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Periodical Publication

1967 - No. **6-7**

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EUROPEAN COMMUNITIES

REPORT ON SOCIAL DEVELOPMENTS IN THE COMMUNITY IN 1966

The Commission of the European Communities has just submitted its Tenth Report on Social Developments in the Community.

Below we reproduce a summary of this Report.

Introduction

I. The last Report on the Social Situation in the Community began with a review of results obtained in the social sphere since the Treaty of Rome came into force on 1 January 1958. The report brought out the most pronounced trends relating to the progress which has been registered beyond all doubt in the six Member States of the Community in improving working and living conditions, which, as is commonly known, is the fundamental aim of the Treaty.

II. It seems reasonable that this progress report retracing developments in the majority of major dominating social questions should now be complemented in the present Report by an overall résumé of the points on which Community efforts might most usefully be concentrated with a view to registering further progress, primarily in application of the Treaty provisions and in fulfilling the requirements set by the essential need to harmonize social and economic developments.

III. From the complex of needs felt by the peoples of the Community and of real possibilities which have been opened up to Member States to finalize their social policy, the Commission had the task of discerning certain trends on which guidance could be given and of fixing priorities for future work in this field.

IV. Improving the use of manpower has been recognized as one of the basic questions requiring close attention and a unified approach. Quite rightly, this question occupies a prominent place in the first programme for a medium-term economic policy and should increasingly become the object of special studies and investigations. The aim of these

investigations and studies will be partly to improve knowledge of developments in employment and, partly, to foster the adoption of certain measures particularly with regard to vocational guidance and improving the effectiveness of employment facilities so as to assist in bringing about general employment stability. It will be necessary to follow closely trends in the employment situation with regard to movements in the level of economic activity so as to ensure that, wherever necessary, measures are adopted at the proper time to provide a better adjustment of supply and demand in the labour market; and also from the structural aspect, providing a breakdown by sector, relative skill and region, as well as according to category: the employment of young workers, women workers, aged and handicapped workers.

V. Free movement of workers which is destined to bring about geographical mobility of labour throughout the Community, an important stabilizing factor in the labour market, should be finally regulated through measures which will come into force as from 1 July 1968. The last remaining obstacles preventing free movement of workers will thus be finally removed. The Commission will be concerned with the practical application of these regulations and with improving machinery for the notification of vacancies to those seeking employment so as to ensure optimum employment of the Community's manpower resources. Revision of regulations concerning social security provisions for workers and their families moving from one part of the Community to another will be concluded so as to improve the provisions and simplify procedures. Since one may be sure that the progress which has been attained with respect to statutory guarantees will not be enough in itself to overcome all the practical difficulties resulting from migration of workers, the social and human aspects of freedom of movement will be the object of further studies so as to foster the adaptation of workers and their families.

VI. In the context of future improvements in the employment situation, there is another basic question which must continue to receive full attention: vocational training, which must be recognized as playing a leading role. Here, too, it will not be enough simply to study the various problems which this aspect of social policy raises; it will also be necessary to promote awareness of the importance of this factor among all those concerned. The Commission intends therefore to give particular attention to stepping up its efforts in accordance with the general principles and action programmes which it has already adopted for implementing a common policy in this field.

In order to bring about a better balance between requirements and available facilities for the training of young workers, the Commission has embarked on drawing up an inventory of such facilities, this action being one of the measures envisaged in the medium-term economic policy programme to establish measures to be taken. Other work will be directed towards research with a view to promoting interchangeability in training programmes, harmonization of standards in vocational training and endeavours to fix objective criteria with respect to requirements for the issue of vocational competency certificates, thus making such

certificates equivalent. Particular attention will, moreover, be given to the professional training of workers willing to move from one place to another within the Community.

Educational methods and the training of instructors will also continue to be the object of studies with a view to bringing about wider knowledge of the best methods for training such instructors.

Facilities for the vocational training of adults will also be reviewed, since the retraining of persons already employed constitutes one of the major instruments in promoting structural adaptation of labour. Here, particular attention will be given to the vocational training of agricultural workers leaving this sector. Finally, investigations have already been embarked on with regard to vocational further training and social advancement.

Exchanges of young workers will be encouraged within the framework of the common programme established in 1964.

VII. The increasing requirements which have made themselves felt with regard to vocational adaptation, the need to give greater weight to the promotion of geographical and vocational mobility of labour and the need to meet the requirements set by regional policy have already raised the question whether to extend the scope for intervention by the European Social Fund. It would seem to be increasingly necessary, by virtue of the provisions of the Treaty, to study the lines on which the Fund may be called upon to operate after the end of the transitional period.

VIII. The other fundamental aspect of Community social policy should be related to work to be carried out with a view to improving living and working conditions. The role to be played by co-operation between Member States in this sphere is well known. In order to ensure that such co-operation is effective and to enable the Commission to promote this co-operation in accordance with the role placed upon it by the Treaty, it will be necessary first of all to improve the general state of knowledge in this sphere, which will entail considerable research into certain questions of particular topicality or interest in several countries or on the Community level. Quite independently of any measures which might be taken, this attempt to increase knowledge is, in itself, a factor making for spontaneous harmonization in so far as it will bring out disparities and provide a basis for comparison.

