As long as this is not done, there can be no question of an economically organized continent.

"The GCLF Congress urges the need to extend membership of the European Atomic Energy Community, hitherto limited to the six member countries, so as to include all European countries which are ready to accept the rights and obligations agreed to by the signatories to the Treaty setting up the EEC in 1957.

"Congress feels that the common policy on prices of farm products and on the agricultural market must be complemented by a constructive community policy with regard to the structure of agriculture and by a harmonization in the field of social policy. It will be necessary to give urgent attention to bringing about a great deal more in these spheres than the modest amount of progress achieved so far if there is a real intention to protect those engaged in agriculture in the six countries from unbounded distortions in competition.

"The delegates of this 8th Ordinary Congress feel, moreover, that the task of unifying Europe on the economic plane is only a stage on the path towards political unification, an object ardently desired by all the workers of Europe in the interests of peace".

STATEMENTS BY TRADE AND INDUSTRIAL COMMITTEES

EMERGENCY SOCIAL PLAN FOR THE MINERS OF THE COMMUNITY

Luxembourg, 4 July 1968

Below, we reproduce the text of an emergency social plan for the miners of the Community submitted by the IFCTU and ICFTU Miners' Unions in the Member States of the Community:

PREAMBLE

"The Miners' Unions affiliated to the International Confederation of Free Trade Unions and to the International Federation of Christian Trade Unions in the Member States of the Communities urge the adoption and implementation of an overall energy policy and of priority measures for the coal-mining sector.

Indeed, in 1967 there has been an alarming deterioration in the situation in the coal-mining sector. For the first time, since the creation of the common market for coal and steel in 1953, the Community's annual coal production, 189 million tons in 1967, has fallen below the level of 200 million tons fixed for the year 1970.

- (a) total stocks (not including stocks held by large consumers and dealers) amount to 40 million tons, which corresponds to 30-85 days production, according to the country concerned;
- (b) coal imports from third countries reached approximately 25 million tons in 1967;
- (c) there has been a considerable increase in the number of shifts not worked because of the lack of markets; the resulting loss in production amounts, for the period from 1 October 1966 to 30 September 1967, to approximately 8.3 million tons;
- (d) during this period, manpower employed in the coal mining industry has fallen by 76 000 to the present figure of 560 000.

In order to halt the steady deterioration in the miners' standard of living, urgent political measures are essential. It will be necessary to lay down and implement a coal-mining policy adapted to the new conditions at present existing in the coal-mining industry.

Acting in co-operation with the entire trade union movement of the six Member States of the Community, the miners' unions have drawn up their own plan for a co-ordinated energy policy within the framework of the European Communities. Priority will have to be given to the following reforms in the coal-mining sector:

ECONOMIC MEASURES

(a) Planned production

The fixing of aims for total production and the share to be allocated to Community coal within the framework of a Community energy and supply policy based on economic, geological and technical criteria as well as on regional and social criteria.

(b) Co-ordinated and agreed adaptation

The establishment, for each basin and on the basis of fixed production targets, of a plan of adaptation including a time-table for implementation of this plan; the plan should be so drawn up as to take account of all the problems arising such as reductions in manpower, concentration between coal-mining companies and investments, the closing of mines, modernization, redevelopment, retraining and re-employment of displaced workers, vocational training, the reduction of working hours, etc.

(c) Protective measures

In the period until such measures of adaptation are implemented in the different basins, miners should be safeguarded against unduly harsh measures and be afforded protection against the negative consequences arising from the crisis in the coal-mining industry.

In view of social requirements relating to the standard of living and continuity of employment of workers, the following protective measures should be adopted:

- (i) the phasing and geographical spreading of mine closures in accordance with the possibilities existing for re-employment;
- (ii) compensation for all shifts not worked.

(d) Social measures

(a) Workers remaining in the coal-mining industry

There are two main facts to be noted in this connection:

- (i) the present anarchic trend with mines being closed on a completely non-planned basis has seriously undermined the confidence of the workers in their own industry in every basin; accordingly, it has become impossible to maintain or recruit a young, qualified and stable work force;
- (ii) the reduction in the work force is accompanied by serious changes in the breakdown and general level of qualifications of the work force still employed.

Consequently, it will be necessary to recreate employment conditions which will provide for the necessary manpower to continue working the profitable mines which will provide the total Community production as laid down within the framework of a co-ordinated energy policy.

This entails solution of the following problems:

- (i) improvement in the professional status of miners (wages, working conditions, working hours, social security, etc.);
- (ii) the recruitment of young men;
- (iii) vocational training and further training.

