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Third General Assembly of the European Metalworkers' Federation, in Amsterdam,
17 and 18 May 1977.

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THIRD GENERAL ASSEMBLY OF THE
EUROPEAN METALWORKERS' FEDERATION

AMSTERDAM 17-18 MAY 1977

The third Assembly of the European Metalworkers' Federation (EMF), which brought together more than 300 delegates, was held on 17 and 18 May in Amsterdam. The President, Mr Hugh Scanlon (UK), elected at the preceding Assembly in Frankfurt in 1974, was re-elected for a further term.

Mr Jenkins' presence in Amsterdam and his speech, as President of the new Commission of the European Communities underlined the full importance of this meeting, coming at a time when the Western nations are passing through the most serious economic crisis since the thirties. In the European Community alone, five and a half million workers are unemployed.

The main question on the agenda in Amsterdam was the re-establishment of full employment, how this could be achieved and what policies should be adopted.

The EMF, which represents some 6.700.000 workers in the Member States of the Community, Sweden, Norway, Greece, and Spain, belonging to 29 national metalworkers' federations or sections of other unions, called for structural reforms.

As the representatives of the major sector of industry, and one occupying a key position in the economy as a whole, the EMF and its affiliated organizations were conscious that metalworkers' unions had a decisive role to play in the fight against unemployment.

By itself, no one government can re-establish full employment

No one government, it was held, had the power re-establish full employment. International coordination was essential - and urgent. The economic "summit" of representatives of the major industrialized nations had marked a beginning. As the largest trading block in the world, the European Community had a special importance. Therefore, the EMF unreservedly supported the European Trade Union Confederation (ETUC) in its desire to obtain from governments and employers, on the occasion of another tripartite conference on employment (governments, employers, workers), a firm commitment to attain the objective of full employment by 1980.

The EMF considered 1980 to be a realistic deadline. In its view, the re-establishment of full employment was, at the present time, the most urgent prerequisite for the humanization of society.

If this objective was to be attained, the employers and the politicians could not, it was stressed, be allowed to escape their responsibilities. For their part, the unions were ready to support any economic or employment policy measure which would help to bring about full employment. To this end, they would support all progressive forces both within the individual Member States and at Community level.

However, the EMF stressed that:

" The fight against unemployment will not succeed if it is led by conservative governments, which are allied with the conservative forces in the economy, and thus have an interest in maintaining a certain level of unemployment, to allow them in the long term to weaken the unions".

" Similarly doomed to failure are the efforts of those who believe that existing economic systems are capable, through their own dynamism, of finding solutions for the crisis themselves and, merely by the application of cyclical measures, of bringing about an economic revival which would automatically eliminate unemployment".

Address by Mr. Roy Jenkins, President of the Commission

The main challenges

Recalling that this was the first trade union gathering he had addressed as President of the European Commission, Mr. Roy Jenkins declared in his speech at Amsterdam that:

" We face three main challenges:... the alarming high rate of unemployment, ... inflation,... the widening gap between the economic performances and real standards of living of our Member States. These three problems are closely interlinked and each reinforces the difficulty of dealing with the other. The weakest economies have the highest rates of inflation, and therefore the weakest currencies..... Inflation does not reduce unemployment, but is one of its major causes. This is a vicious circle out of which we have to break".

He said that a solution was only possible on the basis of "a consensus between governments and the social partners, between the social partners and the European Commission".

"The Commission fully shares your concern with the present level of unemployment and we have put new emphasis on our efforts to face that challenge. We have given new emphasis to employment issues in appointing a Vice-President specifically concerned with employment and social affairs, and not social affairs alone. (At the European Council in Rome) The Heads of Government of our Member States gave a mandate to the European Institutions to take increased action to solve specific labour problems, particularly by improving training and employment opportunities for young people and women... We are preparing measures to submit to the next European Council in June".

Few opportunities for the young

Roy Jenkins expressed particular concern about the scarcity of opportunities for young people. Amongst the relevant proposals of the Commission were, in particular, those on the reform of the European Social Fund, aimed at making the Fund better attuned to the specific problems currently experienced by the Community. This means that it would not only finance training programmes for young people, but would now also intervene in favour of activities which create employment. The President of the Commission hoped that guidelines for action to combat unemployment effectively would emerge from the Tripartite Conference in June: "With your support," said Roy Jenkins, " this can provide an excellent opportunity, at the right moment, to give the renewed impetus that is required... There is now a general recognition that the problems of unemployment we have to face are different in nature from the problems of the past. This you have recognized in your Congress. Its central

message is 'structural changes for full employment'. Your choice goes to the heart of the matter...".

Roy Jenkins made it clear that the Commission was seeking to apply all its powers to precisely the objective of structural action in the Community's economy.

Far-reaching proposals

He discussed the shipbuilding sector, mentioning the negotiations currently under way with non-member countries in the OECD framework - and notably with Japan - to maintain our place in world markets. The internal restructuring of this sector was also under study, he said. Similarly, in the steel sector the Commission had made far reaching proposals to prevent the present recession inflicting needless damage on this industry and its employees. These were just two examples of a far broader design that the new Commission was trying to bring about. This broader action concerned also the Community's Regional Fund, its Social Fund, the European Investment Bank, new borrowing powers in the nuclear energy sector, and further general borrowing powers.

A great deal of administrative red-tape had to be cut out. Administrative formalities must not be allowed to hinder or delay intervention measures in response to particular needs as they arose.

A new system of priorities

This was one point. A second was the establishment of a new system of priorities in the operation of the Social Fund. It must be able to respond to the needs of major industries facing structural crises.

In the case of the Regional Fund also, proposed reforms ought to make it more responsive to the needs of industries or regions where the greatest structural change was called for.

If a major impact was to be made on the problems, the intervention mechanisms would have to undergo some changes.

The Funds must not only provide aid for the redevelopment of economically weak regions and the revival of declining industries. They must also assist those sectors where investment was crucial for our future growth. Here the best example was energy.

Energy-saving

In this field wide-ranging proposals were, he said, being prepared for the production and use of domestic energy sources: Oil, gas, coal, nuclear and geothermal.

The Commission also aimed to make progress in a new energy-saving programme which could have positive effects.

Roy Jenkins stated that the Commission was at present seeking to consider all these means in the light of the problem of structural change in the Community. Proposals would vary depending on the particular situation but

would have the common goal of advancing the course of European integration and achieving greater economic coherence.

At the same time, the industrial and economic policies needed to be complemented by a social policy which responded to individual needs.

Europe exists for its citizens

In conclusion, Roy Jenkins said it would be false to believe the Community institutions remote and bureaucratic, unresponsive to the needs and feelings of the people: "This is not true. But we have to demonstrate it is not. With the first direct elections of the European Parliament approaching next year, intensified tripartite discussions provide an excellent chance for Europe to get in direct contact with its people. We must use this chance.... to make our citizens more aware of the need to find Community-wide solutions to Community-wide problems."

With this address by Roy Jenkins, the Third Assembly had got off to a very good start. The rest of the proceedings - the constructive statements by Arie Groenevelt of the Dutch trade union movement, the European Commissioner and former Dutch Minister Vredeling, the President, Hugh Scanlon, and the various delegates of member organizations, and the clear and unequivocal final resolutions - were to make a most important contribution to the search for solutions to the problems of the present crisis, for ways out of that unemployment situation about which Roy Jenkins said:

"The unemployment of millions of skilled workers is not just an uneconomic use of resources, but a vital human problem to millions of individual families in Europe".

