

TRADE UNION NEWS

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

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1. NEW SOCIAL FUND MEASURES FOR WOMEN AND THE POOREST COMMUNITY REGIONS

The commission has approved and forwarded to the Council proposals to enable the European Social Fund to finance retraining schemes for women and to increase the rate of aid from the Fund for schemes in regions of the Community suffering from an exceptionally serious unemployment situation. (1) The Social Fund is the main Community instrument to encourage retraining schemes in the member states and its commitments budget in 1977 totalled 616 million units of account (in European units of account which it is proposed to adopt in 1978, the figure would be 504 million EUA).

Aid for women

At its meeting in Rome last March, the European Council agreed that action should be taken to help solve certain problems concerning women's employment, and at its meeting in London last June it welcomed the agreement reached at the Social Council of 28 June on improving the effectiveness of the Social Fund, including measures to help women. The present proposal represents the Commission's response to the Council's invitation to adapt the rules of the Social Fund in favour of special intervention for women under the heading "categories and sectors". Under the existing rules, the Fund could give limited help for schemes aimed at providing employment for women over 35 who wished to pursue a professional or trade activity for the first time or whose qualifications were no longer in demand.

In its new proposal, the Commission aims at making Social Fund aid for women much less restrictive. Research by the Commission showed that the main obstacles to access to vocational training and employment for women included: inadequate vocational guidance, concentration of women in a limited number of training and employment areas and lack of placement facilities.

The Commission now proposes that the Social Fund be empowered to aid training and retraining for women over 25 combined with measures to prepare them for working life (updating basic knowledge, working conditions in the undertaking, etc.) and followed by measures to facilitate their entry into employment at a level appropriate for their skills. It is also proposed that the Fund should be able to help finance the specialist training of the necessary staff to carry out these schemes.

In view of the fact that these new schemes will only be getting under way in 1978, it is estimated that the related Social Fund expenditure next year would be approximately eight million EUA, rising rapidly to 25 million EUA in 1981.

Aid for the most backward regions

In its opinion to the Council last March on the review of the tasks and operations of the Social Fund, the Commission recommended greater concentration of the Fund on employment problems in regions marked by particularly serious and prolonged imbalances in employment or by the decline of one or several economic sectors of vital importance. Hence, it would be appropriate for the Fund to offer additional financial incentives to promote employment and vocational training opportunities in those regions.

(1) COMM(77)442.

At its meeting on 28 June 1977, the Council broadly accepted this concept and agreed to increase the fund intervention for operations in regions marked by serious and prolonged imbalances in employment, which would be later defined by the Council on a proposal from the Commission.

Certain regions of the Community, as the Commission stated in its communication to the Council last June on guidelines for a Community regional policy, are still very backward in spite of the efforts made and require massive intervention by the Community over quite a long period. These regions are Greenland, the French Overseas Departments, Ireland, Northern Ireland and the Mezzogiorno. Following a thorough review of the economic and social situation - especially employment - in these regions, the Commission has concluded that they should be considered for a higher rate of intervention from the Fund. It is proposed that the normal 50% rate of intervention by the Social Fund in the cost of retraining schemes financed by public authorities will be increased to 55%. In the case of schemes carried out by private bodies, the Fund intervention at present equals that made by the public authorities. If the Commission's proposal is approved, the Social Fund will also be able to increase its normal grant for such schemes in these regions by the same proportion as for the public schemes.

2. 1977 PHOTOVOLTAIC SOLAR ENERGY CONFERENCE

An international conference on the manufacture and use of solar cells for electricity production, organised by the Commission of the European Communities, is to be held at the municipal theatre in Luxembourg from 27 to 30 September 1977.

Solar cells were originally developed as power sources for space vehicles. The first commercial applications are already emerging for local electric power production in developing countries. Solar cells are expected to contribute to the electric power generation capacity in industrialized countries towards the end of the century, after more research and development work has been carried out to make them competitive with conventional forms of generation.

As new research and development programmes for solar cells have been recently launched in many countries, the conference should be a timely and useful forum for specialists from all over the world. The Commission is paying particular interest to this area of research as can be judged from its own four-year solar energy research and development programme (17.5 million u.a. for 1975-79).

