



trade union information

N° 6/1977

TRADE UNION INFORMATION

PUBLISHED BY THE TRADE UNION DIVISION OF THE SPOKESMAN'S GROUP AND THE
DIRECTORATE-GENERAL FOR INFORMATION

C O N T E N T S

+++++

1. Extract from President Jenkin's speech to the Economic and Social Committee, Brussels, 23 June 1977
2. Towards a community regional policy: new measures proposed by the Commission
3. How the steel industry crisis plan is working
4. The European Trade Union Confederation and migrant workers (Brussels, 2 and 3 June 1977)
5. ETUC Executive Committee adopts a programme for the multinationals (Brussels, 9 and 10 June 1977)
6. EMF adopts a position on the situation and economic and social outlook in the heavy electrical and nuclear engineering sectors (Brussels, 10 June 1977)
7. The European Trade Union Committee of Food and Allied Workers in the Community puts forward proposals on the humanization of working conditions (Brussels, 23 and 24 June 1977)
8. Meeting of the Committee of Transport Workers' Unions in the European Community
9. 9th Congress of CGIL (Italian General Confederation of Labour), Rimini, 6 to 11 June 1977
10. DGB's European Day at Recklinghausen, 17 June 1977.

X/436/77-EN

1. EXTRACT FROM SPEECH BY PRESIDENT JENKINS TO THE ECONOMIC AND SOCIAL COMMITTEE, BRUSSELS, 23 JUNE 1977

"Alongside its budgetary finances, the Commission feels it vital, and I emphasise this as one of my own initial ideas, that the Community's borrowing and lending powers be more fully developed. We need to do this for several reasons. The first is that it is only normal for investment to be financed by capital market finance on commercial conditions; our economies above all need a boost to investment in general, and to investments of certain types in particular - for example in the energy sector, in restructuring the steel industry, and in improving the infrastructure in the regions. The second reason is that there is an important international financial role for the Community in putting back financial resources into deficit countries. The third reason is to maximise the impact of our limited budgetary funds, by linking together the supply of budget subsidies and loan capital. I have already mentioned our proposals for the Regional Fund in this connection. But we are also proposing important developments for our loan powers. The year started well in this respect when the Council finally agreed to implement our Euratom loan power proposal. We are further developing the Coal and Steel Community's financing activities in the context of our steel measures. In addition, the Commission is now proposing to the European Council next week a new loan power that would enable us to raise capital in a manner analogous to the existing Community balance of payments loan instrument; but this new Community activity would be to finance specific investment projects in the area of priority Community policies, notably energy, industrial reconversion and regional developments. There should be little dispute about the value of such an initiative. The European Council acknowledged this in its invitation at Rome to prepare specific Community action in the three fields of investment, Community financing, and labour market measures for youths and women. The Commission's proposal here is complementary to certain developments that are also being considered by the European Investment Bank, with whom we have been in the closest contact in working out the initiatives I have just described. I believe it provides an opportunity for the Community to lift its sights, albeit in a limited way, and face up to the sharp economic problems which confront it."

2. TOWARDS A COMMUNITY REGIONAL POLICY: NEW MEASURES PROPOSED BY THE COMMISSION

The Commission has just proposed a series of measures aimed at taking the Community a stage nearer a full and dynamic regional policy. It has already, on 26 May, proposed that in the Community's 1978 Budget the Fund should be increased to 750 million EUA (against around 400 million in 1977). The fund is the principal instrument of the Community's regional policy.

1. Why a new regional policy ?

There are four main reasons why a full and dynamic regional policy is necessary:

- (a) the Common Market's contribution to economic growth in the 60s was a large one and all regions, rich and poor, benefited from it; the disparities between them were not appreciably reduced;
- (b) the economic crisis has worsened the difficulties of the traditionally poorest regions and has at the same time brought fresh problems;
- (c) certain Community policies in other fields are liable to produce adverse regional side-effects;
- (d) the persistence of serious regional imbalances is a major obstacle to the convergence of national economic policies. Without this convergence, progress towards economic integration is impossible.