IX. With regard to salaries, there will have to be a permanent review of trends both from the point of view of labour costs and from the point of view of workers' earnings. Such data will continue to be provided through inquiries carried out by the Statistical Office of the European Communities and will contain information on wage levels, wage structure and wage distribution. On the basis of the information thus obtained,

furthermore, specific research could determine the effect of certain factors which are recognized as having a special influence on wages.

Further studies will deal with problems arising within the framework of incomes policy, such as the creation of personal wealth and workers' ownership of property; sliding wage-scale systems; the level and structure of non-earned income; wage drift; criteria for fixing wages.

X. The information collated on statutory and contractual provisions concerning working hours and on the actual position existing from time to time will be periodically revised. Certain aspects of the way in which the law affords a measure of protection in this field will be studied with a view to proposing, in the light of economic effects and of social considerations, possible harmonization measures. Technical studies are also envisaged with regard to certain departures in special cases from normal working hours, the possibilities of making up for hours of work lost, and provisions for compensation. Other questions might also be tackled: part-time working; the relationship between working hours, productivity and safety; hours of work as laid down by the collective agreement and hours actually worked.

XI. Among those aspects of industrial relations which are already or will in the future be the subject of special studies, particular mention should be made of those concerning the participation of workers in the activities of the firm, methods for settling disputes, trends in collective bargaining, geographical scope of collective agreements, the right to strike, protection of workers against dismissals. Moreover, efforts will be made to determine a method which will provide for regular information on legal provisions and on the most important contractual provisions.

The Commission will endeavour, as far as it can, to promote the development of regularized industrial relations within bipartite committees or joint industrial machinery for the major economic sectors or those giving rise to particular problems.

XII. Within the sphere of social security, specific investigations will be carried out into the possibility of harmonizing certain concepts or definitions used in the main economic sectors.

Major importance will be given to social security costs and their distribution as well as to the economic effects. In the same context, further studies will be carried out into problems closely connected with the financial stability of social security systems.

XIII. Co-operation which is already being established at Community level in the sphere of health and safety of work will be actively pursued with

the assistance of the Industrial Safety Institutes already existing in Member States with a view to extending steadily the application of protective measures. This also applies to the study of various aspects of industrial accident prevention and industrial hygiene.

Many other questions coming under various headings of social policy will receive proper attention including low-cost housing, social services, family policy and public health. In these spheres which are of equal importance for the well-being of the people, it will be necessary to follow current developments and to go into problems which arise in a similar way in different Member States and to propose, wherever necessary, appropriate measures.

XIV. The Commission, finally, will keep a close watch on the integration of social aspects of various policies drawn up at Community level: the common agricultural policy, the common transport policy, economic policy, regional policy, policy relating to individual economic sectors, and, in particular, medium-term economic policy.

In the agricultural sphere, one of the main aims will be to bring about social equality with workers in the other economic sectors. For these purposes, it will be necessary to harmonize work being done in the spheres considered as having priority: working hours, employment, vocational training, wages, housing of permanent and seasonal workers, social security.

Within the framework of a common fisheries policy, efforts will be concerned with intensifying vocational training, increasing the level of earnings, harmonizing standards on manning, working hours, safety and health of working on board.

Within the transport sector, the Commission's work will be mainly concerned with drafting measures to improve certain social provisions affecting competition: manning, working hours and rest periods, overtime in road, rail and inland waterway transport. In this sector, too, vocational training, safety and health of working will not be forgotten.

XV. A particular effort should be made to promote the harmonization of social statistics.

XVI. These, then, in broad outline, are the main lines along which the future work of the Community will be directed in endeavouring to attain the social objectives of economic integration; they are based not only on practically ten years of experience but also on a considerable volume of data gathered from those directly responsible for national social policy, from experts and from all those immediately concerned.

Naturally, the actual carrying out of this work is subject to revision and will depend on having a constant supply of information on changes taking place at national level and at Community level with regard to the order of priorities. This work will also entail agreement between the Governments of Member States on the proposals put forward by the Commission. As in the past, the Commission regards the co-operation of workers' and employers' representatives as essential in carrying out its work.

XVI. Finally, it must be stressed that the Commission of the European Communities intends to pursue and extend work in the social field carried out hitherto by the High Authority of the European Coal and Steel Community and by the Commission of the European Atomic Energy Community.

Population and employment

The population of the Community, approximately 182.4 million as of 1 January 1966, had increased to 184 million approximately by 1 January 1967, an increase of approximately 0.9%. The growth rate has remained constant in France and the Netherlands and has decreased in the other countries.