(b) Those workers leaving the coal-mining industry

The conclusion between employers' and workers' organizations, of agreements on retraining and re-employment prior to any mines being closed, taking account of the economic and social aspects, particularly:

- (i) powers and responsibilities in the sphere of retraining and re-employment;
- (ii) the differing effects from region to region;
- (iii) the choice and location of new forms of industrial and economic activity;
- (iv) the provision of the necessary capital and the way in which it will be made available;
- (v) the establishments of periods and conditions for the implementation of the envisaged measures;
- (vi) conditions relating to changes in professional status;
- (vii) guidance and retraining for new professions;
- (viii) housing questions;
- (ix) particular difficulties encountered by older and handicapped workers.
- (e) Notification and participation of workers in the decisions taken

If it is intended to bring about an acceptable and satisfactory solution to the serious problems resulting from the process of re-adaptation currently taking place throughout the coal-mining basins of the Community, it will be absolutely essential to provide for the participation of the organization representing the miners when drawing up the plans and agreements. For this reason, the miners should be represented on a permanent basis in all consultations and decisions, whether these are effected at national or regional level or at Community level.

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The trade union organizations undertake to specify and co-ordinate their future activities at regional level and also at national and Community level.

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THE FREE METAL AND ENGINEERING WORKERS' UNIONS
LAUNCH THEIR EUROPEAN SOCIAL PLAN FOR
THE PROTECTION OF WORKERS AGAINST
LOSS OF EMPLOYMENT OR OF
EARNINGS

The Free Trade Unions (ICFTU) representing metal and engineering workers in the European Community have recently published a European Social Plan for the protection of workers against loss of employment or of earnings.

This plan consists of a preamble and seven chapters:

- I. Scope
- II. Beneficiaries
- III. Premature retirement of older workers
- IV. Workers having to undergo retraining
- V. Particular benefits
- VI. Notification of cancellation of contracts of employment
- VII. Saving clauses.

The full text of the Preamble and these chapters is reproduced below.

"Preamble

The Free Trade Unions representing metal and engineering workers in the European coal and steel industries consider that Article 56 of the Treaty of Paris, as revised in 1960, does not constitute a legal basis affording an adequate measure of protection against loss of employment in the context of the readaptation of manpower within the iron and steel industry. Facilities for the retraining and re-employment of workers, should, moreover, be extended to cover workers who are the victims of rationalization measures.

The Free Trade Unions of metal and engineering workers demand that all workers engaged in the iron and steel industries of the Community should be guaranteed a wide measure of protection against loss of employment or of earnings within the framework of a large-scale European social plan.

The trade unions feel, moreover, that mere awareness of the economic and social facts will not, of itself, lead to social harmonization; nor will the social advantages which could result from the establishment of a considerably enlarged economic area automatically flow from the working of the Common Market.

Accordingly, it will be necessary to harmonize living and working conditions by means of a social policy which is based on a far-reaching overall plan.

The free trade unions representing the metal and engineering workers in the iron and steel sector of the European Community have decided to take every measure in their power to bring about the adoption and implementation of this European Social Plan.

" I. Scope

The present social plan is to apply as follows:

- (a) geographical scope: throughout the Member States of the European Community
- (b) industrial scope: to all iron and steel undertakings
- (c) persons covered: to all manual and non-manual workers.

"II. Beneficiaries

All manual and non-manual workers who have been actively employed within an undertaking during a period of more than six months are entitled, in the event of

- (a) changes in the structure of production
- (b) technical and organizational changes
- (c) other developments effectively reducing the level of employment

to the following benefits:

1. Workers and salaried employees who are transferred

(a) Maintenance of earnings

Maintenance of the former hourly or monthly rate of pay for

- 1 year for those having between 6 months and 5 years' service
- 2 years for those having between 5 and 10 years' service
- 5 years for those having between 10 and 20 years' service
- 10 years for those having more than 20 years' service.

(b) Transport costs

Additional expenditure on transport resulting from a transfer is to be compensated in accordance with the provisions set out under II. 1(a).

(c) Car expenses

Additional car expenses are to be compensated in a similar way, taking account of current regional provisions concerning compensation.

2. Change of job

- (a) Guaranteed earnings in accordance with II. 1 (a) above.