This is why the Commission's regional policy must be more ambitious than it has been in the past. Even in periods of sustained growth, the benefits accruing to the most disadvantaged regions have not been enough to iron out regional disparities. A comprehensive structural adaptation programme is therefore required, both for those regions which were insufficiently developed even before the Community came into being and for those which have - or are likely to have - difficult restructuring or conversion problems.

2. Regional policy aims

Regional policy must be all-embracing, i.e., concerned with the whole area of the Community and with all activities. In addition to specific regional measures a "regional dimension" must be given to the Community's other policies, and the Community's regional policy must complement, and be closely linked to, those of the individual Member States.

Community regional policy has two major objectives: firstly, the reduction of existing regional imbalances both in those areas which are traditionally backward in their development and in those engaged in industrial and agricultural conversion; secondly, preventing new imbalances from appearing as a result of world economic trends or action taken by the Community as a consequence of its policies. Both objectives must be pursued within the framework of a dynamic employment policy. In the present economic situation the creation of new jobs in regions where the structural deficit is greatest in this regard must remain a major imperative.

3. How an effective regional policy is to be implemented

(a) Defining priorities

The most urgent task is the development of an effective method for analysing the situation in all regions of the Community in order to determine where Community intervention is most required. Then, from 1979

onwards, the Council will decide, on proposals from the Commission, the priorities and lines of action to be followed by the Community and the Member States.

(b) Assessing regional impact

In future the Commission will give specific attention to regional implications when drawing up its proposals for the implementation of the major Community policies. The Community will thus be able to consider the interests of the regions involved and, where appropriate, adopt specific measures to counteract any harmful effects.

(c) Coordination of national regional policies

This will be based on guidelines to be fixed by the Council and on Member States' own regional development programmes. The Commission is aiming for the coordinated use of disincentive measures in developed regions, coordination of infrastructure works (particularly in frontier areas) and complementary utilization of Regional Fund and national resources.

(d) Community financing

The principal financial instrument of the Community's regional policy is of course the Regional Fund. But the Community's actual contribution to regional development can be greatly increased by coordinated use of the whole range of the Community's financial apparatus, including loans.

A number of important changes are proposed as regards the Regional Fund itself.

- i) It is to become a permanent Community instrument and its appropriations will be fixed every year in the general Budget. For 1978 the Commission has proposed a sum of 750 million EUA.
- ii) It will be divided into two sections. The larger (650 million EUA in 1978) will be used to continue the present system of supporting the national regional policies on a quota basis * .
The remaining 100 million EUA (13%) will be used to finance Community operations and no quotas will be applied.

* The national quotas remain as follows:

Italy	40%	Netherlands	1.7%
United Kingdom	28%	Belgium	1.5%
France	15%	Denmark	1.3%
Federal Republic of Germany	6.4%	Luxembourg	0.1%
Ireland	6.0%		

- iii) Two categories of region will be assisted from the quota section of the Fund: the most serious underdeveloped regions (the Mezzogiorno, Ireland, Northern Ireland, Greenland and the French Overseas Departments) and those facing major industrial or agricultural redevelopment problems (for instance many industrial areas in the United Kingdom and many farming areas in France). These regions include nationally aided areas currently eligible for Fund assistance.
- iv) The non-quota section of the Fund will be used to combat specific problems arising either in the quota-assisted areas, or:
 - in areas affected by decisions taken under common policies (to be defined in line with the decisions in question) and internal frontier areas sharply affected by the effects of integration.
- v) Rates of assistance will vary according to the category of the region and the nature and gravity of the problem. Infrastructure projects contributing to regional development may be granted from 10% to 50% of the cost of the investment. For industrial and service sector projects, the

amount will be closely linked to the number of jobs created or maintained.

- vi) The specific operations to be financed from the non-quota section will be defined by the Council acting on a proposal from the Commission. One such operation has already been proposed: interest rates subsidies of up to 5 points on loans from the ECSC, the European Investment Bank and other Community loan facilities to be introduced. The Commission is also looking at the possibility of participating in the risk capital of companies through the existing national regional development bodies.
- vii) Under the new proposals, Member States will be required to show clearly how finance from the Fund has been used.