SPEECH BY THE PRESIDENT OF THE INDUSTRIE-BOND NVV, MR ARIE GROENEVELT

Representing the Dutch trade union movement, the President of the Industrie Bond NVV, Arie Groenevelt, told the EMF Assembly in Amsterdam that nationalism was not dead:

"Selfish attitudes continue to be more powerful than the movement towards unity".

As an example he cited the London summit where the major industrialized nations took decisions in the absence of the Europeans;

"With the aim of depriving them of a few more scraps of power" said Groenevelt, who expressed his regret that the amalgamation of the European Communities, ECSC - Euratom - Common Market, had not taken place. It would have opened the way for European unification.

Groenevelt further stated that:

"Metalworkers have a responsibility in this field. We often allow our immediate concerns to overshadow our long-term objectives. We have always said that Europe must not be dominated by the employers, and yet today, what do we see? A Europe directed according to the precepts of economic liberalism and dominated in practice by the employers, for whom the protection of their

own national frontiers is a major concern.

" Europe is not a reality for the European worker, but rather a shadow which threatens him more than it protects him. And the European elections will in no way change this if the real problems are not brought into the open and if these elections fail to lead to real participation in decision-making".

ETUC STATEMENT

After Arie Groenevelt, the Secretary of the European Trade Union Confederation (ETUC), Walter Braun, followed on:

" Trade Unions must endeavour to abandon their traditional weapons, for the traditional problems no longer exist. Instead we are faced with problems caused by the weakness of the system itself. The campaign must be fought through the tripartite conferences, the Free Trade Association (EFTA) and the EEC. The time has come for us to conceive industrial policy in international terms".

STATEMENT BY THE INTERNATIONAL METAL WORKERS FEDERATION (IMF)

The spokesman for the International Metalworkers' Federation (IMF), Mr Thönissen, hoped that trade union organizations would change the present structures in Europe and the world, in order to reform the existing system to obtain greater justice and social equality.

Endemic unemployment must be eliminated

He, too, insisted that:

" Traditional methods are no longer capable of eliminating unemployment. Endemic unemployment must not be allowed to continue indefinitely".

He drew attention to the situation of women particularly in connection with the problems raised by large multi-national companies. He expressed the hope that unions would display the greatest possible unity: "Parochial behaviour on the part of unions harms the interests of the workers".

REPORT BY THE GENERAL SECRETARY OF THE EMF

Evidence of this unity was to be provided in the report of the General Secretary of the EMF, Günther Köpke:

" The economic crisis has not, as the employers were hoping, led to a trade union crisis. They have miscalculated. The unions have shown no weakness under the pressure of unemployment".

His report was intended as a sort of stock-taking. He pinpointed a number of developments for particular attention - not, as he made clear, simply for the record, like holiday snaps, but because - "there are lessons to be learnt and a stimulus for new efforts to be drawn from them".

Günther Köpke reviewed the activities of the EMF in relation to the European institutions and agencies; they were carried out in close cooperation with the ETUC. He reported that there had been no fundamental changes in the decision-making process in the European institutions:

" The European Commission continues to have, in addition to its executive

function, the right of initiative and of making proposals. The European Parliament and the Economic and Social Committee retain their consultative role and the power of decision lies with the Council of Ministers, which often relies on preliminary decisions taken by the Committee of Permanent Representatives...."

In short, nothing had changed. However, there were three important innovations, whose significance for the future Günther Köpke was as yet unable to evaluate. They related to the Economic and Social Committee, the election of the European Parliament in May 1978, and the Commission of the European Communities.

The Economic and Social Committee's right of initiative

In regard to the Economic and Social Committee, Köpke reported that:

"The Economic and Social Committee has acceded to a trade union demand that it should also take the initiative in making known the positions it adopted, without, that is, having been requested to do so by the Commission or the Council of Ministers. This right of initiative - and the greater publicity given to the work of the Committee, in which the British Trade Union representatives, after some hesitation, are now actively cooperating - has given the Economic and Social Committee a new importance. But fundamental reforms as regards the composition and work of the Committee are still essential".

As far as the Commission was concerned, Günther Köpke stressed the new approach being taken by the Commission since January, under the Presidency of Roy Jenkins - whose presence in Amsterdam in itself indicated that contacts between the EMF and the EEC were good:

"The Commission seems to be taking on a new political dimension and its programme now appears to be more closely aligned on the demands of trade union organizations; that is, the fight against unemployment and the development of European policies responsive to the needs of the citizen and worker. It remains to be seen how the ideas of the new President of the Commission will work out in practice".

Non-member countries

In his report, Köpke also mentioned the conclusion of the Lomé Convention with 46 African, Caribbean and Pacific States, providing an unprecedented instrument for development policy in relation to a large number of non-member countries.

It seemed particularly significant to him that the tendency of certain Member States to return to protectionism as a means of overcoming the crisis had been successfully warded off. This had contributed decisively to preventing isolationism or even economic warfare.

However, these gains could not hide the real weaknesses in the internal structure of the Communities:

"Most Governments, preoccupied with their domestic problems, do not have the courage to pursue truly Community policies. They tend to go with the tide, in spite of the fact that they know the problems can only be solved at Community level and not individually".

Under the heading of progress in obtaining the fulfilment of union demands, Günther Köpke cited the European Social Fund's action to assist workers in the shipbuilding industry and Commission proposals moving in the direction desired by the EMF as regards: equal pay and opportunities for migrant workers (suppression of illegal immigration and employment); the approximation of Member States' legislation on mass dismissals; the retention of rights and privileges by workers in the event of mergers, takeovers and amalgamations; equal pay for men and women, etc.

Strikes and lock-outs

On the other hand, Köpke said, as regards the question of strikes and lock-outs, the Commission had adopted an indecisive policy in relation to the prevention of lock-outs. He stressed the negative attitude of employers' organizations as a whole:

" During the economic crisis, in almost all countries we have seen unwillingness on the part of the employers to negotiate with the workers. They have avoided or dragged out negotiations, and even, on occasion, refused to negotiate at all. Only the legitimate agitation of the workers and the pressure of the unions have finally succeeded in wresting concessions from them. On the European plane, where there is not yet the same balance of power between unions and employers as has been achieved at national level, the employers' organizations have shown even greater reticence. Despite the most convincing arguments of the unions and the support of the Commission, it has proved impossible to persuade the employers' organizations to hold regular talks with the EMF with a view to solving problems at European level".

After long negotiations, the Western European Metal Trades Employers' Organization (WEM), had agreed to the "summit" desired by the EMF, which had then taken place in November 1975.

At this summit, the EMF had proposed a number of specific measures intended, in particular, to:

- conquer the psychosis which had seized the workers, who feared for their jobs, the purchasing power of their wages and their future - a fear which the employers must not be allowed to exploit, as this would lead to pressure to increase production, and in turn, to a deterioration in living and working conditions;
- make jobs available and improve vocational training, in order to solve the problem of unemployment amongst young people;
- maintain and increase purchasing power, the fuel on which an economic revival must feed;
- prevent unjustified price increases, so as to halt inflation;
- reform the European Social Fund;
- protect workers in the event of mass dismissals.

Both sides had felt this exchange of views to be a useful beginning but, Köpke added, " the European employers' organizations are only prepared to have regular talks with the unions in those instances where they are obliged to do so by provisions of the Treaties establishing the European Communities. This is the case, for example, in the coal and steel industries, transport, agriculture and fishing".

