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Contents:

1. Unemployment in the Community
2. Progress Report of the Commission's Social Action Programme
3. The War on Poverty
4. Meeting of the Executive Committee of the European Metalworkers' Federation in the Community
5. Meeting of the Trade Section Committee of Salaried Employees in Industry (Eurofiet)
6. Meeting between the Commission and the Committee of the German Trade Union Confederation
7. The Official Journal of the European Communities at a glance

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Unemployment in the Community,

speech given by Vice-President Patrick HILLERY, in Dublin

on 23 March 1976, with suggestions about how the problem can be solved

Let me begin briefly with the figures. Over 5 million workers or $4\frac{1}{2}\%$ of the Community labour force* are unemployed. But if we are to have a comprehensive view of the situation we must also allow for the $2\frac{1}{4}$ million workers on short time as well as those workers who are under-employed and those who have temporarily withdrawn from the labour market because of the difficult situation. The total rate of under-employment can then be estimated at at least 7 to 8 per cent. However you measure it, unemployment on such a scale has not been experienced since the 1930s.

The Commission has been closely following and studying the employment situation. We have consulted national governments and the social partners and our services are studying reports specially commissioned from employment policy experts.

The magnitude of the problem

Let me now put together the figures we need to assess the magnitude of the employment problem facing the Community. We have a rate of underemployment of 8% and a labour force growing 0.6% or 0.7% per year.

If we are to reduce the rate of underemployment in the Community to around 3% by 1980, it will require an overall growth in employment of about 7-8% between now and 1980, (this is $1\frac{1}{2}\%$ per year). It has been calculated that this will demand an average annual rate of economic growth for the Community of 5-6%.

These orders of magnitude clearly indicate that it would be an illusion to expect growth alone to restore a satisfactory balance in the labour market. A policy of all-out growth would almost certainly lead to a vigorous renewal of inflation, to problems of external balance and finally to alternating expansion and deflation, without contributing to the solution of the problems of structural unemployment.

Let me be clear. I am not advocating no-growth or even low-growth. This would have very serious consequences for the supply of jobs. I am saying, however, that the problems of structural unemployment will not be solved by growth alone and furthermore, that the rate of growth needed in crude macro-economic terms to bring unemployment down to an acceptable level (leaving aside the crucial problem of structural unemployment) is unlikely to be realised in the years ahead.

* January 1976 Unemployment figure for Community 5.7 million

The search for solutions:

'This is both diagnosis and prognosis, how far have we got in the search for a cure?

The symptoms of the unemployment crisis were first felt at national level and called for treatment at national level. As in facing any classical medical problem - and I hope I may pursue the analogy as it seems to me a good one - the immediate response was to alleviate the pain and to concentrate attention on the first casualties. Throughout the Community the Member States took initiatives to support the incomes of the unemployed and the underemployed. In a Community which had almost achieved full employment thanks to what was taken to be a well established growth pattern, the expense of such income maintenance looked tolerable in the short run.

The mounting cost of unemployment and the growing recognition that national measures and policies were not succeeding in turning round a deteriorating situation introduced a global dimension into the diagnosis. There was an understandable political temptation at this stage to advance the analysis in a way which was not justified by its logic.

It is true to say that in seeking to remedy the present recession we must take account of its international aspects. But there is no proof for the assumption that international solutions are possible simply because national solutions have not yet been found. Like the national response, the international response to the crisis has been prompt and pragmatic but the work of diagnosis has been slow. Again, as is true of so many diseases, there is no obvious miracle cure, and the slow miracle of healing will emerge from a complex of effort involving many different disciplines. Where Europe is concerned, the correct response to the present situation may be difficult to recognise.

While there can be no guarantee of success, my personal experience of both science and politics has taught me two things. Firstly, that the pressure of crisis is an effective catalyst from which solutions emerge, and secondly, that from a properly co-ordinated team effort emerges that sense of confidence which itself contributes to success.

I should like to stand back a little and raise for discussion what I feel are some of the more promising elements emerging in the continuing debate on the shape of future employment policy.

Employment Incentives

One element which I think is worth discussing is the likelihood that investment in the next two or three years will, unless otherwise directed, tend towards the increase of productivity rather than the creation of jobs. Among the reasons for this has been the development of wage-linked social security systems which has led to an increase of the cost of labour while on the other hand tax relief and investment allowances in respect of capital have led to a drop in the cost of capital investment. Can we find a policy which will encourage firms to take on new employees without inhibiting the prospects of economic growth? There seems at this stage no clear answer to this difficult technical question, particularly as a Community answer must take account of nine different systems of social security and investment incentives.