(e) Putting the new policy into operation

The task is a huge one, requiring mechanisms capable of encompassing the full range of regional problems and of producing blueprints for combined Community and national action. The Commission considers that consultation between the Community authorities, the Member States, employers' associations, trade unions and regional and local authorities is vital. It will be making proposals about this in forthcoming Council discussions.

3. HOW THE STEEL INDUSTRY CRISIS PLAN IS WORKING

When it met on 28 June the Commission reviewed the working of its crisis plan with particular reference to the price measures it brought in at the beginning of May.

Almost all producers of concrete reinforcing bars have adjusted their price lists and introduced the minimum prices of the basic scale. The Commission is ensuring that this is being done by on-the-spot checks and discussions with firms facing special difficulties.

The Commission thinks that in the present market situation prices will maintain their current levels.

On guide prices the Commission noted that at the end of the necessary adjustment period companies responsible for 90% of total production have undertaken to adhere to the Commission's published prices and adjusted their price lists accordingly. This percentage will increase further in the next few days.

The effect of the guide prices is becoming apparent only gradually, since the market is still being influenced by orders accepted before the new prices were introduced. But the Commission can now note with satisfaction that the guide prices recommended from 23 May onwards are now determining price levels in the greater part of the Community.

The situation is now ripe for further action and the Commission intends to consult the Council and the Consultative Committee on a second set of guide prices for products for which it has established individual delivery programmes.

The new prices will vary by the following amounts from the previous published prices:

cold-reduced sheets	+ 5%
lengths cut from coils	+ 12.5%
heavy and medium plate	+ 4.5%
merchant bars	+ 5%
beams	+ 2.5%
wire rod	unchanged

For the first time, the Commission will also include in its delivery programmes hot-rolled wide strip and hoop and strip.

This is technically justified in view of the connection between these products and other rolled products already covered by the crisis plan; the delivery quota system will therefore be ineffective unless they are included. The Commission will publish guide prices in keeping with those for cold-reduced sheet, lengths cut from coils and heavy and medium plate.

The purpose of the new price levels is to help restore profitability while ensuring that for most of the products concerned, internal Community prices are below typical domestic market prices set by the big companies in Japan and the United States, thus protecting the competitiveness of the sectors downstream.

The Commission has noted that checks on companies' observation of the minimum prices started in June and will be stepped up in the coming weeks.

Work on the other aspects of the steel policy - general reorganization, regional redevelopment and redeployment of workers - is continuing. The furtherance of these basic objectives lay behind the Commission's decisions on 6 April.

The Commission is more strongly than ever committed to in-depth changes that alone will restore competitiveness, viability and job stability to the steel industry.

4. THE EUROPEAN TRADE UNION CONFEDERATION AND MIGRANT WORKERS (BRUSSELS, 2 and 3 JUNE)

The ETUC's Standing Committee for Migrant Workers met in Brussels on 2 and 3 June to look at the most urgent problems in a situation that has been further aggravated by the economic crisis and the worsening of the employment situation.

The Committee confirmed and restated in detail the following undertakings given by trade unions at both European and national levels in relation to the situation in each country:

- (i) one of their principal tasks is to strengthen the protection of migrant workers and get them to participate more actively in the unions' fight against the crisis, unemployment, trafficking in labour and the discrimination to which many workers are subject;
- (ii) the Committee will quickly take the necessary action to implement the measures set out in the declaration made by the European Trade Union Confederation's Executive Committee on the coming elections to the European Parliament (1978), in order to allow the largest possible number of workers - including Community migrant workers - to take part in the elections.

These elections will be an important step towards a more wide-ranging democracy in Europe for defending and guaranteeing purchasing power and improving living and working conditions for all workers.

The Committee also looked at its contacts and relations with the Council of Europe and confirmed its misgivings about - and indeed, opposition to - separate provisions for migrant workers as proposed by the Council. It is more than ever necessary to struggle for equality of treatment and working conditions, as already recognized in bilateral and multilateral labour agreements, Community and international rules and in particular in the Commission's "Action Programme for Migrant Workers and their Families".

The Committee proposed that the European Trade Union Confederation should make representations to the Commission and the European Parliament in order to make its position clear on the proposal by a congress of migrant workers' associations to submit a separate statute for approval by the Community authorities.