The democratization of Europe

Looking forward to the 1978 elections, Günther Köpke concluded by saying:

" With the prospect of direct elections to the European Parliament it is the duty of the European trade union movement, and within it the EMF, to join in the electoral contest by drawing up joint union demands. Our task will be to measure the political objectives of the various European party confederations against the trade union objectives of the EMF and the ETUC. Given the common historical origin of the working class, the relationship between the European trade union movement and the Union of Social Democratic Parties in the Community will have a special role to play".

ADDRESS BY THE PRESIDENT, Mr H. SCANLON

The speech by the President, Hugh Scanlon, on "Structural Reforms for full employment" indicated the line which the EMF feels Europe should take in the present crisis. He saw a widespread moral crisis "arousing - especially among young people - constantly broader opposition to a system of production and consumption too often leading to wastage and pollution".

The Yaoundé and Lomé Conventions had, it was true, laid down the basis for relations between the industrialized and the developing world.

But at the same time, he said, although the Community had, despite its weaknesses, gained three new members - Great Britain, Denmark and Ireland - and looked like gaining more soon - Greece and Portugal and possibly, if real democracy developed there, Spain - it had not yet become a reality. Common economic, industrial, regional and social policies were still in their infancy; energy and monetary policies had not even seen the light of day. This, he felt, was really an aberration, since they concerned the very roots of the current crisis.

In his view, unemployment could lead to an extreme deterioration in the situation and to a climate favourable to the development of reactionary and anti-democratic forces. Furthermore, unemployment could create a division within the working class: that is, a division between workers with a job and those without a job, or still looking for their first job.

The situation in Italy is indicative

Hugh Scanlon considered the recent disturbances involving Italian students to be indicative of this:

" That is why our Federation is demanding that priority be given to the re-establishment of full employment and that the right to work be made a reality. We realize that this objective can be achieved only by stages, but we consider that it must be reached by 1980 at the latest".

This, he said, implied the creation of better working conditions. The present situation was due to structural factors rather than to the current economic situation. Certain sectors and certain groups of workers were particularly affected, notably young people, women, migrant workers, elderly workers, unskilled workers and the handicapped.

Hugh Scanlon presented a five-point programme of structural reforms aimed at bringing about full employment:

1. economic growth, with priority given to greater satisfaction of the needs of the community as a whole and improvement in the standard of living;
2. improvement of working conditions, which entails control of the development and application of technical progress, as well as of rationalization measures;
3. a reduction in working hours, in the most varied forms, commensurate with the possibilities open to trade unions in the different countries in the field of collective bargaining;
4. improved vocational training facilities for workers, thus preparing them for the demands made on them as a result of technical innovations;
5. an industrial policy which takes account of future industrial capacity, long-term job security, the particular requirements in different regions and protection of the environment.

Public initiatives

Hugh Scanlon talked of public intervention:

" If private industry is not capable of contributing towards adequate economic growth - both from a qualitative and quantitative point of view - we shall have to consider very seriously putting pressure on our governments to take public initiatives..... including public ownership with public accountability".

Considering the export of work to those countries with low labour costs, Hugh Scanlon described this as a detestable practice. The appeal launched by the poorer countries was, he said, addressed directly to us. He stressed the responsibility we, as citizens of the industrialized countries, bore towards the poorer countries, whose development was dependent on equipment provided by us:

" Unless we look for a solution to these problems together, the conflict between rich and poor, between North and South, can assume a dimension which is much more terrible than anything we have known in the past".

The resolutions adopted in Amsterdam and the remaining speeches made were all marked by a realistic approach.

SPEECH BY MR. H. VREDELING, VICE-PRESIDENT OF THE COMMISSION

In his speech at the EMF assembly Mr. Vredeling, Vice-President of the Commission with responsibility for employment and social affairs, emphasized that the European Commission's first priority in the field of social policy was the employment situation and, in particular, its effects among young people. The new Commission intended, he said, to depart from traditional methods in an attempt to restore a satisfactory employment situation and stimulate the necessary structural changes in the main sectors of the economy.

Cases in point were the steel and textile industries, and also the ship-building industry. He could see no immediate solution to the problems of adaptation currently experienced by this industry. The EMF was demanding,

in a resolution, that the Commission take positive measures to counter the mass redundancies in shipbuilding and its dependent industries. Too many European shipowners were continuing to order too many ships from yards outside Europe, which accentuated the problems.

Mr. Vredeling once again underlined the urgency and extreme importance of the structural changes needed within the metalworking industries.

The development of a forward - looking industrial policy

Already in the past, the Commission had discussed with the two sides of industry its plans for such a policy in relation to the aircraft, data-processing and motor vehicle industries, etc. The employers had been above all interested in the economic aspect of the question, whilst workers' organizations had stressed that any policy introduced must also cover social problems.

There would, he said, very soon be a test case in relation to shipbuilding. At the beginning of July, the Commission would be discussing the problems of this industry; EMF had requested a meeting between the two sides of industry and the Commission to discuss the situation. Together they would take stock of the present problems and examine possible ways (including action at Community level) of resolving the crisis.

The Commission was still awaiting the agreement of the employers, but believed that it would be forthcoming and that it would be possible to hold the meeting before the end of the month.

DEBATE ON THE ADDRESS BY THE PRESIDENT OF THE EMF, MR. H. SCANLON

Particularly worthy of note in the discussion on the address given by the President, Hugh Scanlon, entitled "Structural reforms for full employment", were certain speeches in which a contribution to the search for solutions was made.

For instance, Fernand De Coster, General Secretary of the CMB (Belgium) highlighted the problem of the reduction of working hours in Belgium, which is at present under discussion there:

" The reduction of working hours is a matter of fundamental disagreement between the employers and the unions. In the Belgian metal products industry, 28.000 jobs have been lost in the present crisis, between the third quarter of 1974 and the fourth quarter of 1976. This decline in the labour-force did, it is true, coincide with the appearance of the economic crisis, but it seems to be mainly the result of a lack of growth. The level of production - except in the motor vehicle sector - is the same today as in 1973 and 1974, which were boom years. Unfortunately, these very boom years led to over-equipment in the industry and as a result, because the expected growth did not materialize, it is now rationalizing feverishly.

" What originally was a cyclical problem has become a structural problem leading to closures and mass redundancies".

De Coster pointed out that, while the effects might be most obvious in the case of companies forced to close down, they were no less significant in multinationals operating on a world-wide scale. The present process of rationalization did not, he said, only involve a reorganization of work; it also aimed to exploit the considerable technological advances achieved in the last few years, whose consequences for employment had recently been

pointed out by the Committee on the Engineering Industries (Commission des Industries mécaniques) at its meeting last april in Geneva.

Mr Jean Doyen (CCMB) made the point that the economic crisis had already been going on for three years and yet "the worst is perhaps still to come". This, he felt, justified the call for structural reforms to achieve full employment:

" The capitalist system must be called to account. As a move towards the reform of society, the workers must participate fully. According to rumours circulating in the EEC, we must expect a loss of 100 thousand jobs in the iron and steel industry. The restructuring of this industry will require an investment of 7.500 million European Units. If this restructuring takes place, it must not be at the expense of the workers - thousands of millions to restructure undertakings and a tiny fraction of that sum to deal with social problems. Compensation must be provided for the loss of jobs. The Social Fund must take action to aid workers made redundant and provide special assistance to finance long-term tideover allowance".

Mr Jacques Chérèque, General Secretary of the CFDT (France) described Europe - "the largest market in the world" - as " a giant with feet of clay":

" Growth is taking place at the expense of independence. Some countries may be doing better than others, but workers everywhere are in the same boat. What is needed is a new kind of relationship between capital and labour. We must set up a democratic socialist society. Though must not be prevented from undertakings modernizing, dismisses without the provision of alternative, equivalent employment must not be allowed. Employers must not be permitted to do exactly as they like in an attempt to re-establish profit levels without guaranteeing jobs".