Match supply and demand

Secondly, I see a need to increase the efficiency of the machinery, at both national and Community levels, for the matching of the demand for and the

supply of labour. There are 460,000 jobs unfilled in the Community despite all the unemployment. The three elements of such machinery: vocational guidance, vocational training and placement, continue in a number of member States to operate without liaison.

The coordination of these services is essential if optimal results are to be achieved. Whether this can be done without their unification under the control of one national agency is a matter for discussion in relation to each country's circumstances. It is clear, however, that it requires, among other changes, a new definition of the role of employment officials. They need to be able to analyse the needs of the labour market and to intervene at the local level in the development of employment opportunities, rather than to operate in a restricted role which at present effectively limits them to the reception and diffusion of such information as public and private sector employers choose to give them.

More extensive training facilities need to be provided, particularly for the less skilled sections of the working population, which contain those most affected by unemployment. The Social Fund is making a major contribution to strengthening retraining facilities in order to improve inter-sectoral mobility, other assistance is usually required if workers are to move. Housing constitutes a major obstacle to relocation, and the modification of housing policies could do much to improve the mobility of the labour force. Vocational guidance is needed not only at the beginning of the working life-span but at later stages when economic or structural changes make workers redundant. As conceived in the majority of member States at present, vocational guidance tends to be undertaken either during the last year at school or on leaving the educational system.

Job Creation

A third kind of policy approach which is arousing widespread interest in Community circles involves the direct creation of employment. Perhaps the most striking examples of the successful implementation of this kind of policy are to be found in the American Emergency Jobs and Unemployment Assistance Act and the Canadian Local Initiatives Programme. These have involved putting public funds to work in support of jobs in the services sector and in community activities. These are not filling "holes in roads" type projects. They range from the provision of day-care centres and consumer advisory services to bridge-building and home repairs.

Such schemes have a significant social pay-off in terms of meeting the needs of local communities and of the involvement of local groups in the solution of their own employment problems, as well as providing useful training and experience for the unemployed. Like many small scale enterprises, such job creation projects are increasingly regarded as providing the precondition for further organic, durable economic and social development.

We should be clear about the economics of such schemes. The unemployed are already being paid a wage through the social security system for doing nothing. The net cost of a job creation scheme is therefore the difference between the wage provided by the scheme after income tax and social security payment and the wage paid through the social security system. To this must be added the cost of administration and the cost of materials and equipment.

Can it be said that the sort of job-creation process I have described here is as radical as some seem to think?

Work Sharing

A fourth kind of policy approach is one of job sharing. This involves measures to reduce the total size of the labour force by increasing the school leaving age or encouraging earlier retirement; or by measures leading to a less intensive use of labour, such as a reduction in the working week.

They could also involve the finding of "acceptable remunerated substitutes for work" such as more education, frequent recycling of skills and more generally the promotion of a better balance between work and the rest of life.

We must recognise the fundamental nature of such policies. Would people prefer to do less work? Would this inevitably mean less pay? Would people be ready to give up some of their work in order to allow the unemployed to be occupied? The answer will be different according to the income level, the kind of employment and the way in which alternatives to work are presented. But I believe strongly that questions like these should be asked and should be discussed at all levels throughout the Member States. It is not in Brussels alone that answers to these basic problems of choice can be found.

Conclusion:

I should like to end by trying to draw some conclusions from this recital of the Commission and Community response to the employment situation and the more promising ideas that have been discussed in Community circles.

Firstly, the most important contribution of the Community is that it has been instrumental in protecting its members against an even worse situation, a beggar-my-neighbour struggle for survival.

Secondly, the Community dialogue has shown the Member States and the Community Institutions that where there are no instant solutions you do not produce an answer simply by pressing other people harder and harder. Shared responsibility at national as well as at Community level is an obligation - not an option. Agreement on the best way forward must have the endorsement of tripartite mechanisms bringing together government and social partner representatives.

Finally, the ideas and proposals emerging from the search for what I have called "the slow miracle" show clearly that almost all the possible approaches to the structural aspects of the recession should themselves be organised on the subsidiarity principle. Whether we are talking about achieving a redistribution of resources or job creation, there are different roles to be played at shop-floor level, in the regions, by national governments, by the social partners at national and Community level, by the Community and by international organisations. This is not a hierarchy of responsibility, it is a political, social and economic structure in which the obligation on everyone must be to apply as much energy and imagination as possible to creating a new equilibrium which will not only meet current demands but lay a basis for future stability.