A Committee comprising outstanding experts from the Community and other countries has drawn up the Conference programme, which includes:

- presentation of major national research and developments activities in the field,
- a round table discussion on short term markets for solar cells,
- technical discussions on some 70 scientific papers on the various types of solar cells (silicon, cadmium sulphide, etc.) and electricity generation systems.

About 400 participants are expected to attend the Conference.

3. TOWARDS A COMMUNITY "CLEARING HOUSE" FOR WASTE

On 27 September 1977, the Commission held its first meeting with the waste exchanges operating in the Member States.

The Second Environment Action Programme of the European Communities for 1977-81, which was approved by the Council on 17 May 1977, gives priority to the promotion of waste exchanges in the Community as part of Community policy on waste management and the war on wastage.

At present, 75-90 % of the 1 700 million tonnes of waste arising annually in the Community is still disposed of by tipping, which means that the materials, sometimes of great value, contained in this waste (which could be utilized as secondary raw materials) are lost to the Community's economy.

This enormous wastage cannot be allowed to continue, particularly in view of the Community's great dependence on imports of raw materials.

Waste exchanges are "clearing houses" for re-usable or recoverable manufacturing residues and industrial wastes.

They regularly publish information on the supply of manufacturing residues or industrial wastes which cannot be re-used by the enterprise which generated them, the demand for secondary raw materials, and waste re-processing plants and capacities. They also provide an advisory service for enterprises with waste disposal problems, with a view to promoting the recovery and re-cycling of waste materials.

Waste exchanges thus greatly contribute to reducing the quantities of materials to be disposed of, to the utilization of waste materials and the improvement of the Community's supplies of secondary raw materials.

They are therefore an important aspect of the rational management of waste materials in the vital interest of the Community.

At present, however, waste exchanges handle only 2-5 % on average of the waste materials arising in the Member States of the Community.

Their activities are in general still confined too much to specific industries, in particular the chemical industry which is the pioneer of waste exchanges, and to specific regions or districts in the Member States.

It is therefore necessary and urgent to promote the activities of waste exchanges, to organize links between them, to develop markets for waste and extend their sphere of influence to the entire Community.

On the initiative of the Commission, the waste exchanges operating in the Community, whether private or public, general or specific, horizontal or vertical, as well as waste recovery businesses, were brought together for the first time to exchange information and experience and discuss the organization of permanent cooperation at Community level.

It was agreed:

- (a) to hold regular exchanges of information and experience;
- (b) to exchange supply and demand lists of manufacturing residues and industrial wastes;
- (c) to establish a directory of waste reprocessing plants in the Community;

- (d) with the help of the Commission, to prepare the regular publication of a Community supply and demand list of manufacturing residues and industrial wastes.

The following waste exchanges attended the meeting:

- (1) Bourse des Déchets de la Fédération des Industriels Chimiques Belges
- (2) DIHT-Abfallbörse (FRG)
- (3) Nederlandse Chemische Industrie (VNCI-Afvalbeurs)
- (4) UK Waste Materials Exchange
- (5) Borsa dei Residui Industriali (Italy)
- (6) Nordic Waste Exchange (Denmark)
- (7) VCI (Verband der Chemischen Industrie) - Abfallbörse (FRG).

The Bourse des Residus Chimiques de l'Union des Industries Chimiques (France), the Bourse de Sous-Traitance interrégionale (Luxembourg) and the National Industrial Materials Recovery Association (UK), which did not attend, notified the Commission beforehand that they would be interested in the permanent collaboration of waste exchanges at Community level.

Observers from the Union of Industries of the European Communities (UNICE) and from the International Reclamation Bureau (BIR), as well as an observer from Ireland, where they are studying the creation of a waste exchange, also attended.

4. THE COMPUTER IN THE SERVICE OF MEDICINE: A EUROPEAN DATA BANK ON MEDICAL PREPARATIONS

On the initiative of the Commission of the European Communities, highly qualified pharmacologists, doctors and scientists from the nine Community countries will meet in Luxembourg on 23 September to examine the status of their work on setting up a system to exchange information on medicinal preparations at Community level. This meeting will also be attended by Government representatives from the various ministries of health (pharmaceutical departments) and by the persons responsible for the selected-information systems which actively contribute towards this project. The work, which is now at a very advanced stage, relates not only to technical problems, but also to the nomenclature of the active principles of medicinal preparations and the terminological aspect of the pharmaceutical and therapeutic properties of the products concerned. The pharmacological data bank, which it is planned to complete by 1980, will certainly constitute one of the vital components of the future European telecommunications network, Euronet.