Mr Chérèque stated that the CFDT was closely concerned by the correct nuclear power controversy.

" Nuclear power requires less labour on account of its vast scale. Large turbines can be built in half the man-hours required for small ones (given the same total power output). The development of nuclear energy would cause a further deterioration in working conditions and tend to limit freedom at work. By making better use of energy resources, on the other hand, one could in many cases create additional jobs. For instance, if the French Government carried out an energy-saving programme it could, by 1985, create 40.000 new jobs and save 45 million tonnes of petroleum equivalent".

Franco Bentivogli, Secretary of the FLM (Italy) spoke along similar lines. He ranged widely in his discussion of this theme, stressing, in particular, working conditions and the worker's position in society - his living conditions and social rights.

Paul Boisgard, Secretary of the FOM (France) was totally opposed to the economic and social policy of the French Government, which placed too much reliance on economic liberalism:

" We also condemn the indecisive attitude it has shown when it comes to breaking the barrier to European solutions, which alone, are capable of dealing with the employment crisis".

Other speeches could be mentioned too: that of Mr Breakell (UK), who felt that the future lay in nuclear power, or that of Mr S. Møller of Dansk

Metal, who came out against protectionism in any shape or form.

The outcome of these deliberations was a series of resolutions.

These resolutions come under three main headings: employment and labour policy; European policy; industrial, regional and environmental policies.

GENERAL RESOLUTION A

EMPLOYMENT AND LABOUR POLICY

The right to work

1. The right to work is an inalienable human right. Work is the basis of all participation in political, economic, social and cultural life. Any society which fails to give all its members who are fit to work the chance to earn a decent living by the fruits of their labour will ultimately destroy itself.
2. Society and the economy are not subject to the laws of nature: they result from human actions. Their structure and future depend, therefore, on economic and political decisions and objectives.
3. The unemployment situation in Western Europe is not solely due to cyclical factors. On the contrary, what we are facing is essentially long-term structural unemployment.

The situation is particularly serious in certain peripheral and economically weak regions, in industrial sectors which have undergone far-reaching changes and among certain groups of workers, notably young people, women, migrant workers, the elderly, the unskilled and the handicapped.

4. During the last few years, the industrialized nations of the West have experienced the most serious economic crisis since the thirties. In the European Community alone there are 6 million unemployed, in addition to extensive short-time working and concealed unemployment.

The fundamental causes of the world-wide economic depression lie, in the final analysis, in the inability of the capitalist system to escape from this crisis of its own making by methods which had earlier proved effective.

5. Existing economic systems do not correspond to the democratic and progressive nature of the political systems. Employers' decisions often determine the fate of whole towns and even regions and can sometimes constitute a threat to the workers' very existence.

Therefore, economic decision-making must not remain the prerogative of employers, trusts and multinational companies, whose decisions are motivated exclusively by their own interests; that is, the maximization of profits.

The European Metalworkers' Federation is resolutely opposed to the subjection of the interest of the majority of the population to the employers' expediency. The employers' argument that increased profits lead to increased investment, and therefore to more jobs, has in recent years been shown to be manifestly untrue.

6. The trade unions are not prepared to accept the present situation of massive unemployment. In economic terms, it is a waste, in social terms a disgrace, in political terms a danger, and in human terms a tragedy.

Not even the most comprehensive social security network - unemployment benefits, compensatory allowances for short-time working etc. - can silence the debate of this problem. It is not a question of paying the unemployed, but of eliminating unemployment.

Unemployment can lead:

- to a materially and psychologically intolerable situation for those who have been without work for a prolonged period and to the social depreciation of the unemployed;
- to deterioration in the working conditions of those who have jobs;
- to a reduction in the workers' will to fight within the undertaking and when disputes arise concerning collective agreements;
- to a division between workers who have a job and those who have not;
- to financial burdens on the public purse, the consequences of which can be serious;
- to the development of reactionary and anti-democratic forces.

Full employment in 1980

7. The European Metalworkers' Federation (EMF) and all its affiliated organizations demand that priority be given to the re-establishment of full employment and that the right to work be made a reality.

The EMF realizes that this objective can be achieved in Western Europe only by stages, but considers that it must be reached by 1980 at the latest.

The struggle against unemployment and for job security must be priority tasks for the European Community and each of the Member States.

A full employment policy implies creation of better working conditions.

The re-establishment of full employment is, at the present time, the most urgent prerequisite for the humanization of society.

8. If this objective is to be attained, employers and politicians must not be allowed to escape their responsibilities. The unions are ready to support any economic measure which would help to bring about full employment. To this end, they will support all progressive forces both within the individual Member States and at Community level.
9. The fight against unemployment will not succeed if it is conducted by conservative governments which are aligned with the conservative forces in the economy and thus have an interest in maintaining a certain level of unemployment, to allow them in the long term to weaken the unions.

Similarly doomed to failure are the efforts of those who believe that existing economic systems are capable, through their own dynamism, of finding solutions for the crisis automatically and, merely by the application of cyclical measures, of bringing about an economic revival which would itself eliminate unemployment.

The objectives and the structural reforms necessary to attain full employment

10. With a view to re-establishing full employment and guaranteeing job security, which must be the prime objectives of any economic policy at the present time, the EMF calls for structural reforms.

The fight against unemployment implies not merely that jobs at present in danger must be saved and made secure, but above all that new jobs must be created. To this end, we must take stock of all the means available up till now and of the possible ways of filling in the gaps using new, effective instruments. At the same time, economic, industrial, regional, labour and social policies must be coordinated with each other and directed towards the attainment of full employment. Therefore, only those investments should be considered which contribute to the preservation and creation of jobs. This must become a central element in future industrial policy. Private investment should only receive State aid where it either secures existing jobs or creates new jobs, and then only on condition that the unions have a right to oversee the use of subsidies granted from public funds.

The EMF is resolutely opposed to the present strategy of the employers, who are using State investment aid, tax concessions, etc. ruthlessly to eliminate millions of jobs in an attempt to stabilize profits, instead of ensuring that existing jobs are preserved and new ones created.

11. An active employment policy must be pursued through the implementation of a programme of measures which take account of the present situation and likely structural development of the economy and of technology. With this in mind, the EMF declares itself in favour:
- of economic growth, with priority given to greater satisfaction of the needs of the community as a whole and an improvement in the quality of life for all;
 - of action to improve working conditions, which entails control of the development and application of technical progress, as well as of rationalization measures and their application;
 - of a reduction in working hours, in the most varied forms, commensurate with the possibilities open to trade unions in the different countries in the field of collective bargaining;
 - of improved vocational training facilities for workers, thus preparing them for the demands made on them at their place of work as a result of technical innovations and new production techniques.

A policy of planned economic growth

12. The seventies saw a slower general economic growth than the two preceding decades, as saturation points have been reached in some countries in the field of durable consumer goods and exports are no longer sufficient to ensure outlets for production. A more equitable distribution of incomes is therefore a major prerequisite for balanced and sustained growth.

If private industry fails and shows itself incapable of contributing towards adequate economic growth - both from a qualitative and quantitative point of view - then public initiatives must be taken and consideration must be given to other ways of organizing industry, ranging as far as nationalization.

A reconversion of the economy and industrial production in the sense of

expanding the services sector, which is of enormous social utility, would not only lead to the creation of new jobs, it would also satisfy the wish of our populations to improve the quality of life. In the fields of health, care for the elderly, education and training, protection of the environment - in particular the elimination of pollution - and the improvement of transport systems, there are many and varied opportunities for the creation of new jobs, the costs of which should be borne by the community as a whole.