The Committee was anxious to make clear its position on the migrants' associations operating in various countries. It would certainly not deny that a number of these can make useful contributions to resolving immigrants' cultural and social problems.

On the other hand, any action which encourages, or results in division or opposition between migrant workers and national workers and the trade unions, or attempts to take the place of trade union action, would always be fought by our organizations.

The Committee strongly reaffirmed the steadfast common determination of the organizations affiliated to the ETUC to intensify their fight for migrant workers' rights. It appealed again to them to take a more active part in democratic life and trade union affairs, first of all at works level in trade unions, works committees and other such bodies.

The Committee, after discussion, decided:

1. to organize a conference for ETUC member organizations and trade unions in the Mediterranean countries to discuss migrant workers' most urgent problems in Europe;
2. to take action towards:
 - (a) defining more exactly how the European employment market should be regulated and organized;
 - (b) participating in and contributing to the definition, standardization and supervision of the manpower agreements between the EEC and other countries;
3. to organize meetings on and take action towards:
 - (a) working out a strategy and concrete action to fulfil the most topically important undertakings in the ETUC's action programme for migrant workers (London Congress);
 - (b) coordinating more effectively, at both trade union and overall level, the work of the Community Committees (Economic and Social Committee, Standing Committee on Employment, Advisory Committee on Free Movement of Workers, Committee of the European Social Fund, Advisory Committee on Vocational Training, Advisory Committee on Social Security for Migrant Workers).

5. ETUC EXECUTIVE COMMITTEE ADOPTS A PROGRAMME FOR THE MULTINATIONALS
(BRUSSELS, 9 and 10 JUNE)

The Executive Committee of the European Trade Union Confederation adopted an action programme aimed at multinational companies at its meeting on 9 and 10 June.

The demands made in the programme were addressed to the European Community authorities, to EFTA and to the Governments of their member states.

The demands are general ones, valid for all companies and only expressly aimed at the multinationals on certain specific points.

The programme was prepared in 1976 by the ETUC's Economic Democratization Committee with the collaboration of a number of affiliated trade union committees.

The contents of the document are as follows:

1. Investment
2. Group rights
3. Competition policy - company mergers and market domination
4. Taxes and fiscal control
5. Capital markets
6. Dissemination of technological information
7. Workers' solidarity rights

6. EMF ADOPTS A POSITION ON THE ECONOMIC AND SOCIAL SITUATION AND OUTLOOK IN THE HEAVY ELECTRICAL AND NUCLEAR ENGINEERING SECTORS
(BRUSSELS, 10 JUNE)

Job security and quality, safety of workers and the general public, ecological considerations: these three factors necessitate democratic control over the utilization and development of all sources of energy. This is the substance of the policy statement by the metalworkers of Europe, represented by the European Metalworkers' Federation (EMF).

On 10 June the EMF brought together for the first time delegations from affiliated organizations in the United Kingdom, the Federal Republic of Germany, France, Italy and the Benelux and Scandinavian countries, to examine the economic and social situation and outlook in the heavy electrical and nuclear engineering sectors.

Together with officials from the European Commission, the following questions were tackled:

- electricity consumption and generating station requirements 1975 - 1990;
- the situation in the electrical and nuclear engineering industries; capacity, internal and export markets, employment;
- development policy for this industry: structures, demand continuity, international cooperation, export assistance.

The EMF delegates considered that the thesis according to which sustained growth in energy production automatically contributed to job security cannot be maintained in the long run. They argued for greater diversification in sources of energy, greater European independence as to sources of supply, increased national and Community budgets for research and development regarding new sources of energy and for a common European policy.

On the nuclear industry, the delegates strongly backed up the resolution on "industrial, regional and environment policy" adopted by the EMF's third General Assembly held in Amsterdam on 17 and 18 May 1977. The passage on the nuclear industry in the resolution reads as follows:

" The EMF demands that environmental protection measures be taken in various sectors, for instance the nuclear power industry, and calls for investigation of the advisability of continuing to build nuclear power stations, a more determined effort to develop non-nuclear energy sources, more work on safety techniques, more action on the problem of waste product disposal and public participation in planning and the choice of sites for nuclear power stations".