5. COMMUNITY FINANCIAL AID FOLLOWING THE NATURAL DISASTERS IN FRANCE (SOUTH-WEST) AND ITALY (TUSCANY) (1)

The Commission has decided to grant immediate financial aid amounting to 1 800 000 u.a. (2) to four departments in South-West France and 1 200 000 u.a. to Tuscany. The first of these regions was recently hit by floods and the second by a cyclone.

The decision to grant aid was taken on the basis of information supplied by the Italian and French authorities, under the chapter of the Budget providing for aid to disaster-stricken populations in the Community. The difference in the amount granted to the two regions is justified by the fact that the French region was more severely hit than

the Italian one.

The relevant Commission departments will supervise the utilization of the funds. The aid to Tuscany is to be used for the reconstitution of damaged forests.

The Commission has also instructed its departments to carry out a study with a view to developing initial guidelines for possible Community measures regarding the ecological restructuring of the regions and submit a report to it before the end of the year.

It has also instructed its departments to establish intervention criteria and rules of procedure to enable the Commission to take swift action in the event of a disaster.

- (1) SEC(77)3243
- (2) 1 u.a. = Lit 625
1 u.a. = FF 5.55419

6. COMMISSION RECOMMENDS NEW COMMUNITY MEASURES TO TACKLE THE INCREASE IN UNEMPLOYMENT AMONGST YOUNG PEOPLE (1)

Deeply concerned by the worsening unemployment situation of young people, the Commission, on a proposal by Mr. Vredeling, has suggested new Community aids for job creation premiums, and employment programmes in the public sector. These are among the suggestions contained in a communication which the Commission has sent to the Council on the problem of youth unemployment. Other measures suggested are: an increase in aid from the European Social Fund for training school-leavers, special priority for training schemes which include practical courses, and the development of labour market services relating to guidance, placement and training.

In the light of the discussion in the Council on these suggestions, the Commission intends to submit definitive proposals to supplement the measures to combat youth unemployment already being taken in the Community. It will be recalled that the European Council, at its meeting last June, asked the Council to meet in autumn to consider what common action might be necessary in the light of the Commission's work and the results of national measures.

Attached to the Communication is a detailed report with a commentary on the measures taken by member countries to promote the employment and training of young people up to September of this year.

Present situation and outlook

Youth unemployment, which now stands at two million, has more than quadrupled since 1969 and the proportion of young people among the unemployed has risen in the same period from 24% to 37%. There seems little doubt that youth unemployment will remain at an unacceptably high level for several years to come. This forecast is based on the likely persistence of under-employment and on demographic trends characterized by the increasing numbers of young women entering the work force and the effect of the high birth rates of the mid-sixties. Thus, the statistics show that the number of young persons reaching the age of 16 will increase regularly up to 1980 and then decrease slowly from 1983.

In addition to these factors, the employment prospects for young persons entering the labour market each year have been unfavourably affected by legislation oriented towards the protection of existing jobs, employers'

(1) COM(77)476.

unwillingness to recruit new personnel and the type of qualifications held by young workers. The Commission also draws attention to the qualitative aspects of the problem, pointing out that the matching of the young job seekers to the type of jobs offered has become more difficult. Over the last fifteen to twenty years a contrast has arisen, often unnoticed, between the development of educational systems and the higher levels of education on the one hand and the relative stagnation of working conditions and responsibilities offered to young people on the other.

The Commission's analysis of the situation concludes that the solution to the different problems depends on measures to:

- re-establish a form of growth which is more favourable to employment;
- adjust the educational and training systems to the needs of modern society;
- improve working conditions to meet the needs of workers and increase the motivation of young workers to work.

The Community has taken action in these three directions in the framework of the Economic Policy Committee and the Tripartite Conference, the Education Committee and the European Foundation for the Improvement of Living and Working Conditions.