The birth rate has once again fallen below the 1965 rate (18 live births per 1 000 inhabitants as against 18.2 in 1965 and 18.8 in 1964). The mortality rate has remained practically unchanged. The addition to the Community population through immigration has gone down considerably against 1965, this being mainly due to the relatively lower number of immigrants entering Germany. The working population of the Community (excluding the armed services) fell slightly in 1966 from 74.5 million approximately to 74.3 million. The number of jobs worked has gone down from 73.2 million in 1965 to 72.9 million in 1966, this decrease being largely due to the slow-down in building and in the textile industry.

Structural difficulties encountered in ship-building, the textile industry and in mining in recent years persisted throughout 1966. The labour market has, of course, not been unaffected by trends in the trade cycle which became unfavourable during the second half of the year. Unemployment has mainly affected sectors which were already in difficulties. Since such sectors are most often situated in areas relying heavily on a single industry, these developments have lent a new urgency to the question of regional development. Measures adopted in Germany, the Netherlands and in France to combat unemployment have therefore taken on a regional character.

The increase in unemployment is primarily due to cyclical movements. Most frequently it has affected unskilled and older workers. In view of their inadequate or obsolete training, it has not always been possible and in no case easy to reabsorb them in new occupations in the short term.

The swift rate of technological advance is making it more and more necessary to have a more broadly based form of vocational training, this having been particularly underlined by the unfavourable economic conditions.

Labour relations and working conditions

In previous reports, an attempt has been made to bring out certain basic trends characterising labour relations, to the extent that they began to emerge more and more distinctly. These trends showed themselves in a desire voiced more and more by employers' and workers' organizations at national level to participate in drawing up the main outlines of general economic and social policy. These developments at national level have, in numerous instances, had repercussions at Community level where the associations organized at European level have made themselves into authoritative spokesmen. A debate has been engaged between workers' and employers' organizations at Community level in which the representatives of both sides of industry have confirmed the need to continue the exchange of views.

The difficulties which have been encountered in recent years in finalizing a Community social policy have tended to bring a sharper awareness on the part of the Community's trade unionists of the responsibilities resting on the trade union movement in the process of building up the Common Market.

The Fourth European Conference of Christian Trade Unions, which took place in October 1966 in Amsterdam, was primarily concerned with reshaping the structure and activities of the trade union movement within the European framework. In the general resolution adopted at the end of the proceedings, the Conference, after registering its disappointment at the inadequate progress achieved in the sphere of social policy, reaffirmed the desirability of pursuing the application of the action programme drawn up by the IFCTU European Organization in 1965, the need for trade union activities on a European scale and, with regard to united action by the European workers, a firm intention to promote organized, permanent co-operation with the other democratic trade unions.

The Fifth General Assembly of Free Trade Unions, held in Rome in November 1966, discussed the need to strengthen the solidarity and structure of the unions so as to be able to measure up to problems set by the new European scale on which they would have to work. In the General Resolution adopted at the end of the proceedings, the Assembly asked its Executive Committee to draw up the main lines for a common trade-union policy on economic and social methods, as a first step towards drawing up a European trade-union charter. The ICFTU Unions set a time-limit for applying a common trade-union policy based on an appropriate organizational structure, namely, the end of the transitional

period. After urging strengthened participation of the trade unions in framing community decisions, the resolution went on to describe as inadequate progress registered in drawing up a common social policy. The General Assembly requested ICFTU organizations to give priority in their national claims to the action programme of 1 May 1965. Finally, it will be recalled that the Resolution also contained a definition by the Assembly of the main task confronting the ICFTU organizations: the strengthening of democracy and of the democratic trade-union organizations; in this connection, the ICFTU trade-union organizations declared their readiness to co-operate with all democratic and constructive organizations, particularly with the IFCTU.

Following these two major conferences, the Executive Committees of the IFCTU and the ICFTU decided to strengthen co-operation between the two organizations.

Another pointer to the growing awareness among workers' trade-union organizations of the requirements set by the existence of a Community was the First European Conference of ICFTU Wood and Building Workers' Unions which took place in Milan in December 1966. The Conference adopted an action programme in which the European aspirations of workers in this sector are clearly defined. The trade unions, which have set up a Committee of workers in the wood and building industries of the EEC, have stated that they will base themselves on common principles aiming at the progressive harmonization at European level of working conditions in this sector; the reduction of working hours, increased annual leave with holiday pay and guaranteed earnings throughout the year.

Agricultural, commercial, and industrial associations have also shown their awareness of problems within the sphere of Community social policy. The UNICE has on two occasions, in November and in December 1966, given its point of view on certain European questions, including social policy. The Memorandum on the EEC Social Policy, published on this occasion, shows int.al. the importance of an agreed social policy at Community level and the need for employers' and workers' organizations to co-ordinate their policies on wages and collective agreements within a European framework without thereby surrendering the economy of workers' and employers' organizations in the field of collective bargaining. This statement seems to represent a positive answer to the wish expressed on many occasions by the ICFTU and IFCTU European trade-union organization to increase co-operation on a European scale between the workers' and employers' organizations, to take account, in shaping and drafting their respective claims, of the Communities' objectives.