Controlled technological progress

13. The trade unions are in favour of the application of technological progress, provided it is controlled in such a way that it does not adversely affect workers or social progress. Changes in production techniques and in the organization of work must not be carried out with the sole aim of reducing costs, but rather must lead to improvements in living and working conditions. We cannot accept rationalization measures which entail an increased work load (e.g. faster rates of work). This leads to excessive expenditure of physical and nervous energy, the costs of which (sickness and premature unfitness for work) have to be borne both by the individual worker and by the society as a whole. The unions are against all forms of pressure to increase the rhythm of work or yield.

The unions are only prepared to support rationalization measures in those cases where they contribute to the improvement of living and working conditions.

The reduction of working hours

14. Since they were first formed, the unions have been fighting, with success, for a reduction in the working week. The introduction of the 40-hour week and four weeks' minimum annual holiday were considerable improvements. In many countries other improvements have been obtained, and in a few, such as Sweden, they have started to advance in new directions.

In all countries, unions have been calling for a reduction in the working week, in order to safeguard the health of the workers, provide them with more leisure time, give them opportunity to undertake training courses and give them more time to devote to their families and to social activities.

The reduction of working hours, in whatever form, could also make a significant contribution to reducing unemployment. Among feasible possibilities are:

- a reduction in the length of working life, through extended training of young people before they start to work and a general lowering of the retirement age to 60 years;
- a reduction in the working year by means of longer annual holidays and additional time off to attend training courses;
- a reduction in weekly and daily working hours, with maintenance of full wages, particularly for shift work and work paid for on a basis of output;
- a restriction on overtime and special shift work. Where overtime is unavoidable it should be compensated by time off, to keep the normal working week.

Pursuant to their respective responsibilities in the various countries, we call on Governments to legislate and unions to utilise the instrument of collective bargaining to bring about a general reduction in working hours.

The financial problems which this would cause do not appear insuperable when compared with the thousands of millions paid out by governments in unemployment benefits.

Improvements in labour policy

15. The traditional instruments of labour policy need to be supplemented. Settling-in allowances, mobility subsidies and transition allowances are important, but these by themselves are not enough.

True job mobility means that the worker, having received sound theoretical and practical training, can choose between several jobs, and also that he will be able to adapt to future technological and structural changes without social and vocational downgrading.

In the present economic crisis it has been above all the relatively unskilled workers who have lost their jobs, and within this group, mainly women, young people and foreign workers.

The automation of data-processing by individual company-operated computers and developments in the field of computer-based construction and automatic document handling will radically change the pattern of work not only on the shop floor but also for millions of office workers and Government-employees.

The EMF therefore calls on Governments to take the necessary measures while there is still time to prevent future technologically based unemployment from affecting large numbers of workers. It also calls on its affiliated organizations to carry on a coordinated campaign, using the possibilities available to them in the collective bargaining process, against the downgrading of jobs within undertakings and, in relation to the organization of work, to demand the application of certain standards as regards training, workloads, length of holidays, possibilities for personal development, variety of work and opportunities for human contact at work.

The EMF calls on employers and Governments to provide an adequate number of training centres for young people, so as to reduce the particularly dangerous phenomenon of unemployment and disappointed hopes amongst the young.

The EMF calls on Governments to put into practice the principle of equality between men and women - equal access to training centres, equal opportunities for advancement, and equal treatment at work. The EMF urges its affiliated organizations to introduce into their programmes demands aiming at equal treatment for male and female workers with dependent relatives, particularly as regards leave on family grounds.

The EMF notes that foreign workers' right to freedom of movement amounts in many cases to no more than an obligation to emigrate. Immigration from non-member States - especially in major industrial centres - must be controlled according to local economic and social absorption capacities.

The EMF demands that foreign workers and national workers be treated equally.

Role and tasks of the European Communities

16. As the metallurgical industries are the major sector of industry and hold a key position in the economy as a whole, the EMF and its affiliated organizations are conscious of the decisive role falling to the metalworkers' unions in the fight against unemployment.

The EMF pledges itself to fight for the re-establishment of full employment, together with the International Metal Workers' Federation (IMF) at world level and the European Trade Union Confederation (ETUC) at European level.

By itself, no one government is in a position to attain this goal. International coordination is essential and, indeed, urgently required. The economic "summit" of the representatives of the major industrialized nations marked a beginning. As the largest trading block in the world, the European Community has a special importance.

The EMF unreservedly supports the ETUC in its desire to obtain from the Governments and employers, on the occasion of the next tripartite conference on employment, a firm commitment to attain the objective of full employment by 1980.

The EMF appeals to the Commission of the European Communities without delay to develop a comprehensive employment policy and to act on this policy. The EMF calls on the Commission to direct existing activities and institutions, such as the Standing Committee on Employment, the Committee of the European Social Fund, the European Centre for the Development of Vocational Training, the European Foundation for the improvement of living conditions, and the Advisory Committee on Safety, Hygiene and Health at work, more closely towards the interests of the workers, so that their hopes of seeing a genuinely "social" Europe can be translated into reality.

European social policy, which has up to now largely confined itself to responding to problems posed by the employment situation and other aspects of working life in the European Community, must become a truly active employment policy, looking towards the future. The coordination of the various European Funds and the reform of the Social Fund are steps in the right direction, but they are far from being sufficient.

The EMF requests the Commission to study the effects of the technological and structural changes in certain sectors of European industry on employment and the organization of work. It also calls on the Commission in the future not to adopt any industrial policy without first having laid down a corresponding employment and labour policy.

The EMF commends and supports the efforts so far undertaken by the Commission to improve, through Directives to the Member States, provisions for the protection of workers in the event of mass dismissals, individual dismissals or mergers of undertakings.

GENERAL RESOLUTION B

EUROPEAN POLICY

1. In the course of the past twenty years, movement towards European integration has been confined almost exclusively to the economic field. In practice, the development of the European Community is mainly determined by the interests of the economy, which is becoming increasingly international in nature.
2. For several years the movement towards the unification of Europe has been suffering from a lack of drive. In addition there is now a kind of mental paralysis, not only amongst the populations as a whole but also in the minds of political leaders. All countries have been affected by unemployment and inflation. European integration is also being hindered by the fact that the crisis has been much more serious in some countries than in others.
3. In this situation, most Governments are so preoccupied with their own problems that they rarely muster up the necessary courage to develop truly Community policies. They are aware that these problems cannot be solved by purely national action and that a Community approach is needed; unfortunately, however when it comes to translating this into practice, they move very hesitantly.
4. The crisis of the last few years has shaken the very foundations of the European Community, which has been faced with an increasing threat of disintegration. The activities of the Community have, therefore, been largely directed towards holding ground already gained, rather than towards attempting to make further progress in developing common policies and strengthening the Community's institutional structure to enable these policies to be effectively implemented.
5. This development is filled with danger. However, it presents both a challenge and an opportunity for the Community to prove itself. The prime objective of the Commission must be to persuade the Governments of all Member States to adopt common economic and employment policies aimed at the re-establishment of full employment by 1980. A successful Community policy in this area would make it possible for workers to believe in a European social policy and would provide tangible proof that it is possible to make progress along the route to economic and monetary integration.
6. The lack of a Community policy for research and technology, and of a Community industrial and energy policy, is a very serious matter for the highly industrialized countries of Europe, calling into question the whole future of the European Communities. It is also a problem which, in the long term, could affect job security.