In the context of the work arising from the Tripartite Conference of June 1977, the Community is examining the problems of reducing working hours, job creation in the tertiary sector, the relationship between investment and employment and finally, the international environment. The Commission intends to ensure that these different aspects of the work converge. This communication is, however, limited to action which relates to labour market policy.

Measures taken at national level

The Commission draws several conclusions from its assessment of the measures taken at national level to combat youth unemployment and which are set out in detail in the annexes to the communication. Although the chief concern is the lack of jobs available for young persons, all countries are anxious not to neglect training and placement services and have taken steps to strengthen them. All member countries have adopted measures of direct aid to job creation including, where appropriate, tax relief or reduced social charges. Expenditure on different types of employment subsidy and on direct creation of jobs for young persons is estimated at about 400 million u.a. and is thought to have helped to find jobs for about 250 000 young people for varying periods.

The three basic types of aid being implemented are:

- premiums paid to firms to encourage them to increase their staff;
- public sector employment programmes;
- aids to encourage firms to organise practical courses for young job seekers.

An important conclusion which emerges from the Commission's analysis is that the guidance-training-prospection-placement-employment cycle constitutes a whole which is liable to be jeopardized at any time at local level by administrative or communications problems. It is therefore essential to encourage actions which combine two or more of these functions and thus help to safeguard the coherence of the various schemes.

Community measures

Since July 1975, the European Social Fund has allocated more than 280 million units of account as aid to vocational training programmes for the young unemployed. But in the same period applications for assistance for such programmes totalled over 600 million u.a. Because of the shortage of resources the Commission gave priority to young persons seeking their first job.

In July 1977, the Commission sent a Recommendation to the Member States aimed at ensuring an adequate vocational training for young unemployed. In December 1976, the Ministers of Education adopted a Resolution which provides, at Community level, for a three-year programme of studies, pilot schemes and other actions. Considerable progress has been made in the implementation of the programme.

Suggestions for strengthening Community action

The Commission considers that all Member States should be in a position to offer young job seekers either the possibility of working or opportunities for training. It therefore suggests that the Council should envisage two types of action in the field covered by this communication:

- the extension of financial assistance for young job-seekers, either in the context of the Social Fund or otherwise;
- more general measures aimed at widening or strengthening Member States' commitment to the promotion of the employment of young people, with the assistance of the Commission.

A. Extension of Community financial aid

Until now, Community action in favour of youth employment has concentrated mainly on aids to training and mobility in the framework of the Social Fund. As pointed out above, applications for aid in this field considerably exceed the funds available. The Commission considers that in accordance with the wishes expressed by the European Council the scale of Member States' needs would justify an increase in Social Fund expenditure on vocational training.

The Commission also considers that in devising measures for young people, it is important to link theoretical and practical training with employment and that such schemes, which seem to be needed in most Member States, deserve to be encouraged at Community level. In the Commission's view they deserve special priority in the context of the Social Fund and additional resources should be made available to make it possible for them to be developed on an adequate scale.

New types of aid

The Commission also considers that common action should be taken to provide new types of aid for young job-seekers, in addition to aids for training and mobility. This could be aid for the creation of jobs and the subsidising of the employment of the young. As the report attached to the Communication shows, measures of this type exist in all Member States although they vary in details and scope.

A financial contribution to these measures by the Community would appear advisable for the following reasons:

Firstly, it is desirable to ensure a community framework for these aids which, originally seen as provisional, counter-cyclical actions, are

now tending to take on a more durable character. There should be cooperation in their implementation and follow-up to ensure their full efficiency. The necessary cooperation and coordination can only be achieved if the Community is capable of influencing development through its own resources.

Secondly, the Community can provide a stimulus through these aids. Although all the member countries have to face the same problems they do not all have the same means available. It is therefore desirable to divide this cost more fairly but at the same time ensure a measure of Community control.

Thirdly, the successive declarations of the European Council on youth employment can only be interpreted - in view of the already existing interventions of the Social Fund - as implying a qualitative change in community interventions and introducing a new dimension in addition to aids to vocational training.

Fourthly, Community intervention in favour of aids for the creation of jobs for young persons would be a response to public opinion which is sensitive about the consequences, either in regions or sectors, of the disciplines imposed on or felt by Member States arising out of the growing integration of their economies and the implementation of the customs union and the common commercial policy.