The COPA, at its Assembly held in Amsterdam in December 1966, urged the need to make good the delays in dealing with the structural and social aspects of agricultural policy by emphasizing the decisive role to be played by social measures for bringing up the standards of agricultural workers towards parity. Finally, in the agricultural context, the parties concerned have embarked, at the Commission's invitation, on

negotiations aiming at directing future activities in the collective bargaining sphere towards harmonizing working hours at European level. Developments in the different countries will be analysed below.

Wages and working hours

Between the end of 1965 and the end of 1966, hourly wage rates laid down in collective agreements increased at a greater rate than the previous year in Belgium and the Netherlands, the increase in these two countries being 8.5% and more than 10% respectively, whilst the rate of increase slowed down in Germany and Italy to 6.6% and between 2 and 5% respectively. In all four countries there has been a more marked upward trend in women workers' contractual rates than in those applying to men workers; this applies particularly to the Netherlands and Belgium. Agricultural workers have also seen a generally more marked improvement than industrial and commercial workers.

In certain cases, the increase in actual earnings was less in 1966 than in 1965, and in other countries it was greater. Thus, the increase in gross hourly earnings of industrial workers - calculated as an annual average - was only 8½% in the Netherlands as against 9½% the previous year. In Belgium, the increase was approximately 9%, the same as in 1965. The increase of approximately 6% in France and Luxembourg was slightly above the rate of increase the previous year, whilst the rate of increase slowed down considerably in Germany (by more than 6%) and in Italy (by approximately 3½%).

Trends in total labour costs were frequently parallel to the increase in gross hourly wage rates referred to above. Only in Belgium and the Netherlands did there continue to be a distinctly higher rate of increase, due to increases in employers' social security contributions and increased holiday payments: in Belgium, the increase was between 9½ and 10%, in the Netherlands 10½%. Because of these relatively large increases, these two countries show a more marked departure from the average cost level per man-hour worked in French and Italian industry. Luxembourg and the Federal Republic of Germany retain their previous lead in this respect.

The marked price increases noted the previous year frequently persisted throughout the first half of 1966, only to settle down during the second half-year and, in some cases, to give way to small price decreases. Although taking the annual average, retail price increases slowed down to any significant extent only in two countries, Italy and Luxembourg, the increase was relatively slight between the end of 1965 and the end of 1966; apart from the Netherlands, where there was an increase of 4%, the increase everywhere was between Luxembourg's 1.6% and Belgium's 3.1%. The largest increases were in rents and services.

In 1966, Belgium notified a number of reductions in working hours for workers in certain industries. The Federal Republic of Germany and the Netherlands also reported certain slight reductions. France and Italy, which reported reductions in hours actually worked during 1965 - these reductions being considerable in the case of Italy - because of the unfavourable economic situation, were able during 1966 to bring up working hours approximately to the 1964 level.

Taking into account reductions in working hours, increases in income tax and social security contributions, as well as increases in retail prices there was a net increase in real earnings for industrial workers of more than 1% in the Federal Republic of Germany, more than 2% in the Netherlands and approximately 3% in Italy. In Luxembourg, Belgium and France, it has been possible to bring about improvements of between 3½% and 4% in real earnings of industrial workers. Since, to some extent, the reverse situation applied the previous year, the last two years taken together give relatively close rates of increase in real wages for industrial workers in the respective Member States, varying between 5 and approximately 8%.

Vocational training

In all Member States, there has been growing awareness of the problems of vocational training. This concern was, moreover, brought out in the first medium-term economic policy programme, adopted by the Council of Ministers on 8 February 1967 which recommended int.al., increased efforts by Member States to give young people a sufficiently wide basic education to enable them to adapt themselves to changes brought about by economic and technological developments and also to improve adult vocational training and increase permanent educational facilities and the possibilities of social advancement.

Realization of these objectives is all the more important since the Community, taken as a whole, appeared to be lagging behind highly industrialized countries.

Indeed, although it is difficult to provide satisfactory answers on this subject and although extreme prudence is called for in drawing up comparisons in the sphere of vocational training, since national systems do not readily lend themselves to comparative evaluation, recent detailed studies¹ give interesting information on the extent to which progress in the training of qualified staff in the EEC countries lagged behind that registered in the United States and the Soviet Union.

¹ See particularly "L'enseignement dans les pays du Marché commun", (Education in the Common Market Countries), a study carried out by R. Poignant on behalf of the Institut de la Communauté européenne pour les études universitaires.

Nevertheless, Member States are becoming more and more aware of this gap. The interdependence of economic and social policies also acts as an incentive towards efforts to balance growth factors and objectives.