Jointly with the ETUC, the organizations affiliated to the EMF urge the Commission and the Council of Ministers to recognize the long-term importance of common policies, especially in these fields, and to set aside considerations of prestige and selfish national attitudes.

7. The workers and peoples of the nascent democracies in southern Europe look to our Community for an example; they have placed their hopes in Europe. It would be a betrayal of the basic goal of European unification

if these countries were to be kept out. Their weaker economies and individual economic difficulties are no reason for their exclusion from the European Communities. Being a community means both giving and taking. If these nascent democracies are to be strengthened, then we must be ready to give. Only if all the Member States are prepared, at the same time as pursuing their legitimate national interests, to make sacrifices for others, will Europe grow stronger and be able to overcome the present problems without long-term ill effects. The workers, citizens and democrats of Europe must not only seek to preserve what has been gained up to now; rather, the aim must be to resolve the structural and social problems being felt in all regions of Europe.

8. The EMF and its affiliated organizations greet the Lomé Convention as a genuine step towards close cooperation with a large number of developing nations. It considers this agreement to be unprecedented in the annals of international relations.

The EMF will work in close liaison with the International Metalworkers' Federation (IMF) as regards the application of the Lomé Convention in practice and will keep a close watch on its repercussions for workers in the metalworking industry. It will also take an active part in solving problems stemming from the North-South Dialogue and the Euro-Arab Dialogue.

9. The EMF regards the election of the European Parliament by direct suffrage starting in 1978 as a step towards providing a more democratic basis for European policies.

For the first time, the citizens of the Community will have the opportunity to express their political will through parties which have formed themselves into European confederations. Thus, the possibility at last exists of building Europe with the democratic participation of its people.

In collaboration with the European Trade Union Confederation (ETUC), the EMF will maintain its autonomy vis-à-vis the European confederations, without, however, remaining neutral. It will develop links with all democratic and progressive political forces represented in the European Parliament.

The EMF will judge the electoral platforms and programmes of the European party confederations in terms of its own demands and objectives on matters of trade union policy and it intends to adopt strict criteria in this respect.

10. The EMF once again declares itself ready to share in the construction of a democratic and social Europe, with the active participation of the workers and their unions, and to this end it supports the policy of the European Trade Union Confederation (ETUC).

GENERAL RESOLUTION C

INDUSTRIAL, REGIONAL AND ENVIRONMENTAL POLICY

Structural changes in industry

1. West European industry is caught up in a process of structural change which, in the present economic crisis, is having particularly serious effects on the employment situation.

Few governments have up to now succeeded in developing, in their own countries, an industrial policy which takes into account at the same time the future production capacity of industry, the need to provide long-term job security, the particular development needs of the various regions, and the protection of the environment.

At the present time, a common industrial policy at the level of the European Communities exists only for certain sub-sectors. Moves towards a more comprehensive policy are only in their infancy. Common policies are generally only evolved after it has become clear that a particular industry is making no progress in the Member States, which are no longer in a position to solve their structural problems by themselves.

2. And yet, a Community industrial policy is all the more urgently needed in that structural changes are taking place at an increasing rate, both nationally and internationally; such a policy is vital to Europe's position in the world, especially in relation to the major industrial powers.
3. Three factors are characteristic of the current structural transformations: rising raw materials prices, the transfer of production to low-wage countries, and a tendency towards market saturation for certain products.
4. These structural changes are accompanied by an acceleration of the concentration process, the restriction of competition, the accentuation of regional and sectoral imbalances and a reduction in the number of jobs.

In major sectors of the metalworking industry, a strong trend towards concentration can be seen, the aim of which is to form a small number of industrial groups international in scale. This is happening in the electrical industry, the motor vehicle industry, ship-building, iron and steel, the engineering industry and other sectors. Small and medium-sized companies are generally left with choice between specializing and remaining independent, or becoming subcontractors dependent on larger groups. They are thus becoming increasingly subordinate to large combines. At the same time, the importance of multinational groups is growing.

Strategy for an active industrial policy

5. In view of these developments, the EMF demands the implementation of an active industrial policy, which must be based on plans laying out the path to be followed by the economy as a whole over a period of years. These plans must include precise growth objectives for the various sectors of industry, based on estimates of both requirements and demand. They must also include a policy for sectoral and regional structures, and provisions for investment control.

These demands for development plans, a structural policy, and investment control stem from the fact that decisions about investments in undertakings, both at national and Community level, may be wrong if they are uncoordinated. Everywhere the public authorities are taking political decisions about the control of investments. This control should aim to limit, in the long term, the risks and mistakes resulting from investment decisions taken by private bodies. With this in mind, the EMF is calling on Governments and the European Communities to ensure that industrial policy is coordinated at a European level.

Measures to be taken for a Community industrial policy.

6. With a view to the development of a Community industrial policy, the EMF calls for:

- concentration on branches with a high medium- and long-term growth potential, which can be considered as the industries of the future, in view of their high degree of technological development and the high level of training they require of their workers;
- the promotion of research and development, the results of which must be made accessible to small and medium-sized undertakings as well;
- increased investment in the public sector, which is of great utility to society as a whole - in, for instance, transport, communications, health, education and training;
- the development of new industries aimed at improving the protection of the environment;
- improved information through the development of sectoral statistics;
- an ongoing study of employment structures, their development and the outlook for the various sectors of industry;
- the preparation of regional and sectoral forecasts;
- the creation of registration offices for large-scale investments, so that situations where over-capacity or under-capacity is liable to develop can be recognized in good time;
- the concentration of available financial resources on a few industries only, to avoid spreading them too thinly;
- the establishment of criteria and conditions for the granting of investment aid: environmental protection measures, improvement of working conditions, creation and preservation of jobs, etc;
- the creation of joint advising committees, with the task of giving opinions and proposing guidelines to the authorities in relation to planning and decision making;
- regular monitoring of the use of subsidies granted and their effectiveness;
- serious efforts to humanize working conditions and transform the organization of work;
- the improvement of facilities for the vocational training of workers;
- more extensive rights for workers and unions at plant level.

7. The provisions of the ECSC Treaty could be taken as the starting point for a future European industrial policy. Taken as a whole, the instruments created by this Treaty aim to limit production risks by estimating

requirements in advance. By means of an official system of investment notification, the European Commission tries to ensure that potential production matches potential sales. Basing its conclusions on the information thus obtained and taking into account the social aspects of employment policy, the Commission delivers its opinion on all important investment projects. In the event of its assessment being negative, neither the Commission nor the European Investment Bank will grant the funds needed for the planned investments. In the case of mergers or takeovers of undertakings, the Commission can impose certain obligations, including stipulations in the interests of the workers. So as to provide guidelines for the undertakings, it also regularly draws up consumption and production programmes for steel. In addition to these activities, investigations into the possibility of creating new jobs for redundant workers and studies of living and working conditions for workers in the iron and steel industry are carried out.

The EMF calls on the Commission and the Council to establish similar arrangements aimed at a Community industrial policy in certain major sectors of the metalworking industry, e.g. shipbuilding, data-processing, and the aerospace, motor vehicle and the heavy electrical generating equipment industries.

8. In developing an industrial policy linked to the distribution of State aid, all aspects must be covered - development, finance, production, marketing and, where necessary, maintenance, so as to reduce to a minimum the risks for both workers and tax-payers. Therefore, it is vital that industrial policies be developed which cover not only the development and manufacture of products, but also their sale and, where necessary, after-sales service.