The following two fields deserve particular attention:

1.- Community subsidy for the creation of jobs by firms

This type of aid could be allocated either to support the development of certain Community policies (especially in the industrial field) or in labour market areas with particularly serious sectoral difficulties or a particularly high level of youth unemployment. The aid would be granted subject to specific conditions relating, for instance, to the carrying-out of Community projects in industry.

2.- Community participation in employment programmes in sectors of public interest

There is in this field particular potential for Community action. Community resources could be allocated to assist national programmes to create employment for the under-25s. The nature of the programmes which could benefit from Community aid should be determined after consultation with the Member States on such points as the type of work given to the young as well as the aims and duration of the programmes. It is noted that public sectors which have pressing needs include health, education, rural and urban development and aid to the elderly.

The arrangements for Community grants and their size for the two types of aids outlined above will have to be fixed at a larger stage on basis of a Commission proposal to the Council.

B. Projects with a wider scope

The specific Community measures discussed under Section A have an essential concentrated effect which, although appreciable, may have a limited impact on the overall youth employment situation. The Commission considers that their scope could be substantially increased if they were accompanied by other measures, and the Community could provide technical support for reforms in progress in certain Member States, particularly for vocational training and placement.

The Council could recognize the value of practical cooperation between the bodies responsible for the management of the labour market, which should be encouraged to expand their activities to contribute to the implementation of a forward-looking employment policy.

Table 1

UNEMPLOYMENT AMONG YOUNG PEOPLE IN 1977

<u>COUNTRY</u>	<u>AGE GROUP</u>	<u>MONTH</u>	<u>MEN</u>	<u>%</u>	<u>WOMEN</u>	<u>%</u>	<u>TOTAL</u>	<u>%</u>
D	-25	May	108 117	23.3	143 303	29.7	251 420	26.6
F	-25	July	142 362	31.3	257 380	48.3	404 742	40.3
I	-21	January	257 025	31.5	198 945	40.0	455 970	34.7
NL	-25	August	53 102	37.4	43 517	65.4	96 619	46.3
B	-25	August	25 753	25.5	58 079	36.9	83 831	32.4
LUX	-25	August	259	52.7	229	68.6	488	59.2
UK	-25	July	404 344	37.2	304 173	65.2	708 715	45.6
IRL	-25	June					50 000+	43.9+
DK	-25	January	19 798	20.1	14 670	34.3	34 468	24.4

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+ Estimate based on the results of the Labour Force Sample Survey 1975

% Percentage of young people among the unemployed

Table 2

UNEMPLOYMENT IN THE EUROPEAN COMMUNITY, 1973 & 1975

COUNTRY	TOTAL UNEMPLOYMENT	YOUNG PEOPLE	YOUNG PEOPLE AS % OF TOTAL
<u>GERMANY</u>			
1973	219.105	51.001	23,3
1975	751.000	240.000	31,9
<u>FRANCE</u>			
1973	460.600	187.100	40,6
1975	706.000	290.000	41,1
<u>ITALY</u>			
1973	717.000	228.000	31,8
1975	618.000	370.000	59,8
<u>NETHERLANDS</u>			
1973	109.731	37.000	33,8
1975	210.967	84.230	41,3
<u>BELGIUM</u>			
1973	82.370	14.596	17,7
1975	162.000	51.000	31,5
<u>LUXEMBOURG</u>			
1973			
1975			
<u>UK</u>			
1973	560.930	154.256	27,5
1975	1.147.000	332.000	28,9
<u>IRELAND</u>			
1973	66.000		
1975	107.000	47.000	43,9
<u>DENMARK</u>			
1973	156.700	4.184	36,7
1975	156.000	49.000	31,4
<u>EEC-9</u>			
1973	+ 2.230.000		
1975	3.753.000	928.000	24,7

7. MEETING OF THE EUROPEAN TRADE UNION CONFEDERATION'S EXECUTIVE COMMITTEE IN GENEVA, 29 AND 30 SEPTEMBER 1977

Below is the text of the communiqué issued after the ETUC Executive meeting by its secretariat:

Economic trends and full employment

The Executive Committee expressed continuing deep concern about the economic situation. Unemployment was still rising, growth was sluggish and slackening even further, and inflationary pressures remained strong.