Thus, in order to make better use of the increasing resources made available in the field of vocational training, efforts are being made in the Community countries to co-ordinate and rationalize these resources both with regard to giving political encouragement and with regard to practical implementation. One may note a centralization of activities concerned with evolving an appropriate policy on vocational training. Thus, in France, a law promulgated on 3 December 1966 aims at bringing about a unified and co-ordinated policy on vocational training and social advancement, all the measures envisaged being gathered under a single heading. Moreover, the trend towards decentralization of training facilities is gathering momentum. In Italy, for example, an attempt is being made to provide better facilities by way of training establishments in regions where this is particularly necessary.

One of the current concerns common to all Member States is to have training standards made interchangeable. Reforms of curricula are already under way or envisaged. The Commission is at present examining how this tendency towards interchangeable training can be stimulated and the results co-ordinated.

Adult vocational training has undergone various improvements. In addition to the number of trainees following short intensive courses at training establishments, one may note the effort being made by Member States concerned to site such establishments more appropriately and to diversify the trades in which instruction is given so as to measure up more adequately to the requirements of the labour market.

Nevertheless, the amount of progress which has been registered during 1966 cannot be allowed to conceal the inadequacies remaining in the sphere of vocational training. Among these inadequacies special mention should be made of the lack of qualified instructors.

Social security

Trends in social security in 1966 show some quite contradictory characteristics. At first sight, the list of measures extending protection to new social categories and improving the level of protection is impressive and bears witness to the wish to promote social progress both within the framework of traditional systems and, where necessary, by introducing new methods and techniques. In this respect, the law on long-term disablement, adopted in the Netherlands, provides an extremely valuable example since, at the same time as it improves the level of protection, it introduces a uniform system for compensating disablement, whether this is due to sickness or to vocational hazards, and thus abolishes the classic distinction between disablement insurance and industrial compensation (industrial accidents and vocational diseases), whilst safeguarding the principles of collective solidarity.

Nevertheless, social progress as witnessed by legislative texts, does not seem, at least not immediately, to have been translated into facts. For various reasons, the implementation of many of these reforms has been postponed to next year or even later. Moreover, other measures were taken in order to limit the enjoyment of certain social benefits or to increase the contributions of the insured persons. Finally, certain positive measures, which are to be wholeheartedly welcomed, are in fact the outcome of negative social trends, as is the case with unemployment.

On the whole, there are grounds for assuming that social security reached a certain ceiling in 1966, without any compensating reduction in the rate at which expenditure on social services increased.

Indeed, the development of social security within the Community is overshadowed by a major phenomenon which goes a long way towards explaining many of these contradictions: this is the "spontaneous" growth of expenditure on the social services, quite irrespective of any new measures. On the one hand there is the demographic factor, acting together with other factors such as the raising of the school-leaving age, which tends to increase the number of persons eligible for social security benefits. On the other hand, expenditure on health services—with or without a health insurance scheme—is on the increase in all countries and it seems that, once having reduced the rate of growth by improving methods for making medical care generally available, it would not be conceivable that the cost of improvements in medical techniques (with the resulting increased expenditure on equipment and services) should be beyond our means at a time when increasingly effective, and increasingly costly, techniques are being made generally available.

This trend gives rise to a two-fold problem: the determination of a rate of growth for social expenditure which is adapted to the possibilities of a given national economy, certainly, but also the question of

ascertaining the proportion of national income which should be set aside for social security purposes, taking account of other social requirements. It is widely known, in fact, primarily as a result of work carried out by the Statistical Office of the European Communities, that total social expenditure in the EEC countries amounts to as much as 20% of national income (and sometimes even more than this), the major part of this being devoted to social security. But it is also known that in spite of the considerable resources employed, a number of social needs remain unsatisfied. Under such conditions, there is an increasingly felt need not only to lay down a programme for evolving a policy on social expenditure, such a programme being properly co-ordinated with an economic development programme, but also to revise the main lines of this policy in the light of present needs, after laying down a certain order of priorities for these needs. It may be felt that this whole trend suggests the need for serious consideration about the essential meaning of the concept of social security by giving a useful reminder that the inherent logic of social security implies an unceasing quest for better methods of satisfying the general need for security in all spheres where the need makes itself felt, rather than the perpetuation of procedures tending to confine it to specific groups of stereotyped situations. However, one has to be mindful of the risk that less essential concerns or points of view which are properly meaningful only within national boundaries may, to some extent, give a false understanding of the context in which particular solutions are envisaged in different countries.

Industrial health and safety

A large number of legislative, administrative and organizational measures were taken in 1966 in Member States in order to prevent accidents and reduce the incidence of vocational diseases.

In this respect, it appears that the central problem, as far as the technical prevention of accidents is concerned, has been legislation concerning the fitting of safety devices to machinery and to compressed gas containers. Practically all member countries have attempted to institute continuous improvements in their provisions on this subject. In many cases, the effects have already been felt of work carried out at the same time at Community level by the Commission with a view to bringing about harmonization in this sphere. In conformity with the recommendation made by the Commission on 20 September 1965 concerning prior notice to be given in respect of certain legislative, executive or administrative provisions, certain Member States have already forwarded their drafts to the Commission thus enabling it to give its views.