Because all of us have perhaps been sheltered by the successful performance of the structure as it stood in the 'Sixties, and because there is no guarantee of resolving the situation in which it lies now, there is a risk we may lose our nerve. This symposium is designed to say we can control our destiny if we grasp the situation we are in and can agree together a plan of action for the future. It is a message I have been echoing and re-echoing in Community terms since the start of the recession and I am glad to have had the opportunity to drum it out again here today.

2. PROGRESS REPORT OF THE COMMISSION'S SOCIAL ACTION PROGRAMME

Proposals approved by the Council in 1974

1. Assistance under Article 4 of the Social Fund for the retraining of migrant workers and the integration of their families into the social and working environment.
2. Assistance under Article 4 of the Social Fund for the retraining of handicapped workers under certain conditions. Handicapped workers were already eligible for aid under Article 5 of the Social Fund but this decision extended the scope of the aid available.
3. The setting up of an Advisory Committee for Safety, Hygiene and Health Protection at Work. The Committee held its first meeting in June 1975 and decided on its work programme.
4. Extension of the responsibility of the existing Mines Safety and Health Commission to include preventive action against risk of accidents and occupational hazards in all mineral-extracting industries, mining or non-mining.
5. An initial Community action programme for the vocational rehabilitation of handicapped persons aimed especially at improving the rehabilitation facilities in the Member countries.
6. A directive providing for the approximation of legislation of Member States concerning the application of the principle of equal pay for men and women. This directive entered into force in February 1976.¹
7. A directive for the approximation of legislation of Member States concerning collective dismissals requiring consultation between employers, workers' representatives and public authorities in cases of 10 or more impending redundancies. The directive is to be implemented by February 1977 at the latest.¹
8. Setting up of a European Centre for the development of vocational training. The aim of the Centre, which is located in West Berlin, is to assist the Commission in encouraging at Community level, the promotion and development of vocational training and of in-service training. The management board consists of representatives of Member Governments, employers' organisations, trade unions and the Commission.
9. Setting up of a European Foundation for the improvement of living and working conditions. The aim of the Foundation, which will be located in Ireland, is to foster the exchange of information and experience in such areas as: man at work, organisation of work and job design, problems peculiar to certain categories of workers, long-term aspects of improvement of the environment, and distribution of human activities in space and in time.¹

¹ The legal texts were formally approved early in 1975

Proposals approved by the Council in 1975

10. A recommendation to the Member States concerning the application before 31 December 1978, and if possible before that date, of the principle of the 40-hour week and 4 weeks annual paid holiday. The recommendation calls on the Member States to take the appropriate means to attain these aims either by legislation, by encouraging employers and workers to conclude collective agreements or by any other means.
11. A programme of pilot schemes and studies to combat poverty. This decision enables the Commission to promote and provide up to 50% of the cost of pilot schemes which test and develop new methods of helping the poor and those threatened with poverty in the Community. In November 1975, the Commission approved and authorised aid for 23 projects covering all the Community countries.
12. Aid under Article 4 of the Social Fund for the training or retraining of young people under 25 with priority for those seeking employment for the first time. Although this decision only became operative in August 1975, the Commission was able to approve assistance for such schemes for over 40 million u.a. by the end of the year.
13. Continuation for a further 18 months of aid under Article 4 of the Social Fund for persons employed in the textile sector and extension of such aid to persons employed in the clothing sector.¹

Items 12 and 13 are examples of how the Social Fund has been adapted to combat the effects of employment of the present recession. A Commission proposal to extend aid under Article 4 of the Social Fund in favour of workers in the sectors most affected by the recession was not approved by the Council at its meeting in December 1975.

14. A resolution concerning the action programme for migrant workers and their families submitted by the Commission in December 1974. This resolution gives the necessary political backing of the Council for the progressive development of specific actions to improve the conditions of migrant workers and their families. One of these implementing actions was in fact adopted by the same Council meeting providing for equality of treatment as regards trade union rights for Community migrants.²
15. A directive to ensure equality of treatment between men and women as regards access to employment, promotion, vocational training and working conditions. This directive which complements the one on equal pay (see item 6) not only requires the abolition of formal discrimination in laws, collective agreements, contracts, etc., but makes provision for a positive right to equal treatment in the various fields mentioned above.²

¹ The legal texts were formally approved early in 1976.