The Executive Committee reaffirmed its belief in the general strategy put forward by the ETUC at the Tripartite Conference in June 1977, and consequently welcomed the recommendation - belated, it is true - that an annual meeting should be held between the International Monetary Fund and the relevant departments of the Commission of the European Communities (made in the Commission's September report on the economic situation and medium-term outlook) and the further recommendation that coordinated expansion measures be taken at once on a wide front to ensure a sustained economic recovery.

The Executive Committee, resolved to assign top priority to seeing the two recommendations implemented in order to bring about a return to full employment, and in addition to the measures at European level, urged all the affiliated organizations to intensify and coordinate their efforts to get the ETUC's policies implemented by their respective governments at national level.

The ETUC expressed the wish that the working party set up at the meeting between the External Relations Section of the European Communities' Economic and Social Committee and the EFTA Consultative Committee should present its report on ways of improving cooperation between the two bodies without delay.

Presentation and disclosure of company accounts

A paper setting out the trade unions' demands concerning the presentation and disclosure of companies' accounts, drawn up by the European Trade Union Confederation with the assistance of experts from the International Confederation of Free Trade Unions and the World Confederation of Labour, was adopted by the ETUC's Executive Committee at its meeting in Geneva on 29-30 September (the paper will be ready in a few days' time and will then be circulated).

The trade unions wish to make their views on this matter known in view of the discussions now under way in international governmental organizations, private associations and at national level on the harmonization of the rules for the presentation of company accounts.

Among the trade unions' main demands is that companies' annual accounts should be geared more to information needed by workers. The rules governing declarations of profits - and especially those on the valuation of companies' fixed assets and stocks - are also very important issues.

Council of Europe

The ETUC Executive Committee expressed satisfaction that the Council of Europe's Committee of Ministers had approved the idea of a meeting between the Council of Europe and the two sides of industry to discuss the medium-term plan.

The ETUC's Executive Committee welcomed the holding of a conference on the European Social Charter with the two sides of industry, and hoped that the Charter would come to be a regular tool in the defense of workers' rights. This would require changes in the machinery to ensure that the two sides of industry were better represented.

International Labour Organization

The ETUC's Executive Committee endorsed a statement on the current internal difficulties of the International Labour Organization (appended).

The European Community's Code of Conduct for companies with subsidiaries branches or representation in South Africa

The ETUC'S Executive Committee approved a statement of the ETUC's position with regard to the Code (the text of the document adopted by the Foreign Ministers on 20.9.77 is reproduced below).

A wide-ranging discussion then took place on détente, security and cooperation in Europe and terrorist activity in European countries.

The ETUC's Executive Committee ordered the secretariat to draw up a statement on this subject for publication, in consultation with the Chair.

Under the heading of information work, the ETUC's Executive Committee decided to call, at the earliest opportunity, a conference of trade unions from the Mediterranean countries. Its purpose would be:

- to receive information from the European Commission about the content and possible interpretation of the labour agreements concluded between the EEC and certain Mediterranean countries;
- to give the Mediterranean countries' trade unions a chance to express their views on the agreements;
- to discuss the problems faced by workers from Mediterranean countries in their host country.

8. CODE OF CONDUCT FOR COMPANIES OPERATING IN SOUTH AFRICA

1. Relations within the undertaking

(a) Companies should ensure that all their employees irrespective of racial or other distinction are allowed to choose freely and without any hindrance the type of organization to represent them.

(b) Employers should regularly and unequivocally inform their employees that consultations and collective bargaining with organizations which are freely elected and representative of employees are part of company policy.

(c) Should black African employees decide that their representative body should be in the form of a trade union, the company should accept this decision. Trade unions for black Africans are not illegal, and

companies are free to recognize them, and to negotiate and conclude agreements with them.

(d) Consequently, the companies should allow collective bargaining with organizations freely chosen by the workers to develop in accordance with internationally accepted principles.

(e) Employers should do everything possible to ensure that black African employees are free to form or join a trade union. Steps should be taken in particular to permit trade union officials to explain to employees the aims of trade unions and the advantages of membership, to distribute trade union documentation and display trade union notices on the company's premises, to have reasonable time off to carry out their union duties without loss of pay and to organize meetings.