3. Workers and salaried employees who are dismissed

(a) Compensation

In principle, dismissals of workers are to be avoided. If, however, it should prove necessary to terminate employment, this should only be resorted to after exhausting all the other possibilities, retraining, re-employment, prior retirement, etc. Any person who is dismissed should be guaranteed:

1. an income equal to at least 75% of his previous earnings until such time as he is re-employed;
2. severance pay equal to 12 months' gross salary if he is over 30 years of age or has between 10 and 20 years' service in the iron and steel industry; persons of 58 or over or who have more than 20 years' service in the iron and steel industry are entitled to enhanced compensation up to two years' gross salary.

This compensation is to be paid out quite independently of any other legal or contractual benefits arising.

The compensation is granted in consequence of the loss of acquired social rights.

"III. Premature retirement of older workers

(a) Definition of premature retirement

Retirement is to be regarded as premature retirement if an employed person has to give up his work before having reached the legal age laid down by the pension scheme concerned.

(b) Scope

What is set out under (a) above relates to workers of more than 58 years of age or those whose age at the time is less than 5 years below the legal retiring age.

(c) Temporary payment

Until such time as a premature retirement pension is granted and becomes payable, the person concerned shall receive a temporary payment equivalent to his previous earnings.

(d) Supplementary compensation

When the pension payable in a case of premature retirement is less than 90% of former earnings, the pension shall be increased by the corresponding amount until the person concerned reaches the legal retiring age.

Social security contributions by the person concerned shall become payable by the employer or by the public authorities until the person concerned has reached the legal retiring age.

"IV. Workers undergoing retraining

All workers and salaried employees who lose their employment as a result of one of the measures set out in paragraph II above and who have to undergo retraining, in order to engage in a new form of work, shall receive a supplementary training allowance, the amount of which shall be not less than 80% of former earnings for a period corresponding to the length of the retraining course concerned.

"V. Particular benefits

(a) Supplementary pension or benefits

Workers who have to retire prematurely shall receive the supplementary pension as from the day on which they are granted an old age or disablement pension.

The supplementary pension constitutes for a retiring person an additional means of income over and above the statutory old age pension.

The worker who has been obliged to retire prematurely should retain all benefits for which he would have been eligible in remaining in his job until the normal age of retirement. Such benefits include, int. al. housing provided by the employer, holidays, bonuses of all kinds, the firm's sick benefits scheme, etc.

"VI. Notification of termination of contracts of employment

Where a works council has been established in accordance with legal provisions, the employer must promptly inform this council as well as the competent trade union organization of any envisaged dismissals or related measures at least 6 months in advance in order to enable early discussions and negotiations on this subject.

"VII. Savings clauses

Regulations already in existence by virtue of Article 56 of the Treaty of Paris not mentioned in this European Social Plan should remain in force in their present or in an improved form.

Nothing in this European Social Plan shall prejudice any more advantageous social measures existing by virtue of the provisions of collective agreements applying within a single undertaking or to several undertakings.

THE FRENCH NATIONAL UNION OF METAL
AND ENGINEERING WORKERS (CFDT) AFFILIATES
WITH THE ICFTU METAL COMMITTEE

Brussels, 26 September 1968

The European Committee of Metal and Engineering Workers' Unions (Metal Committee) unanimously accepted, at its last meeting on 26 September 1968 in Brussels an application for affiliation from the French National Union of Metal and Engineering Workers (CFDT-FGM), the second largest Metal and Engineering Workers Union in France.

The CFDT-FGM, which represents 120 000 workers in the French Metal and Engineering industry, has since last May been a member of the International Metal Workers' Federation (IMF).

The European Committee of Metal and Engineering Workers Unions, which has its headquarters in Brussels, now has a membership of more than 2.7 million workers employed in all the branches of the metal and engineering industry in the countries of the Common Market. It is composed of the following organizations:

NVV-Metaal (Netherlands), CMB (Belgium), FNOL (Luxembourg), IG METALL (Federal Republic of Germany), FOM and CFDT-FGM (France), CISL-FIM and UILM (Italy).

THE UNIONS AND THE CAR MANUFACTURING
INDUSTRY IN EUROPE: THE CITROEN-FIAT
AGREEMENT

The motorcar manufacturing industry has recently been in the European headlines. Public attention has been focused particularly on the Citroën-Fiat agreement.

Below we reproduce a first selection of extracts from statements by the trade unions on this subject.

A statement by the ICFTU Metal Committee

Brussels, 1 October 1968

"The European Committee of Metal and Engineering Workers' Unions, representing approximately 2.7 million organized workers in the metal and engineering industry of the Common Market countries, mindful of the interests of the workers, calls for a speedy and clear decision concerning what is going on between the two European motorcar manufacturing firms, Citroën and Fiat(...).