Industrial policy and employment policy

9. Industrial policy must be coupled with a dynamic and far-sighted employment policy. For an effective employment policy for the various branches of industry, the employment situation, current developments and future prospects must be analysed regularly and in good time. To this end, it is vital that studies be carried out of employment structures, working conditions, and systems of basic and advanced vocational training for employees. On the basis of these studies, the consequences of industrial policy for future job prospects must then be considered, an appropriate labour policy adopted and suitable action programmes worked out.

Protectionism is no answer

10. In the view of the EMF, protectionist measures are no answer to the problems of those European industries which are in difficulty as a result of the economic crisis. Since Europe needs to have access to foreign markets, it cannot close its frontiers. For this reason the EMF is fundamentally opposed to protectionist measures of any sort. It may, however, be helpful, in relation to the restructuring of certain branches of industry or the introduction of particular industrial policies, to have recourse to protectionist measures temporarily, with the consent of the European Communities. In the event of such measures being unavoidable, they should be limited in duration, and should always be directed towards a new concept of international trade relations.

Industrial policy and regional policy

11. The EMF considers that a far-sighted industrial policy must be coupled with active regional and environmental policies. Within the European Communities, there are considerable differences between rural areas and highly urbanized industrial areas. Moreover, the earnings of workers in the most prosperous regions of the Community are almost five times those of workers in the poorest regions. It must, however, be added that as a result of the increasing stress of urban life and its ill effects on health, life in large industrial centres is despite higher incomes beginning to seem less and less attractive.

12. The efforts made by the Community in the field of regional policy are undoubtedly to be welcomed, but they are nevertheless insufficient in view of the fact that the measures so far implemented do not extend beyond emergency aid for extreme cases.

In the first place, the financial resources at the disposal of the European Regional Development Fund are totally inadequate. Secondly, the political conception on which European regional policy is based also leaves something to be desired. Thirdly, European regional policy is subject to cumbersome and complicated voting procedures. Fourthly, financial aid is spread so thinly that it is impossible to influence and improve regional structures systematically and effectively. Finally, it should be added that there is a lack of coordination between the various Community funds.

13. If regional policy is to achieve even limited success, then it is essential that Community practice in this field be drastically changed.

The EMF demands in particular:

- that the planning of regional development be coordinated and combined with a sectoral approach;
- that regional policy measures be geared to the number and qualification of persons who are out of work or whose jobs are jeopardized.
- that the granting of subsidies under regional development policies be made dependent on conditions relating to long-term job security, the diversification of industry in the various regions, arrangements for the protection of the environment, and the creation of more humane working conditions.

Industrial policy and the protection of the environment

14. With the aim of improving the quality of life, environmental conditions and living conditions in general, not only for factory workers but also for the population as a whole, the EMF calls on the European Communities and all Member States and European employers to take the necessary steps to create a more stringent and coherent environmental policy. The best environmental protection policy is to avoid environmental damage from the outset, instead of having to combat its effects afterwards.

The EMF is of the opinion that there is a need to promote and encourage research in this field, which will lead to the creation of new industries and jobs. It also believes that the expense incurred in preventing, and where necessary eliminating, environmental damage should be borne by those who cause it. National programmes in this field should be coordinated and harmonized at community level.

15. The EMF demands specific environmental protection measures in certain

industries such as:

- in the shipbuilding industry separate ballast tanks should be built into all tankers to prevent pollution of the seas by oil, and tanker bulkheads should be strengthened to improve shock resistance in the event of accidents, such as collision or grounding.

The application of these two measures world-wide would contribute to reducing marine oil pollution, which is extremely expensive to eliminate after the fact, and would at the same time improve the employment situation in shipyards;

- in the nuclear industry: studies of the desirability of continuing to build nuclear power stations, further efforts in developing non-nuclear energy sources, greater efforts in the field of safety techniques, intensified action to resolve the problem of disposing of radio-active wastes, participation by the population at large in planning and choosing sites for nuclear power stations.

Problems of job security and ecological constraints make it imperative to subject the development of this energy source to democratic control.

Specific protective measures in relation to waste gases and noise are also necessary in other branches of the metal industry, such as the motor vehicle and aerospace sectors. Similarly, in the iron and steel industry and the non-ferrous metals industry, measures are needed to counteract atmospheric pollution.

16. With a view to improving the living and working conditions of factory workers, the EMF demands better health protection; dangerous products such as asbestos must be prohibited as a matter of priority. The EMF also calls for humanization in the organization of work and the strengthening of workers' and unions' right to representation and control at plant level. The EMF has set out its basic policy on this matter in its statement entitled "Trade union goals and demands for the humanization of work".
17. In its memoranda on the shipbuilding industry in Europe and the aeronautics and aerospace industry in Europe, the EMF has set out its ideas and views on the specific problems of these industries. It intends to draw up similar common positions for other branches of the metal industry.

In collaboration with the International Metal Workers' Federation (IMF), at international level, and the European Trade Union Confederation (ETUC) at European level, the EMF will fight for the achievement of these objectives and for the implementation of the measures called for in relation to industrial policy, regional policy and environment policy.

RESOLUTION ON

THE SHIPBUILDING INDUSTRY

In view of the present crisis in the European shipbuilding industry, the EMF demands that the Commission take positive measures to avoid massive redundancies in shipbuilding and its dependent industries.

Too many European shipowners are still ordering too many ships from yards outside Europe, which aggravates the problems.

The EMF must maintain the pressure it is already exerting on the Commission, basing its demands on the memorandum drawn up by the EMF shipbuilding committee.

ANNEXES

STRUCTURE, TASKS AND OBJECTIVES OF THE EMF

The European Metalworkers' Federation (EMF) at present represents 6.7 million metalworkers in the nine Member States of the European Communities, Sweden and Norway.

I. Establishment of the EMF

On 29 and 30 June 1971, the delegates of eight metalworkers unions with a total of 3.1 million members in the EEC decided to set up the European Metalworkers' Federation (EMF) in the Community.

Thus, the European Committee of Metal Workers' Unions (Metal Committee), created in 1963, became the European Metalworkers Federation.

When the Metal Committee was formed, its structure was only fixed in very general terms. It had been decided to dispense with a statute so as to be able to proceed initially along pragmatic lines, gather experience and allow the Committee to develop in its own way.

However, in the course of time, the need for a statute became more and more apparent: tasks had broadened in scope and become more complex, the field of activity had grown considerably and it was often necessary to take decisions rapidly in the name of the European Metal Committee.

Thanks to the unanimous adoption of the Statute at the First General Assembly of the EMF, the European Metal Workers' Federation acquired a firm foundation and a fixed structure.

II. Expansion of the EMF

In the wake of the negotiations on the applications of Great Britain, Norway, Denmark and Ireland to join the EEC, the relations between the EMF (Metal Committee) and the British and Scandinavian Metal Working Unions became much closer after 1970. This led to the British and Scandinavian Metal Working Unions joining the EMF in 1973.

Following the affiliation in autumn 1974 of the Christian metalworkers' unions of the Benelux countries and, in January 1975, of the FLM - the Federation of Italian Metalworkers' unions which unites the FIM-CISL, the UILM (already members of the EMF) and the FIOM-CGIL - the European Metal Workers Federation come to represent 6.2 millions trade unionists in the metalworking industries in the nine Member States of the European Community and the Scandinavian countries.

This represented around 85 to 90% of all unionized white-collar and blue-collar workers in the metalworking industries of the eleven countries mentioned.

At its meeting of 9 and 10 June 1975 in Dublin, the Executive Committee of the EMF approved the admission of the clandestine Spanish Unions UGT and USO, the Basque Union STV and the Greek Federation of Metalworkers as associate members.