² The legal texts were formally approved early in 1976.

Proposals not yet adopted by the Council

Commission proposals for directives dealing with:

- the protection of workers' acquired rights in the case of change of ownership of firms, and
- the education of children of migrant workers

have been discussed by the European Parliament and are likely to figure on the agenda of the next Social Council.

Worker Participation

As regards worker participation in the management of undertakings, it will be recalled that during 1975 the Commission amended its original proposal for a draft Statute for the European Company in the light of amendments suggested by the European Parliament and the Economic and Social Committee, and published a "Green Paper" on the question of employee participation and company structure in the Community. It is hoped that the Green Paper will produce a constructive debate which will enable acceptable solutions to be found for the problem of employee participation. The Commission considers that the basic principles of the original proposal for a fifth directive on the harmonisation of the structure of companies, namely the dualist board system and employee participation in the supervisory board remain valuable and realistic objectives although a transitional period will probably be necessary for implementation.

One of the three-fold aims of the Social Action Programme was the increased involvement of management and labour in the economic and social decisions of the Community and in this context it is worth recording that the Standing Committee on Employment resumed its regular meetings in February 1975 after a gap of over two years. The Committee provides a forum in which the representatives of the employers' organisations, the trade unions, the Member Governments and the Commission can discuss all matters relating to employment. In 1975 was held also the first Tripartite Conference comprising the Ministers for Economic Affairs, the Ministers for Employment, the social partners and the Commission and it is intended to continue to hold such conferences on a fairly regular basis.

Improvement of living and working conditions

In addition to formal proposals which the Commission has made in this field and listed earlier, the Commission has also drawn up guidelines for a Community programme for safety, hygiene and health protection at work. These guidelines will be implemented by specific measures in collaboration with the advisory committee mentioned in item 3 above.

In the area covered by the Euratom Treaty, the Commission has updated the standards for the protection of workers and the public against radiation and a Council decision is expected later this year. Various technical recommendations for monitoring the exposure of individuals to external radiation have also been drawn up and widely diffused.

Parts of the Social Action Programme can be fully implemented without the need for a formal Commission proposal to the Council. Thus, in the field of employment policy, the Commission in April 1975 informed the Council of its action to coordinate employment policies and of measures to improve research into the employment market and to improve employment statistics and forecasts. Likewise two committees composed of government experts and independent experts were set up in 1975 to assist the Commission in promoting the coordination of social protection policies, especially the social security policies of the Member States.

Work programme in 1976

The following list gives an indication of the activities of the Commission in the social affairs sector in the course of 1976. It is not a complete list and is concentrated mainly on actions to implement the Social Action Programme. Hence it does not include, for example, the continuing work necessary for the administration of the Social Fund, the free movement of labour, social security of migrant workers, the research programmes for industrial safety and hygiene (Coal and Steel Community) etc.

Employment

- Development of cooperation between employment services
- Labour market studies to assist future action in the employment field
- Recommendations concerning further vocational training for young persons and women.

Migrant Workers

- Proposal of measures to
 1. combat illegal immigration
 2. bring about the concertation of immigration policies of Member States, and
 3. improve the participation of migrants in Community life in local government and municipal affairs through the setting up of consultative committees
- Preparatory work for the progressive implementation over a 10-year period of free movement for workers beginning in December 1976 in accordance with the Association Agreement between the EEC and Turkey.

Living and working conditions

- Report concerning systems in Community countries to encourage personal asset formation by workers;
- Study on the lowest wages in the Community with a view to proposals for their improvement;
- Proposal for the extension of social protection, in the framework of social security systems, to categories of persons not covered or insufficiently covered at present;
- Proposal for the gradual achievement of equality of treatment between men and women in social security (already announced in the directive on equal treatment);
- Proposal for gradual introduction of system (sometimes called "dynamization") for linking social security benefits to any rise in general prosperity in the Member States;
- Proposal for the prolongation of pilot schemes and studies to combat poverty;
- Report on the situation of workers in the case of individual dismissals with a view to future proposals to the Council;
- Proposal of long-term programme for the social rehabilitation of handicapped persons;