(f) Where works or liaison committees already operate, trade union officials should have representative status on these bodies if employees so wish. However, the existence of these types of committee should not prejudice the development or status of trade unions or of their representatives.

2. Migrant Labour

(a) The system of migrant labour is, in South Africa, an instrument of policy of apartheid which has the effect of preventing the individual from seeking and obtaining a job of his choice: it also causes grave social and family problems.

(b) Employers have the social responsibility to contribute towards ensuring freedom of movement for black African workers and their families.

(c) In the meantime employers should make it their concern to alleviate as much as possible the effects of the existing system.

3. Pay

Companies should assume a special responsibility as regards the pay and conditions of employment of their black African employees. They should formulate specific policies aimed at improving their terms of employment. Pay based on the absolute minimum necessary for a family to survive cannot be considered as being sufficient. The minimum wage should initially exceed by at least 50% the minimum level required to satisfy the basic needs of an employee and his family.

4. Wage structure and black African advancement

(a) The principle of 'equal pay for equal work' means that all jobs should be open to any worker who possesses suitable qualifications, irrespective of racial or other distinction, and that wages should be based on a qualitative job evaluation.

(b) The same pay scales should be applied to the same work. The adoption of the principle of equal pay would, however, be meaningless if black African employees were kept in inferior jobs. Employers should therefore draw up an appropriate range of training schemes of a suitable standard to provide training for their black African employees, and should reduce their dependence on immigrant white labour.

5. Fringe benefits

(a) In view of their social responsibilities, undertakings should concern themselves with the living conditions of their employees and families.

(b) For this purpose company funds could be set aside for use:

- in the housing of black African personnel and their families;
- in transport from place of residence to place of work and back;
- in providing leisure and health service facilities;
- in providing their employees with assistance in problems they encounter with the authorities over their movement from one place to another, their choice of residence and their employment;
- in pension matters;
- in educational matters;
- in improving medical services, in adopting programmes of insurance against industrial accidents and unemployment, and in other measures of social welfare.

6. Desegregation at places of work

In so far as it lies within their own competence, employers should do everything possible to abolish any practice of segregation, notably at the workplace and in canteens, sports activities, education and training. They should also ensure equal working conditions for all their staff.

7. Reports on the implementation of the code of conduct

(a) Parent companies to which this code is addressed should publish each year a detailed and fully documented report on the progress made in applying this code.

(b) The number of black Africans employed in the undertaking should be specified in the report, and progress in each of the six areas indicated above should be fully covered.

(c) The governments of the Nine will review annually progress made in implementing this code. To this end a copy of each company's report should be submitted to the national government.

THE EUROPEAN TRADE UNION CONFEDERATION AND THE EUROPEAN COMMUNITY'S CODE OF CONDUCT FOR SOUTH AFRICA

The European Trade Union Confederation's Executive Committee considers the decision by the Foreign Ministers of the European Community to introduce a code of conduct for the subsidiaries of European companies in South Africa to be a positive step and thinks that a similar code should be adopted by the governments of the EFTA countries.

The Executive Committee particularly welcomes the fact that the Code calls for everything possible to be done to ensure black African workers the freedom to form or join a trade union of their choice and that employers are called upon to recognize such trade unions and to negotiate collective agreements with them.

The ETUC demands that firms in the Community and EFTA countries should at the very least apply the code in full in their South African subsidiaries. The claim, voiced by the multinationals, that South Africa forbids recognition of black trade unions is untrue. The ETUC appeals to its member organizations and their industrial trade unions to press for implementation of the Code and keep a constant watch on progress made.

The European trade unions, together with the secretariats of the international trade organizations, will ascertain whether firms are observing the Community Code. They will call for the introduction of statutory rules in European countries making observance of the Code compulsory. The ETUC expects the Governments of the other industrialized countries around the world to take similar measures in respect of companies' South African subsidiaries.

9. EUROPEAN TRADE UNION WEEK IN GREENLAND

From 12 to 16 September 1977 a European week for 30 trade unionists from the Greenland trade union movement, the GAS (Den grønlandske Arbej der Sammenslutning) took place at Julianehab.