III. Structure and operation of the EMF

The EMF unites the metalworkers' unions in the European Community with a view to accomplishing specific tasks. It is an autonomous organization.

The EMF is a member of the European Trade Union Confederation (ETUC) and works in close cooperation with the International Metalworkers' Federation (IMF).

The activity of the EMF is financed by contributions from the affiliated organizations calculated on the basis of their membership figures.

Initially, the EMF comprised 29 metalworkers' unions in the nine Member States of the European Community, Sweden, Norway and Finland.

The EMF Statute provides for four bodies:

- General Assembly
- Executive Committee
- Secretariat
- Auditing Committee

The General Assembly is the supreme body. It comprises delegates of all the organizations affiliated to the EMF. Each organization nominates at least four representatives and further delegates in accordance with its membership figures.

The first General Assembly of the EMF was held in Brussels in June 1971; the second was held in Frankfurt/Main in October 1974 and the third in Amsterdam on 17 and 18 May 1977.

The General Assembly, which meets every three years, determines policy and elects the members of the Executive Committee and the President and the Secretaries of the EMF. It decides on the admission of new organizations, the exclusion of existing affiliates or changes in the Statute.

The General Assembly endeavours, if possible, to reach unanimity. Decisions are taken by two-thirds majority.

The Executive Committee acts as the policy-making body between two General Assemblies. It is composed of representatives of the affiliated organizations

President of the EMF	Hugh SCANLON
General Secretary of the EMF	Günter KÖPKE
Assistant General Secretary of the EMF	Hubert THIERRON

The Executive Committee meets at least three times a year. It tries, if possible, to reach unanimity. Decisions are taken by a two-thirds majority. Proposals which do not obtain a two-thirds majority, but do obtain a simple majority, must, at the request of any member of the Committee, be raised again at the next meeting of the Executive Committee.

The General Secretary heads the Secretariat, submits proposals to the Executive Committee and carries out all the tasks entrusted to him by the General Assembly and the Executive Committee.

The Auditing Committee is composed of three Members appointed by the Executive Committee. It examines the accounts submitted by the EMF Secretariat every six months, and makes a final report on the financial situation to the Executive Committee once a year.

IV. Purpose and objectives of the EMF

The purpose and objectives of the EMF are laid down in the Statute of the EMF, the resolutions of the first and second General Assemblies of the EMF, and in its action programme.

During the last few years, the EMF has concentrated its activity above all on three main tasks:

- closer cooperation and coordination between trade unions;
- representation of workers' interests in European Community policies;
- talks, consultations and negotiations with employers' organizations at European level and with the management of multinational companies in the EEC.

Cooperation and coordination between the affiliated organizations have developed mainly in connection with major national collective bargaining negotiations and have manifested themselves in practical demonstrations of solidarity.

The second main task of the EMF has been to represent workers' interests in relation to the policies of the European Community, especially vis-à-vis the Commission in the fields of social and employment policy and industrial policy. At briefing sessions and consultation meetings, through regular contacts with the departments of the European Commission and by means of joint statements of union policy, the EMF has succeeded in making itself heard and gaining influence.

The third main task of the EMF lies in preparing and organizing discussions, consultations and negotiations with the employers' organizations in the individual branches of the EEC metal industry (e.g., shipbuilding) and with the management of multinational companies in the EEC.

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Country	Organization	Surname and forenames of the President and/or General Secretary, or the Secretary responsible for European or international affairs	Full Address	Membership
D	IG Metall	Eugen LODERER	Industriegewerkschaft Metall Postfach 3304 D 6000 FRANKFURT AM MAIN Tel. 26471	2 500 000
B	C M B	Roger VANDEPERRE	Centrale des Métallurgistes de Belgique rue J. Jordaens, 17 B 1050 BRUXELLES Tel. 647 83 14 - 15	160 000
	C C M B	Gérard HEIREMANS	Centrale Chrétienne des Métallurgistes de Belgique rue de Heembeek, 127 B 1120 BRUXELLES Tel. 215 88 40	160 000
F	F O M	Bernard MOURGUES	Fédération Confédérée F.O. de la Métallurgie rue Vergniaud, 60 F 75640 PARIS CEDEX 13 Tel. 580 22 96	50 000
	FGM/CFDT	Jacques CHEREQUE	Fédération Générale de la Métallurgie rue Mayran, 5 F 75009 PARIS Tel. 878 14 50	120 000

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			86 25 10		
		M. CASTEGNARO	Fédération des Ouvriers	13 000	
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			Postbus 8256	53 000	
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			Tel. 33 41 42		
			Postbus 400	35 000	
		C. VAN DIJK	NL UTRECHT		
			Tel. 44 22 55		
DK	Dansk Metal	P. ANDERSEN	Dansk Metalarbejderforbund	115 000	
			Nyropsgade, 38		
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			Tel.		

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DK	Centralorganis.	Ch. HANSEN	Centralorganisation of Metalworkers Nyrøpsgade 30, 3die sal. DK 1602 KØBENHAVN V Tel. 15 12 66	85 000
N	Norsk Jern-og Metal	L. SKYTØEN	Norsk Jern-og Metallarbeiderforbund Youngsgaten 11, VII N OSLO 1 Tel. 20 48 90	90 000
S	Svenska Metall	Bert LUNDIN	Svenska Metallindustriarbetareförbundet Torsgatan 10, btr. S 105 52 STOCKHOLM Tel. 22 35 20	455 000
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	AUEW-Constr. Section	J. BALDWIN, General Secretary	Amalgamated Union of Electrical Workers - Construction Section Construction House 190, Cedars Road, Clapham GB LONDON SW4 OPZ Tel. 622 44 51	20 000

GB	AUEW - TASS	K. GILL, General Secretary	Onslow Hall Little Green Richmond SURREY TW9 1QN Tel.	100 000
	E E T P U	F.J. CHAPPLE, General Secretary	Electrical Electronic Tele- communication and Plumbing Union Hayes Court West Common Road BROMLEY BR2 7AU Tel.	200 000
	Sheetmetalworkers	L. BUCK, General Secretary	National Union of Sheetme- talworkers,Coppersmiths, Heating & Domestic Engi- neers 75/77 West Heath Road Hampstead LONDON NW3 Tel. 455 00 53	80 000
	Metal Mechanics	J.H. WOOD, General Secretary	National Society of Metal Mechanics 70, Lionel Street BIRMINGHAM B3 1JG Tel. 1062	12 000
	G M W U	David BASNETT, General Secretary	General and Municipal Wor- kers Union Thorne house Ruxley Ridge, Claygate ESHER,SURREY KT10 OTL Tel. 62081	100 000

GB	Iron and Steel	W. SIRS, General Secretary	!The Iron and Steel Trade !Confederation !Swinton House !324 Gray's Inn Road !GB LONDON WC1X 8DD !Tel. 837 66 91 !	105 000
GB	A S T M S	Clive JENKINS, General Secretary	!Association of Scientific !Technical and Managerial !Staffs !10 - 26 A Jamestown Road !GB LONDON NW1 7DT !Tel. !Transport & Gen. Workers Union !Transport House !Smith Square, Westminster !LONDON SW1P !	50 000
	TGWU	J. JONES, General Secretary	!	200 000
GB	BOILERMAKERS	J. CHALMERS, General Secretary	!Liston House !Esliston Road !Newcastle upon Tyne !NE2 4GB ! ! !	60 000

ASSOCIATED ORGANIZATIONS:

UGT-Metal	Spain
USO-Metal	Spain
STV-Metal	Spain
POEM	Greece
Federation of Metalworkers	Finland