- Report on the "humanisation" of work to be followed by specific proposals in conjunction with the setting up of the European Foundation for the improvement of living and working conditions (see item 9);
- Updating of the first European social budget (statistical analysis and forecasts of social security spending in Member States in 1970-75). Guidelines for the second social budget (1976-80) were submitted to the Council in December 1975;
- Commission aid to trade union organisations for the setting up of a European Trade Union Institute which will extend the training of trade unionists in a European context;
- Proposal for an action programme for safety, hygiene and health protection at work based on the guidelines already mentioned. In this context other proposals will be made concerning the protection of workers against risks inherent in certain manufacturing processes in the chemical industry such as vinyl chloride and concerning the exchange of information on new laws and regulations in the field of industrial safety;
- Intensification of meetings of the social partners organised with the help of the Commission covering the more important sectors of the economy.

3. THE WAR ON POVERTY

A number of schemes introduced as part of the Social Action Programme are providing a stimulus not directly proportional to the resources allocated to them.

The programme of pilot schemes and studies to combat poverty is an example par excellence of this trend.

The Council took an important decision in setting as one of the nine priorities: "the implementation, in cooperation with the Member States, of specific measures to combat poverty by drawing up pilot schemes".

In preparing this "poverty" programme, the Commission consulted representatives of the Member States' Governments and of independent social organisations. A working party representing a wide range of public and private organisations was set up to prepare a working document.

This document was submitted for discussion to a seminar held in Brussels in June 1974 and revised by the government representatives in September.

At this "Poverty" Seminar it was noted that all the countries of the European Community have, by international standards, highly-developed systems of social security, services, education and subsidized housing.

It was also confirmed that for nearly 30 years the Community as a whole has been experiencing a period of continuous economic growth with historically high employment rates.

It was also acknowledged, however, that poverty still exists not only in certain outlying regions, such as the Mezzogiorno or Ireland, but also in the central regions and the large cities.

The main reaction to the reports by the government experts on the policies followed by the member States to combat poverty is a feeling of dissatisfaction: none of them attempts to gauge the phenomena they intend to remedy with any accuracy; none of them pays attention to measuring inequalities, although it is clear that these are responsible for widening gulfs and for exclusion from an acceptable way of life.

The Irish Government's report gave information on the extent of poverty in Ireland, based on a study carried out by Mr. S.O. Cinneide in 1972. The "poverty line" adopted arbitrarily by the author was far higher than the general level at which an income supplement is granted. Working from published statistics, he put the number of people living below this poverty line at 24% of the population.

The French government report stated that the poverty area is made up of the families of the 3.5 million workers whose incomes are less than half the average wage of a man working full-time; there are nearly 12 million people in this group. These figures do not include the 2,500,000 old people who, according to the Vith Plan report, are in the poverty or abject poverty bracket.

We are supposed to know that the number of poor in the Community runs into millions. We know very little about the factors giving rise to this poverty or the practical means which would make it possible to alleviate it or prevent it on a permanent basis. Research ought to give us some insight into the problem, which could be to the advantage of our underprivileged fellow citizens.

The Commission's Communication

On the basis of the consultations mentioned, the Commission submitted a communication to the Council in January 1975 concerning a programme of pilot schemes and studies.

It should be stressed that this programme cannot in itself abolish poverty, but it can help to develop a better understanding of a complex problem and to experiment with new techniques for dealing with it, thus contributing to the establishment of more enlightened and more effective policies for the future.

Persons beset by poverty are defined in this connection as "individuals or families whose resources (i.e. goods, cash income, plus services from public and private sources, e.g. housing and education) are so small as to exclude them from the minimum acceptable way of life of the Member State in which they live".

The Opinions of the European Parliament and the Economic and Social Committee

The Council consulted the European Parliament and the Economic and Social Committee on the poverty programme.

The two bodies approved the programme proposed, which they regard as an initiative representing the Communities' first commitment in this field.

Although the scale and scope of this first programme are necessarily very limited, they considered the fact that the Community may, in this way, provide support and an incentive to national efforts in this area to be of real importance.

It was stressed that one of the main features of any pilot programme must be that the lessons learnt and the experience gained from it can be applied generally and assimilated within the framework of the long-term structuring of the social services and social security, and provide guidelines for future action, whether at the local, national, European or international level.

At the same time, the wish was expressed that the Council should undertake to review the progress of the programme during 1976 with a view to taking any financial or other steps necessary for continuing the schemes and studies considered effective and useful.