This first meeting will be followed by others to investigate the situation more fully, work out common objectives for all the metalworkers' trades unions affiliated to the EMF and decide on common positions and joint action.

7. THE EUROPEAN TRADE UNION COMMITTEE OF FOOD AND ALLIED WORKERS IN THE
COMMUNITY MAKES PROPOSALS ON THE HUMANIZATION OF WORKING CONDITIONS
(Brussels, 23 and 24 June)

The Bureau of the Trade Union Committee of Food and Allied
Workers in the Community met in Brussels on 23 and 24 June
and adopted a series of joint proposals on the humanization
of working conditions

Increasing mechanization and technological progress are ever more apparent
in the food and tobacco industries, bringing in their train changing sur-
roundings at work and changes in the work itself. Workers are being more and
more required to carry out monotonous tasks under increasing pressure.
Individual decision-taking is either reduced to a minimum or non-existent.
Pay is often low and promotion prospects poor, resulting in social isolation.

It is the job of the trade unions to counter this trend by actively insis-
ting that work is humanized and the inhuman conditions brought about by
technical and economic developments abolished.

In some Community countries, consumption of certain food products has rea-
ched saturation level. Changing eating habits and the new awareness of health
issues (smoking, alcohol, excessive consumption of sugar and fats) have cau-
sed stagnation and even falls in consumption. In certain sectors the econo-
mic consequences have been mergers and closures. Those who are most profi-
ting from this trend are the large national and multinational combines whose
share of the market is continually growing in various sectors; they are ra-
pidly reducing manpower needs by intensive rationalization investments. The
effect of this is that an ever-increasing amount of work is done by a smal-
ler number of workers and unemployment is further aggravated.

For these reasons, the principal demands are not only for a more human or-
ganization of work but also for job security. With the increasing numbers of
jobless the fight against unemployment has priority.

To secure full employment and more human working conditions, the trade unions
in every country will have to coordinate their approach in collective bar-
gaining or seek action from their national legislators. The topics on which
such action will be required include:

1. a reduction in the duration of working life
2. a shorter working week
3. longer annual holidays
4. prolonging compulsory education
5. abolition of overtime - instead of extra pay, workers should be given
paid rest periods in compensation
6. special holidays for shift workers instead of extra pay
7. rest periods instead of pay supplements for arduous conditions (heat,
noise, dust, cold)

The unions must be guided by the principle that social investment for wor-
kers should be considered no less important than investment in technological
improvements.

The essential features of the trade unions' policy on working conditions are

the following:

1. health protection and work force maintenance
2. restrictions on intensity (pace of work, shift work, night work, etc.)
3. improved pay systems
4. upholding the point of view that inhuman working conditions may be neither justified nor workers encouraged to tolerate them by extra pay
5. protection against redundancy, a guaranteed wage, employment of a fixed quota of older workers, adequate training and retraining facilities
6. extended and guaranteed trade union rights

Among the principal work humanization objectives are:

1. the maintenance of the worker's productive capacity: this means protection of health and the safeguarding and development of qualifications and cultural heritage
2. a guarantee of adequate employment possibilities for older workers, young people, single women and mothers, the handicapped and all those for whom long term provision has to be made for jobs suited to their capacities and circumstances.

The trade unions are called on to implement these objectives through their national policies. Some means of obtaining these objectives are:

1. a reduction of weekly working hours (to less than forty)
2. longer annual holidays
3. additional holidays for particularly arduous work
4. rest periods for shift workers
5. restrictions on night working
6. short paid rest periods
7. increase in minimum rest times for night and evening workers
8. shorter working hours for older workers
9. protection against redundancy and guaranteed wages for older workers
10. equal pay for equal work
11. abolition of lowest wage categories
12. participation in decisions on job creation, machine manning and work organization

All this can be achieved only by very extensive union pressure. In certain Community countries the unions are not sufficiently strong to wield the influence required and in these countries the unions will have to work to increase the possibilities of action open to them.

The document submitted by the European Commission on "Reform of the Organization of Work (Humanization of Work)" (COM(76)253 final) was approved by the member organizations of the ETUCF, who invite the Commission to develop these ideas on employment policy.