In the field of industrial medicine, the majority of Member States have made particular efforts to extend regular medical examination of workers, in conformity with the recommendation made by the Commission on industrial medicine within the firm.

Low-cost housing

Trends at Community level during 1966 can be summarized thus :

The number of dwellings completed (1,467,200) shows a slight decrease in comparison with 1965 (1,500,800). The proportion represented by low-cost or "subsidized" housing was 46.3% as against 47.9% in 1965.

On the whole, there has been scarcely any noteworthy change in general legislation or in methods for financing national housing policies, except in France and, to a lesser extent, in Belgium.

A marked deterioration of the situation in Italy.

In a number of urban areas in certain countries, there has been a pronounced difficulty in disposing of medium-standard and luxury blocks or apartments whilst the low-cost housing situation continues to be far from satisfactory. At Community level there is a tendency towards progressive liberalization of rent policy.

Family questions

In 1966 there were no major changes in legislation on family allowances. Except for Belgium where there has been an appreciable and continuous increase in family allowances both for workers and self-employed people, the situation has remained practically unchanged, apart from increases resulting from the adjustment of scales in conformity with economic trends. However, a certain number of reforms being currently pursued provide evidence of a wish to improve schemes for family relief.

Investigations and studies being carried out in all Member States on the employment of married women show the topicality of problems arising in this connection and that available facilities such as kindergartens and nurseries fall considerably short of increasing needs.

As a result of reductions in hours of work and the resultant increase in leisure time, questions relating to leisure facilities and holidays for workers and their families are becoming more and more important. Below, therefore, we have given some information on what is generally termed, social tourism.

Consumer protection continues to grow in scale from year to year. The Consumers' Liaison Committee of the European Community which includes trade unions, family associations and consumer organizations, has notified the Commission of its views on the common organization of the sugar market, the fixing of milk prices and the organization of agricultural producers' associations. During seminars held in March 1967, the Committee attempted to lay down a common strategy within the EEC concerning the provision of information to consumers. In Member States, consumers' associations have int.al. carried out investigations and campaigns on the labelling of products and on advertising methods.

Social services

Two major characteristics can be noted which are common to the six countries: on the one hand an increase in financial resources made available for social services and, on the other, efforts being made to co-ordinate these services as well as to make more effective use of them within the general framework of social policy.

In Italy, the "Economic Development Programme 1966-1970" envisages, within a new, wider context, reforms in legislation and in the organization of social assistance as well as the development of social services. Minimum standards for social services are at present being worked out in order to offer equal services for equal needs. Planning in the education sector, although independent, is closely linked with this Programme: it will include int.al. stepping up social assistance for those following educational courses at all levels.

In the Netherlands, the establishment of a Department for Social Development within the Ministry of Culture, Leisure and Social Activities, bears witness, by its very name, to new ideas on social questions. Two institutes have been set up to carry out research into social work. In the meantime, proposals are being drafted both within the public and private sectors with a view to enacting legislation setting up machinery for fostering social and cultural advancement, for which there is a deeply felt need.

With regard to the training of social service workers, it should be mentioned that in Italy two schools of social studies have been set up under two separate faculties of the University of Rome by a Presidential Decree in anticipation of university reform. In France, there has been a reversal in the previous situation with regard to attracting students to such studies: the previous shortage of students has now given way to a number of candidates which is sometimes in excess of the number of places available in schools of social studies, this being largely due to improvements in the conditions of service of social workers.

IN MEMORIAM

In recent months the European trade union movement has suffered a cruel blow in the loss of three trade union leaders whose work for and devotion to the interests of the Community's workers have always been universally appreciated.

"Trade Union News" would like to extend its sympathy to the European trade union movement and the families of the departed.

Isaac Baart

From 1959 to 1965 Isaac Baart was President of the "Algemene Nederlandse Bedrijfsbond voor de Metaalnijverheid en de Elektrotechnische Industrie" (Dutch Metalworkers' Union - NVV). In speaking of his practical contributions in this capacity towards the work of European integration, particular mention should be made of his participation in the proceedings of the Consultative Committee of the ECSC High Authority, at meetings of which he was on several occasions Chairman.

Isaac Baart was also President of the European Committee of ICFTU Metalworkers' Unions in Brussels.

He died on 17 October 1967 in Zaandam Hospital, Netherlands, aged 53 years.

Pierre Schockmel

After having been a member of the Management Committee of the Luxembourg Federation of Christian Trade Unions since 1936, he became General Secretary of this organization in 1952 and President in 1967.

By his participation in the work of the Committee of the IFCTU European Organization, Pierre Schockmel made an active contribution to the work to achieve European integration.

He died on 1 October 1967, aged 63 years.