Finally, the two bodies expressed in their opinions the wish that the legal form of the Communication should be changed, and that it should be issued as a Decision. In accordance with this wish, the Commission submitted a proposal for a Decision to the Council in April 1975.

On 22 July, the Council adopted a Decision based on Article 235 of the EEC Treaty, concerning a programme of pilot schemes and studies to combat poverty.

The Commission of the European Communities adopted the programme of 23 pilot schemes and 2 international studies on 27 November 1975.

On the basis of Article 5 of the Council Decision of 22 July 1975 and after various consultations, the Commission decided to set up an advisory working party made up of nine government experts, seven independent experts and two representatives appointed by the European employers' and workers' organisations.

This group's inaugural meeting took place on 18 and 19 March.

Among the items on the agenda were:

1. Preliminary discussion on the content and form of the progress report to be submitted by 1 October 1976;
2. Preparation of the report provided for in Article 6 of the Council Decision of 22 July 1975, on the available results of operations;
3. Discussion on the continuation of existing schemes and financing for the period 1977-80.

The Commission obviously hopes to bring the activities in this field to a successful conclusion and at the same time it hopes to be able to count on the European trade union movement for support and cooperation.

4. MEETING OF THE EXECUTIVE COMMITTEE OF THE EUROPEAN METALWORKERS' FEDERATION IN THE COMMUNITY, BRUSSELS, 24 and 25 MARCH 1976

The Executive Committee of the European Metalworkers' Federation EMF met in Brussels on 24th and 25th March, 1976, under the chairmanship of its British President, Hugh Scanlon.

Following the affiliation of another section of the AUEW, and taking into account certain changes in membership, the EMF represents at present 6.5 million metalworkers and employees who are members of 24 trade unions in the countries of the Community, and also Sweden and Norway; these are full members of the EMF. In addition, workers from several associated organisations in Greece, Spain, and the Basque country are represented. The Executive Committee elected Paulus ANDERSEN, a Dane, as new Vice-President for the Scandinavian metalworkers' unions, to replace the Norwegian, Leif SKAU.

One of the most important points on the agenda was the discussion of the present political and trade union situation in Spain, with relation to the approach made by that country to the European Community. After the report presented by Eugen LODERER (Federal Republic of Germany) on his recent visit to Madrid and Lisbon, representatives from Spanish trade unions which are associated members of the EMF, that is, the UGT, USO and STV, submitted detailed reports on the latest developments in their country.

The Executive Committee drew from these reports conclusions relevant to trade union policy. The metalworkers' unions affiliated to the EMF give their full support to their Spanish colleagues in their fight for freedom and democracy, and categorically refuse to accept any attempts by the Spanish government fraudulently to gain access to the European Community, so long as there is no democratic rupture in Spain, and the minimum conditions for a true democracy (as also demanded by the IMF and ETUC) have not been fulfilled. The Executive Committee has instructed the General Secretary, Günter KÖPKE, to go to Spain as soon as possible.

At the request of the EMF, Mr. Altiero SPINELLI, member of the Commission of the European Communities, presented a report on the assessment of the TINDEMANS report "European Union", and on the importance of direct elections to the European Parliament. During the discussion which followed, the delegates adopted to a large extent the same position as Commissioner SPINELLI. It was considered that TINDEMANS had missed a great opportunity, and only presented the minimum denominator of the existing possibilities. Slight improvements in European policy and its institutions are not enough. This is not how Europe, which is to a great extent capitalist-dominated, will be able to develop into a social and independent Europe. Furthermore, vague statements on social policy contained in the TINDEMANS report were severely criticised.

Mr. SPINELLI called on all delegates to develop a new alternative, based on the mobilisation of left-wing forces - trade unions, socialists, and all progressive, democratic groups. Direct participation of the citizen and direct election of members of the European Parliament would be essential political steps on the way for the transformation of Europe towards democratic socialism.

The EMF Executive Committee discussed a comprehensive report presented by the Secretariat on its activities since the last meeting in November 1975, and studied the collective bargaining at present being undertaken in the metal industry in several European countries.

The Executive Committee approved the programme of meetings for the next three months, comprising i.a. meetings on: the employment situation and working conditions in the European automobile, shipbuilding, and aerospace industries; the problems of migrant and frontier workers, structural problems in the metal industry caused by the failure of the European data-processing industry; and also a session on the practice of European control of cartels, and the repercussions of the GATT negotiations. In addition, various permanent working groups will meet, including PHILIPS. The collective bargaining committee of the EMF was also convened.