European social policy, which until now has been to a great extent a subsidiary policy conceived principally as a response to the employment situation and to labour problems in the European Community, must become an active employment policy based on advance planning.

The member organizations of the ETUCF call on the Commission to study the effects on employment and work organization of the technological and social transformation of certain large sectors of the food and tobacco industries. They also call on it to open the way for negotiations (parallel with those being held nationally and in the Joint Committees to be set up) with the ETUCF and the appropriate European employers' organizations to define bases for an adequate industrial and employment policy.

8. MEETING OF THE COMMITTEE OF TRANSPORT WORKERS' UNIONS IN THE EUROPEAN COMMUNITY

On June 23, 1977, the railwaymen's unions in the EEC, affiliated to the Committee of transport workers' unions in the European Community, held a meeting in Brussels; they heard a report on the talks that their delegation had on April 28, 1977, with Mr. BURKE, member of the European Commission responsible for transport problems.

The railwaymen's unions have examined current transport problems, particularly those of the railways.

They condemn once more the absence of an overall transport policy capable of coping with the new economic and social realities and of meeting the requirements of the European population in the fields of the environment and the quality of life, as well as of social, regional, financial and energy policy.

They strongly condemn the resultant situation, the consequence of which is the permanent deterioration of public transport and the railways.

The measures that have been taken up till now and the proposals drafted by the EEC Commission tend to liberalise the market, without reducing the seriously illogical and unjust distortions in the conditions of competition between various modes of transport.

In this connection, they oppose any attempts to reverse the harmonisation of social conditions and in fact demand that this harmonisation should be achieved more rapidly.

They condemn the attempts now again being made in various EEC countries to reduce railway activities and close lines and services.

They pledge themselves to resist such measures, which are financially ineffectual and socially and economically harmful.

The railwaymen's unions of the EEC are calling urgently upon the political authorities, both at national and Community level, with a view to obtaining fundamental changes in the transport sector. This implies complementarity between the various modes of transport and a certain direction of traffic to obtain the best economic and social conditions.

In this connection, the railwaymen's unions in the EEC insist upon the necessity to take into consideration the statement made by the German Government representatives within the EEC Council of Ministers regarding

both a more important role to be played by railways in order to relieve traffic congestion and to improve the financial situation of the railway undertakings.

Moreover, in the social field, the railwaymen's unions regret the negative attitude adopted by the employers in the various joint committees, especially in the joint committee on road transport.

The railwaymen's unions demand:

- that the joint committees should have the means at their disposal to be able to function effectively and that both sides of industry should have a full right of initiative
- that the committees in the different transport sectors expedite their work in preparing Community regulations for upward harmonisation
- that an intermodal joint committee should be created immediately.

Finally, the railwaymen's unions expect that the EEC Council of Ministers and the other competent authorities of the European Communities will follow up positively the above-mentioned proposals.

They also bring to the attention of the European Council of Transport Ministers of June 28 and 29, 1977 that, if the Council of Ministers were unable to accept their demand, they would request their respective organisations at national level to consider such joint action as might be necessary.

Accordingly, they have decided to meet once again in the autumn of 1977.

9. NINTH CONGRESS OF THE CGIL (ITALIAN GENERAL CONFEDERATION OF LABOUR)

The Ninth Congress of the CGIL was held in Rimini from 6 to 11 June.

Around 4 000 people took part in the proceedings; there were 1 524 delegates representing 4 316 699 workers, i.e., 1 100 000 more than at the 1973 Congress.

The average age of the delegates was thirty-nine; two hundred of them were women (nearly double the number in 1973); 3 790 000 workers took part in the preparatory assemblies for the Congress.

Fifty delegations from other countries attended.

The European Trade Union Confederation was represented by its Deputy Secretary-General, Mr STERNER, who addressed the Congress. Addresses were also given by Mr KULAKOWSKI, General Secretary of the World Confederation of Labour, and by Mr GENSOUS, General Secretary of the World Federation of Trade Unions.

The Congress was opened by the General Secretary of the CGIL, Mr LAMA, who in his introductory report dealt with the major themes of Italian political, economic and social life: relations between the trade unions and the political parties, the economic situation, trade union unity, wage policy, participation, international relations, etc.