André Augard

General Secretary of the French Miners' Union (Force ouvrière) and a member of the Executive Board of the French Trade Union Federation (FO) André Augard was appointed to a senior administrative post in the French Coal Board (Charbonnages de France) in 1961, later becoming Vice-Chairman. He was also Vice-Chairman of the Blanzky basin collieries and, within the international trade union movement, Vice-President of the ICFTU Inter-Trade-Union-Group of Miners and Metalworkers. He was one of the founder members of the Young Miners Committee set up by this International.

He became a member of the Executive Board of the International in 1960, was elected Vice-President in 1963 and was re-elected to this post at the international congress held in Hamburg in 1967.

André Augard was one of the advocates of ECSC intervention in problems associated with modernizing the Blanzky coal-mining basin.

He was 56 years old.

II. THE UNIONS AND EUROPE

T. RASSCHAERT APPOINTED GENERAL SECRETARY OF THE ICFTU EUROPEAN TRADE UNION SECRETARIAT

H.G. BUTIER APPOINTED GENERAL SECRETARY OF THE ICFTU

Brussels, 4 October 1967

At an extraordinary meeting held in Brussels on 4 October 1967, the Executive Committee of the ICFTU European Trade Union Secretariat presided over by M. L. Rosenberg accepted the resignation of M. H.G. Buiter on his appointment that morning as General Secretary of the International Confederation of Free Trade Unions (ICFTU).

M. H.G. Buiter had been General Secretary of the ICFTU European Trade Union Secretariat since it was set up in 1958.

The Executive Committee of the European Trade Union Secretariat appointed M. Theo Rasschaert as the Secretariat's new General Secretary.

M. Theo Rasschaert, a Belgian national, aged 40 is a graduate in commerce and economics and from 1951 to 1959 was a member of the Research Department of the Belgian Federation of Trade Unions (FGTB) and, in this capacity, served on the Central Economic Council and the National Audit Board (Commission de la comptabilité nationale). As representative of the FGTB, he was a member of the Belgian delegation taking part in the Val Duchesse negotiations (Treaty of Rome) in 1957 and 1958. From 1959 to 1964 he was Secretary of the Committee of ITF Transport Unions in the EEC.

Since 1964 he has been Secretary of the ICFTU European Trade Union Secretariat where he has been responsible for economic questions and questions relating to collective bargaining.

It will be recalled that on the same occasion, the Executive Committee confirmed the nomination of M. W. Braun (DGB Germany) as

Secretary of the ICFTU European Trade Union Secretariat.

CURRENT COMMUNITY PROBLEMS CONSIDERED BY THE
COMMITTEE OF THE EUROPEAN ORGANIZATION OF THE
CHRISTIAN TRADE UNIONS

Luxembourg, 5 October 1967

The Committee of the ICFTU European Organization held its 21st meeting in Luxembourg on 5 October 1967. The chairman was M. A. Cool.

The following communiqué was issued after the meeting :

"During this meeting, the Committee carried out an exchange of views on developments in the trade union situation in different European countries, particularly in France, Italy and Spain.

"The Committee also discussed the merger of the Executives of the European Communities, dealing also with the question of merging the treaties setting up the three European Communities (ECSC, EEC, Euratom).

"In this respect, the Committee confirmed and recalled the statements adopted by the Executive Bureau with regard to the merger of the European Executives.¹

"The Committee expressed great satisfaction with the position taken by the Commission with regard to the association of Greece. The Committee feels that this attitude is to be taken as applying generally to all non-democratic political regimes. The Committee feels that any application for association coming from such Governments should be categorically rejected.

"At the same time, the Committee confirmed its support for extending the Community by taking in democratic States accepting the European Treaties in their entirety as well as the achievements of the Communities so far.

¹ See "Trade Union News" No. 3/1966, p. 2.

"With regard to social policy within the European Communities, the Committee felt that this should be developed both generally and with regard to the respective industrial sectors and branches of the economy.

"The Committee was particularly concerned with the work of the Council of Social Ministers. The Committee regretted that the work of this Council had been on such a limited scale.

"It was decided that the members of the Committee should take the necessary steps at national level with a view to bringing about a further meeting of the Council of Social Ministers for the end of the year.

"The Committee is particularly concerned that this meeting of the Council should reach an acceptable settlement in the matter of providing for tripartite co-operation at European level between the Council, the single Commission and the workers' and employers' organizations.

"In view of certain major economic and social problems arising within the Communities, the Committee also discussed the possibility of regular contacts at European level between employers' organizations and the trade union movement."

A STATEMENT BY THE IFCTU MINERS' INTERNATIONAL
ON THE MERGER OF THE EUROPEAN EXECUTIVES

Luxembourg, 6 September 1967

The Committee of the IFCTU Miners' International, at its extraordinary meeting held on 6 September 1967 in Luxembourg, noted the establishment of a single European Commission replacing the Executives of the ECSC, EEC and Euratom.

"In considering the problems arising as a result of the merger of the European Executives into a single institution, the Committee of the International points to the risks of a slowing down or postponement of certain work carried out by the three Communities, in view of the extent and complexity of the manifold duties and responsibilities resting upon a single Executive in applying the frequently divergent provisions of the three Treaties.