It fixed 16th and 17th May, 1977, as the dates for the third EMF General Assembly in Amsterdam. The next meeting of the EMF Executive Committee will take place in Brussels on 8th and 9th June, 1976.

5. MEETING OF THE TRADE SECTION COMMITTEE OF SALARIED EMPLOYEES IN INDUSTRY, (EUROFIET, BRUSSELS, MARCH 29 & 30, 1976).

Representatives of national trade unions representing over 2 million affiliated clerks, technicians and supervisory staff, took part in the meeting of the trade section committee of salaried employees in industry, which took place under the presidency of Tudor THOMAS (APEX, Great Britain).

The main task of this Committee consisted in reexamining the progress made in the field of the implementation of the action programme of salaried employees in industry, adopted by the trade section Conference in November 1974.

The basis for this work consisted in a summary which the Secretariat made on the following surveys :

- evolution of working conditions
- paid educational leave
- level of trade union organisation
- redundancy problems and rules of dismissals

- temporary work agencies
- retirement rules
- working conditions of commercial travelers.

The Secretariat was asked to publish the results of these surveys.

The Committee was concerned with the problems created by the growing and persistent unemployment in Europe. It welcomed the World Conference on Employment to be organised by the ILO in June and demanded immediate measures on an international level by the governments in order to give a new start to employment.

The Committee also had a discussion on retirement systems and on the particular aspects of occupational pensions, for instance the non indexation and the problems regarding the transferability of pension fund rights on changing employment.

After an exchange of views on employee inventors' rights and radius clauses, the Committee decided to set up a working party whose task will be to actualize the FIET-positions. The results of this working group will be submitted to the EURO-FIET Conference and to the FIET-Congress in Helsinki, in August 1976. The decisions of the Congress will be sent to the ILO and to the Commission of the EEC, so they can be the basis of international regulations for both these problems.

The Committee asked the Secretariat to make a large survey on the legal situation and the contractual regulations of temporary workers in various countries.

The Committee went on discussing the problem of harmonisation of diplomas and qualifications. The Secretariat was entrusted with the task of intensifying the contacts with the competent institutions of the EEC, the EFTA and the ILO, in order to contribute to the solution of the existing problems.

The discussion and mutual information on multinational concerns which took place in previous meetings was continued.

The Committee took note of the active participation of the FIET organisation in the elaboration of directives in various international organisations (OECD, UN-ECOSOC, Council of Europe, EEC, etc...).

The FIET-Secretariat was also asked to help the affiliated organisations with the exchange of information regarding certain multinational companies in the industrial sector and to coordinate possible measures to be taken in this field.

It was also asked to keep on intensifying the exchange of experiences.

On Monday 29th, the Committee had an exchange of views on the present social policy of the Communities with Mr Jack PEEL, Director at the Directorate-General Social Affairs of the EC. At this occasion, the Committee could express its opinion as to the social policy of the Commission. The Committee asked that the Commission focuses all its efforts on the struggle against unemployment.

After having noticed that the interests of an ever increasing number of salaried employees in industry are seldom taken into consideration by the Commission, the Committee asked the Secretariat to act in order to get the possibility of having a permanent consultation with the Commission in order to deal regularly with problems of non-manual employees in industry.

6. MEETING BETWEEN THE COMMISSION AND THE COMMITTEE OF THE GERMAN TRADE UNION CONFEDERATION

On 6 April 1976 in Brussels the Committee of the German Trade Union Confederation, presided by Mr. H.O. Vetter, met the European Commission for an information discussion.

Apart from a general political discussion, questions concerning the economic and social situation of the Community, direct elections to the European Parliament and the tripartite conference planned for June 1976, were also discussed.

The European Commission was represented at these talks by Vice-President W. Haferkamp and Commissioners Brunner and Spinelli.

7. THE OFFICIAL JOURNAL OF THE EUROPEAN COMMUNITIES AT A GLANCE

OJ - L 39 - 14 February 1976

Council Regulation (EEC) No 312/76 of 9 February 1976 amending the provisions relating to the trade union rights of workers contained in Regulation (EEC) No 1612/68 on freedom of movement for workers within the Community.

OJ - L 39 - 14 February 1976

76/207///C

Council Directive of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.

OJ - L 74 - 20 March 1976

76/311/EEC

Council Decision of 15 March adopting a research programme (1976 to 1980) for the European Economic Community in the environmental field (indirect action).