"The unions are opposed to any form of industrial concentration within the Common Market which is inspired by nationalist thinking or exclusively serves the interest of capital.

"They are willing to lend their support to certain kinds of co-operation or merger at European level, as long as these do not lead to monopolization and as long as there is adequate protection of workers' interests.

"Once again, they require from the management of these concerns, full information without delay and proper consultation of the competent trade union representatives when taking economic decisions closely affecting the workers' social conditions.

"They call upon the Commission of the European Communities and on the Governments to carry out their responsibilities in relation to the security of employment and to introduce public control on capital transactions and co-operation within the European car manufacturing industry.

"The European Committee of Metal and Engineering Workers' Unions states that it is firmly resolved to develop new and effective means of action in the face of the activities of the multi-national consortia in Europe so as to be able to defend the social interests of workers against attacks, from whatever quarter".

A statement by the FIM-CISL (Italy) and the FGM-CFDT (France)

Lyon, 11 October 1968

"...

On the economic level

"Control of the Citroën-Berliet group by the financial power, FIAT, and the way in which this co-operation will eventually be translated into practice will have a certain number of consequences in spite of the logic of the measure of rationalization in financing, marketing and production, arising from the fact of concentration.

These consequences can be generally defined as follows:

- (a) in the long and medium term, employment problems will arise in the installations belonging to the Fiat-Citroën- Berliet-Unic-Fiat, France SA.firms.
- (b) the economic development of Southern Italy where Fiat might be able to get out of its previously contracted obligations affecting the future survival of inhabitants of this region, these developments threaten the planning and balanced development of the Italian economy.
- (c) in France, the agreement throws a sharp light on the inadequacy of the French motorcar manufacturing industry and of French heavy industry.

"At trade union level

The French and Italian National Metal and Engineering Workers' Unions CFTD and FIM agree that:

- 1. Such concentration is logical within the capitalist régime which predominates in these two countries.
- 2. In the present state of affairs, the Governments have forsworn recourse to any means of supervising or guiding the process of capitalist concentration.
- 3. The different trade union organizations are unanimous in calling for a certain measure of co-ordination in the car manufacturing industry in order to guarantee security of employment, improvements in the standard of living and economic development by avoiding all waste of investments and public funds.
- 4. The problem for the trade unions is to safeguard the interests of all those who are directly concerned in their very livelihood without any particular nationalist considerations.
- 5. Only the trade unions are in a position to oblige Fiat and the financial groupings who hold the real power, to negotiate and conclude agreements establishing wages and working conditions providing for full employment and a share for the workers in the benefits of economic and industrial progress.

In this situation, great importance attaches:

- (a) On the one hand, to seeking agreement and a union of forces on

the part of the trade unions so as to assure effective action in the face of Fiat's considerable financial strength, seeing that there can be no doubt concerning the monopolist ambitions of this concern.

- (b) On the other hand, although rationalization in its present form is not of the making of the trade unions, it will be necessary to foresee and counteract the inevitable consequences:
- (i) on employment, having regard both to the general and specific aspects;
 - (ii) on general working conditions: working hours, rhythm of production, and the working environment;
 - (iii) on rates of pay.

The unions are agreed to engage in a trade union action to combat the manoeuvres and speculations which could lead this financial group to speculate on the nationalism or interest of any particular group of workers to the detriment of the general interest. Only united trade union action by all workers at international level will make it possible to bring about harmonization of social conditions and progress for everybody.

The FGM/CFDT and the FIM are in agreement in proposing a meeting within the near future of all the French and Italian trade union organizations in order to muster an effective force against Fiat-Citroën and thus defend the interests of the French and Italian workers.

A statement by M. A Laval, General Secretary of the French Union of Metal and Engineering Workers (FO)

Ruy (Isère), 15 October 1968

"We are not condemning the French Government for opposing a combination of the financial interests, Michelin and Citroën, and for declaring its support for the complete maintenance of the present job potential offered by Citroën and its subsidiaries and associated companies.

We do criticize the Government severely for not making any specific proposals and, above all, for not creating the necessary political conditions for the indispensable and structural reform of the entire car manufacturing industry at European level.

Such a problem has to be solved within the framework of the EEC where, with effective workers' participation through proper consultation and the supervision of the trade unions, one could deal with the question by stipulating the characteristics of a European-type limited company which would remove such a company from the exclusive control of capitalist shareholders."