A wide-ranging debate ensued both in the full assembly and in the five committees into which the Congress had been divided (one of these was concerned with the theme of trade union activity in Europe). At the close of the Congress, a final resolution was adopted, the main points of which are summarized below. Extracts from the address by Mr GIOLITTI, Member of the Commission of the European Communities, are given, and the members of the CGIL's new bureau are listed.

International relations and union participation

The Ninth Congress of the CGIL was especially concerned with international relations.

Mr LAMA had already said in his introductory report that the CGIL now considered the European Community as the principal kernel around which a new economic and social order should be planned and the European Trade Union Confederation as the special field of action for the CGIL. He also said that at world level the activities of the existing international organizations were an inadequate response to the problems now confronting the workers' movement. "The ICFTU, the WCL and the WFTU continue to display their failings, still seeing everything in black and white terms and promoting ideologically based schemes which are at present paralyzing efforts towards cooperation and unity."

More specifically on the European front, the Congress's final resolution states that "priority must be given to achieving harmonized economic policies in the different EEC Member States to give fresh impetus to production, enable a proper employment policy to be developed and curb inflation.

The EEC must promote a medium-term plan for the coordination of economic policies on a selective basis and introduce permanent financial solidarity mechanisms. The second axis of Community strategy must be a permanent regional policy serving as a framework for the sectoral policies and aimed firstly at developing backward regions".

After pointing to the need for profound changes in the common agricultural policy, the CGIL's document stresses that to achieve the Community's objectives its institutional mechanisms must be democratized and the trade union movement's powers of influence on European institutions and political forces developed. Direct universal elections to the European Parliament are a very important step on in this direction.

The success of the trade union movement at European level depended, however, on the European Confederation's becoming both a bigger political force and a stronger organization. The document says that "faced with 6 000 000 unemployed in Western Europe, the trade union movement is planning to unite to defend more forward positions, with the accent on progress from social peace to economic control in order to deal with the structural aspects of unemployment and change development mechanisms to counter the policies of the multinationals and move towards a new international economic order.

Despite the advances made at the preparatory stage and the increasing convergence of opinion among the affiliated trade unions, there are still differences - particularly on trade union action - within the ETUC, which must be surmounted. We must get to the stage of being able to achieve more specific objectives: this means coordination on demands and joint action in certain areas at sectorial level and vis-a-vis the multinationals.

A fundamental necessity for such a programme is to strengthen the occupational structures within the ETUC.

The Congress then had a wide-ranging debate on worker participation in company activities. For the CGIL "trade unions must refuse to accept that participation be confined to co-management limited to plant level. The ideas and policies put forward in the EEC and the ETUC, aimed at generalizing current co-management schemes are unacceptable.

The CGIL's affiliates, however, are studying possible legislation designed to increase workers' information and discussion rights regarding investment programmes, as laid down in the first part of the collective agreements under the plan for regulating the practical relationships between the unions and the public authorities. These rights, however, must not be allowed to entail any limitation on the autonomy of trade union action.

POLITICAL AND ECONOMIC SITUATION; WAGES; TRADE UNION UNITY

The CGIL's position on the various possible government coalitions in Italy is not a neutral one. It considers that "the attempt by the democratic and popular Parties to reach agreement on a programme is a political event of very great importance...this agreement must meet the need to change the present power structure, which has so far blocked the modernization of the country and the necessary reforms. It is therefore necessary that the implementation of the agreement should be supported by a majority engaging the responsibility of all parties which participated in its definition."

On the economic situation, the Congress - after recalling the necessity for an alternative economic strategy directed essentially towards full employment and developing the Mezzogiorno - expressed its view that planning is the essential instrument in achieving the aims of the workers and coordinating the trade unions' struggle at both company and national levels. Planning "must be geared to a pluralist system in which the public and private sectors can co-exist and where production, distribution and service are provided by firms operating within a market economy".