It is 25 years since workers in Greenland set up, on their own initiative and in collaboration with the Danish LO, their own trade union movement - the GAS.

The GAS currently numbers 4 200 members out of a wage- and salary-earning population of about 12 000 persons; the work force is therefore about 35% unionized. It should be pointed out that the problem of unemployment, particularly amongst young persons, is very severe in Greenland, too. At the present time nearly 3 000 people are out of work, or a quarter of the working population.

The members of the GAS are subdivided into 20 local sections.

The headquarters is at Godthab, the administrative centre of Greenland.

There are no trade federations. All the members are affiliated individually, but are divided into seven wage categories.

Julianehab is situated in the south of Greenland. It has about 3 500 inhabitants, and has just witnessed an important event both for the Greenland trade union movement and for Greenland society as a whole.

On 29 July 1977 the official opening of the first trade union school in Greenland took place: the setting up of this training centre is an example of cooperation between the Greenland and Danish trade union movements.

The inauguration was attended by several members of the Executive Committee of the Danish LO and the Danish Ministers for Education and Greenland affairs. Since then the school has been visited by the Danish Prime Minister, Mr A. Jørgensen.

The school, which is run by a Greenlander, Mrs Suso Heinrich, assisted by her husband, Tom Jensen, has residential facilities for about thirty trainees.

Immediately after the inauguration on 29 July 1977 the trade union school began a series of courses, including the one from 12 to 16 September 1977 on the European Communities and Greenland.

This European week was made possible by the cooperation established between the GAS, the Danish LO, the Copenhagen Information Office, the Cabinet of Mr Gundelach and the "Trade Union" division of the Commission's Directorate-General for Press and Information. A visit to Brussels by the Executive Committee of the GAS was announced last year through cooperation between the same bodies.

The Greenland trade unionists came from seven different places in the south of Greenland, and from different sectors (hospitals - chauffeurs - construction - fisheries - local authorities - cleaning staff - boat crew etc.).

In addition to general information on the running of the European Communities, current problems and relations between the EEC and the trade union movement, those present heard speeches on problems which concern Greenland: aid and loans granted by the various funds, fisheries policy, energy problems and problems concerning raw materials.

Much of the time was set aside for discussions.

This opportunity to ask questions, obtain explanations, make comments and express reservations and fears was of very great value.

During the week the organisers had the opportunity, during a radio interview, to explain the reasons for and importance of this European meeting. The interview was broadcast in Greenlandic and Danish.

10. MEETING BETWEEN THE DEUTSCHER GEWERKSCHAFTSBUND AND THE CONFEDERATION GENERALE DU TRAVAIL IN LUXEMBOURG

A delegation from the Executive Body of the German Trade Union Confederation (DGB), headed by its Secretary-General, Mr H.O. Vetter, visited the Luxembourg CGT from 19 to 21 September 1977

During this visit the two delegations held a very detailed exchange of views on problems concerning the economic and employment situation in the Federal Republic and the Grand Duchy of Luxembourg.

The President of the Luxembourg CGT, John Castagnaro, pointed out that a tripartite conference was being organized which the Luxembourg CGT hopes will make an effective contribution to the continuation of economic growth and stabilization of employment in the Grand Duchy of Luxembourg.

The DGB delegation, for its part, set out its demands for qualitative economic growth and full employment. In collaboration with the Federal Government and the constructive forces within the German economy, the DGB is endeavouring to achieve these objectives in the interests of the workers.

The two delegations noted with great interest the cooperation established in the region, thanks to the Sarre-Lorraine-Luxembourg Trade Union Council; they hoped, in view of this activity, that the economic and social position of workers in the frontier zones will be strengthened.

Agreement was also reached on the need to extend European trade union activities beyond the economic sector, since a workers' Europe cannot be built without social and political union. The first direct election of the European Parliament will be an initial step in this direction.

The two organizations will endeavour to make the European Trade Union Confederation into an effective instrument to represent the interests of workers in Europe and will, with this in mind, strengthen cooperation between the two sides of industry.

The delegations of the Luxembourg CGT and the DGB have agreed to continue good relations in the future and increase exchanges of information and consultations on economic and employment problems.

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