A statement by M. E. Corti, General Secretary of the UILM (Italy)

Rome, 25 October 1968

"When they take place at European level, as in this case, industrial concentrations indubitably offer an effective way of reducing the gap between the United States and Europe in the field of economics and technology.

"In principle, the trade unions," M. Corti said, "can support concentration with the necessary proviso that those concerned should carry out their national obligations particularly with regard to planning and that the workers should be afforded a possibility of discussing the consequences and thus safeguarding their own interests".

Establishment of the Trade Union Co-ordination Committee, Fiat-Citroën

Geneva, 13 November 1968

In response to the merger of Fiat and Citroën the European Committee of Metal and Engineering Workers' Unions ("European Metal Committee") representing more than 2.7 million workers in the metal and engineering industry in the countries of the European Community, has set up the Fiat-Citroën Trade Union Co-ordination Committee with the task of defending the workers' interests.

The Committee met for the first time on 13 November 1968 in Geneva. M. Günter Kopke, Secretary of the European Committee of Metal and Engineering Workers' Unions, was Chairman. The meeting was attended by representatives of the following organizations: FGM-CFDT and FO-Métaux (France), UILM and FIM-CISL (Italy). Adolphe Graedel, General Secretary of the International Metal Workers Federation (IMF), Dan Benedict, his assistant, and Herman Rebhan, responsible for co-ordinating the work of the trade union committees concerned in the world car manufacturing industry, also took part in the meeting.

"The Fiat-Citroën Co-ordination Committee", according to a statement put out by the ICFTU Metal Committee, "will deal primarily with economic concentration in evidence at the moment in the European car manufacturing industry as witnessed by the co-operation agreement entered into between Fiat and Citroën.

"The Committee was unanimous in its view that the establishment of the Fiat-Citroën holding company, with its Executive Board having equal representation of the two firms, to co-ordinate all economic and financial decisions relating to the various sectors in which the two firms operate, amounts to sheer provocation of the trade unions and must be answered by a European trade union campaign in the interests of the workers.

The Fiat-Citroën deal means, in fact, the creation of the first European car manufacturing trust, producing more than 2 million vehicles every year and employing approximately 220 000 workers and salaried employees.

"During its meeting, the Trade Union Co-ordination Committee carried out a detailed examination of the social and trade union situation in Fiat and Citroën works, giving particular attention to the following points:

- (1) The employment situation;
- (2) The pattern of collective bargaining in Fiat and in Citroën;
- (3) A comparison of wages, working conditions and social benefits;
- (4) The position and means of action open to the trade unions in the Fiat and in the Citroën establishments.

"The Trade Union Co-ordination Committee was able to draw very instructive conclusions from this comparative analysis. It then established the first phase of the action it envisages taking by recommending the European Committee of Metal and Engineering Workers' Unions to carry out the following:

1. Permanent exchange of all possible information.
2. Consultation between the representative trade unions and the respective managements of Fiat and Citroën establishments concerning the repercussions on workers, particularly with regard to security of employment following from the co-ordination of the two firms' production and investments programmes.
3. Preparation of a "Summit Conference" between the European Committee of Metal and Engineering Workers Unions and its affiliated organizations, FIM-CISL, UILM, FGM-CFDT, FO-Métaux on the one hand and the managements of Fiat and Citroën on the other.
4. The drafting of a model European collective agreement to protect the Fiat and Citroën workers against the social consequences of concentration and rationalization.
5. The establishment of conditions governing practical co-operation with other Italian and French trade union organizations in future action."

7th ROUND TABLE OF THE TEXTILE INDUSTRIES OF THE EEC

Brussels, 23 October 1968

A meeting took place in Brussels on 23 October 1968 between members of the employers and industrial organizations and the organizations representing workers in the textile industry of the EEC.

In the course of their regular joint examination of the economic problems of their industry, those participating gave particular attention to the conditions and aims of a Community policy for the textile sector.

The participants reaffirmed their faith in the future of the Common Market's textile industry, the continuing modernization, productivity and creative capacity of which account for a substantial positive contribution towards the growth of the Community's economy. Emphasis was placed on the importance of the Community textile sector with regard to the employment situation.

In the course of a fruitful exchange of views on the social corollaries of economic questions, the meeting gave particular attention to the case of older workers.

It was agreed to set up a working party to carry out more detailed joint studies on these correlated social questions and to seek appropriate methods of arriving at solutions to the problems arising in this connection.