The Congress also gave particular attention to the question of labour cost structures, which during the last few months has been at the centre of the debate between the politicians and the trade unions. In Italy, workers' take-home pay represents only 48% of labour costs; the rest is taken up by social security contributions, seniority allowances, redundancy payments, supplementary payments, etc. The CGIL believes that a radical reform of the pay system is necessary. The basic idea is to reduce or eliminate automatic wage increases which have progressively created a rift between the wages of the different categories of workers and are preventing the unions from organizing efficient wage policies. The CISL and the UIL agree that the revision of pay structures is necessary but there are differences of opinion about the various possible solutions.

Lastly, the Congress strongly reaffirmed the necessity of making further progress towards trade union unity, which at the moment is meeting difficulties and making only intermittent progress. To get things moving again, the CGIL proposes, after the CISL and the UIL Congresses, to call together the general councils of the three confederations to take the necessary steps to strengthen and develop the trade union movement's basic structural units: works councils, area councils, delegates' assemblies, etc.

Address by Mr GIOLITTI, Member of the EEC Commission

Mr GIOLITTI's speech dealt mainly with the employment situation. After recalling its seriousness, not only in Italy but in the rest of Europe, and the particular gravity of the situation for young people, he said that progress made on productivity was now resulting in redundancies. This meant that the system was not working, as it was no longer succeeding in translating scientific and technical progress into social progress. The situation was worsened by fear of inflation, which was curbing investment and blocking development.

To resort to the traditional policies in an attempt to resolve the crisis was pointless: the only practicable solution was a non-inflationary development programme.

Mr GIOLITTI then indicated what in his opinion were the three necessary conditions, at both Italian and European level, for the successful implementation of such a programme: an awareness of economic interdependence, an active employment policy (meaning also a policy on labour mobility and labour costs) and finally, effective means of worker participation in decision-making, both at company level and in wider contexts.

The CGIL's new bureau

The CGIL bureau, which is elected by the general council, has twelve members. Mr Luciano LAMA was confirmed as General Secretary and Mr Agostino MARIANETTI was appointed deputy General Secretary.

Mr Valentino ZUCCHERINI, Mr Feliciano ROSSITTO and Mr Bruno TRENTIN are the new members of the bureau. They join Mr Aldo BONACCINI, Mr Mario DIDO, Mr Sergio GARAVINI, Mr Elio GIOVANNINI, Mr Aldo GIUNTI, Mr Rinaldo SCHEDA and Mr Silvano VERZELLI, who were members of the outgoing bureau.

10. DGB's "EUROPEAN DAY" at Recklinghausen, 17 June

On 17 June, the Executive Committee of the DGB, in cooperation with the "trade union" division of DG X (spokesman's group - information) and the Bonn office organized a day-long discussion forum as part of the Festival of the Ruhr, on the theme:

"Towards European political union: the first direct elections to the European Parliament".

The venture was very successful, from both the organizational point of view and as regards the high quality of the speakers.

Many leading personalities from the Federal Republic and other Community countries were assembled around the podium.

For the European Institutions:

Mr NATALI, Vice-President of the Commission;

Mr B. de FERRANTI, Chairman of the Economic and Social Committee.

For the political parties and the European Parliament:

Freiherr von WEIZSÄCHER, Member of the German and European Parliaments (CDU/CSU);

Mr BORM, Member of the German and European Parliaments (FDP);

Mr W. DROSCHER, Member of the German and European Parliaments (SPD).

For the DGB

Mr H.O. VETTER, President of the DGB and the ETUC;

Mrs WEBER, Vice-President of the DGB;

Mr A. PFEIFFER, Member of the DGB executive.

For the European Trade Unions:

Mr M. HINTERSCHIED, General Secretary of the ETUC;

Mr A. BERGERON, General Secretary of the FO (France);

Mr W. KOK, President of FNV (Netherlands);

Mr G. DERIEUX, Secretary of the FGTB (Belgium);

Mr A. BONACCINI, representing the Italian trade unions.

For the employers:

Mr P. PROVOST, President of UNICE.

For the press:

Mr T. SOMMER, Chief Editor of "Die Zeit", Hamburg;

Mr E. MAUSER, of the "Frankfurter Rundschau".

This panel was chaired by Professor K. KAISER, Director of the Research Institute of the German Foreign Policy Association.

The trade union division and the Bonn office had set up an information and publications stand.

The event was well covered by the German press, radio and television.