9th CONGRESS OF THE GERMAN METAL AND ENGINEERING
WORKERS' UNION (IG METALL-DGB)

A RESOLUTION ON EUROPEAN POLICY

Munich, 2-7 September 1968

The 9th Ordinary Congress of the German Metal and Engineering Workers' Union (IG Metall-DGB) took place in Munich from 2 to 7 Sept. 1968. IG Metall has approximately 2 million members employed in the metal and engineering industry in the Federal Republic of Germany.

Congress adopted the following resolution on European policy:

"The economic integration of Europe has entered on a decisive phase. Internal customs duties have been abolished as from 1 July 1968. Thus, a customs union has been brought into being. At the same time, the first tariff reductions following from the Kennedy Round have brought about a removal of customs barriers on certain imports from third countries.

These successes should not, however, allow us to forget that there has been considerable delay in certain important sectors of European integration.

The disparity between the level of taxation levied on consumers and that levied on turnover in association with certain outmoded administrative practices continues to obstruct the free exchange of commodities between the Member States. Co-ordination of economic policy and business cycle policy is still in its infancy and, in social policy, priority is given to solutions at national level. Up to now, it has not been possible to draw up a common transport policy and certain aspects of the European agricultural policy have a distinctly protectionist character at the expense of consumers. As yet, no solution has been found to the political problem of evolving a European democratic structure. Equally, there has been no solution to the problem of membership of other democratic European countries. Accordingly, priority should be given to favourable consideration to the application for membership submitted by Great Britain and the other EFTA countries.

Applications for associate membership put in by democratic European countries and by Israel should also be considered with the utmost despatch.

In view of the above considerations, IG Metall on the occasion of its 9th Congress, once again proclaims its desire to make an effective contribution to the process of European integration in a spirit of social progress and with the purpose of generally improving the standard of living of European workers. The Congress, however, urges the Governments of the EEC Member States to do everything in their power to make the EEC into an instrument of progress in all spheres and to do nothing to jeopardize the success of European economic integration by carrying out selfish nationalist policies. IG Metall expects the Government of the Federal Republic to enable the trade unions to participate in negotiations on the merger of the Treaties and to take vigorous steps not only to maintain the supranational character of the ECSC Treaty allowing it to exert an influence in the economic and social spheres and providing for the participation of the trade unions in the work of the institutions, but also to extend these provisions in the future single Treaty. Particular importance attaches in this connection to the position of the European Parliament, that of the European Commission and to establishing the financial autonomy of the European Community.

In the opinion of IG Metall, merger of the Treaties should entail:

1. A European Parliament having legislative and budgetary powers, its members being directly elected.
2. A European Commission, having supranational powers and being responsible to the European Parliament.
3. Stronger representation of the trade unions and workers on the Economic and Social Committee and EEC Commission, corresponding to the important position which the unions and workers occupy in society and the economy.
4. A co-ordination of economic policy, including energy policy, industrial policy and transport policy as well as investment policy in these spheres.
5. A policy on industrial modernization and redevelopment and retraining and re-employment of workers and on the entire industrial and economic structure in these spheres which is in accordance with the above aims.
6. A progressive social policy centred on harmonization of social security.
7. A Community policy which is outward looking and aims at the extension of the Community.

The 9th Congress of IG Metall also expressed the union's support for close co-operation between the free trade unions in the EEC. A strengthening of the co-operation and the establishment of machinery providing for organic consolidation constitute the necessary conditions for ensuring an effective protection of workers' interests at European level."

IV. BIBLIOGRAPHY AND DOCUMENTATION

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DIRECTORATE-GENERAL FOR PRESS AND INFORMATION OF THE EUROPEAN COMMUNITIES

The Directorate-General for Press and Information of the European Communities (Common Market, ECSC, Euratom) publishes a series of dossiers in five languages dealing with the most topical issues arising in European integration. Dossiers recently published include:

"DOCUMENTATION EUROPEENNE" (série syndicale et ouvrière) (European documentation (Trade Union and Labour Series) No. 2 - published in French, German, Italian and Dutch.

This issue includes:

- (a) manpower in the Common Market;
- (b) the training of technicians for tomorrow's society;
- (c) 1 July 1968 - the day arrives;
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TO OUR READERS
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This publication is intended to keep the trade union leaders of the countries of the European Community informed regarding the views of different trade union organizations on the construction of Europe. The opinions expressed are those of the authors and must not be taken as coinciding with those of the Community Institutions.

Editor's Note

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