"Desiring to see further progress in the dynamic working of the ECSC Treaty during the transitional period, particularly with regard to the crucial situation in mining, the Committee of the Miners' International urges in particular that :

- (a) the achievements of this Community up to now should be maintained and its work, experiences and methods continue to find application;
- (b) existing provisions making for adequate financing of this work should be maintained;
- (c) the Consultative Committee, the Committees and Working Parties of the ECSC should continue to function normally and the method of consultation hitherto employed by the Executive and provisions relating to representation on the Executive (Article 46 of the ECSC Treaty) should be maintained.

"In dealing with the unification and administrative rationalization of the three Communities, the Committee of the International feels that this is not merely a question of hastily reshuffling the present services and that administrative centralization should not be allowed to impede in any way the continuation of work already embarked upon.

"With a view to the forthcoming merger of the Communities, the Committee of the IFCTU Miners' International urges that the workers should be associated from now onwards in preparing this new stage and in drafting the single Treaty."

MEETING OF THE EXECUTIVE COMMITTEE OF
FREE TRADE UNIONS IN THE SIX

GEOGRAPHICAL EXTENSION OF THE COMMUNITY, THE GREEK
SITUATION AND THE EUROPEAN LIMITED COMPANY

Brussels, 19 and 20 October 1967

The Executive Committee of the ICFTU National Trade Union Centres of the six countries of the European Community met in Brussels on 19 and 20 October 1967. M. L. Rosenberg was Chairman.

Below we reproduce extracts from the communiqué published by the ICFTU European Trade Union Secretariat following the meeting dealing with the main items discussed.

Applications by Great Britain, Ireland, Denmark and Norway to join the Community

"The Executive Committee recalls that the extension of the European Community to take in four democratic countries in Europe will strengthen the political cohesion of our continent and will thus contribute to attaining the fundamental objective of the Treaties: safeguarding peace and freedom.

"The Executive Committee recognizes the importance of the questions brought up by the European Commission in the opinion it delivered on 29 September 1967; these, however, should not be used as a pretext for postponing negotiations. On the contrary, frank negotiations are the only way in which it would be possible to clarify and resolve such questions. Such negotiations should be entered into with a firm desire to reach agreement and with the intention of defining conditions for the democratic, efficient working of the enlarged Community.

"In view of the danger - for the European Community as well as for the applicant countries - which a prolongation of the present period of uncertainty would entail, the Executive Committee urges that negotiations should be opened without delay.

"A delegation of the Executive Committee will put this point of view

to the Acting President of the Council of Ministers, next Monday in Luxembourg."

The situation in Greece

"The Executive Committee welcomes the position taken up by the European Commission, which, following the military coup d'Etat in Greece, suspended the granting of financial aid to this country.

"The Executive Committee hopes that this firm attitude will serve as an example to the European Commission and the other Community institutions in their relations with other non-democratic countries."

European limited company

"The Executive Committee is unable to support the establishment of the European Company unless a satisfactory settlement is found with regard to the representation of workers on the bodies of the European company and unless there is no weakening whatsoever in the rights of representation enjoyed at present by workers and their organizations at national level."

The communiqué further states that the Executive Committee received a delegation from the Federation of Unions of Employees of International Organizations (PSI-ICFTU) and has established its working programme for the coming months. The working programme provides for acceleration of work on energy policy; a special working party to follow negotiations between the European Community and countries having applied to join the Community; and a conference on economic planning which is to take place in Milan at the end of January 1968.

TRADE UNION MEETINGS AND CONGRESSES

THE ANNUAL CONGRESS OF THE DUTCH CATHOLIC MINeworkERS' UNION (NKV)

Heerlen, 23 and 24 June 1967

The annual congress (bondsraadvergadering) of the Nederlandse Katholieke Mijnwerkersbond (NKV) took place in Heerlen on 23 and 24 June 1967.

In his opening address, the President, M. Dohmen, dealt inter alia with ECSC questions.

"Figures published by the ECSC," he said, "tell their own story. Stocks have gone up to 53 million tons. As these mountains of coal grow in height, the pits are closing and there is evidence of unemployment and a fall in production. Ten of thousands of workers are the victims of this situation. This figure, which grows every year by some twenty-five thousand over the Community as a whole, will probably reach 400 000, since the production of 195 million tons envisaged for the ECSC in 1970 will not be reached, in view of the swift decline in the use of coal.

"Already, we are being given to understand that production will not go any higher than 170 million tons."

"The Federal Republic of Germany," M. Dohmen went on, "represents a perfect barometer in this respect. In May 1966, i.e. one year ago, the Germans were still guaranteeing a production of 140 million tons. Two months later, one of the major producers quoted a figure of 120 million tons. At the end of 1966, a new estimate put total production for 1970 at 95 million tons. With such a grim outlook, it is not surprising that Bonn, speaking through its Minister of Economic Affairs, M. Schiller, should have asked the High Authority a few days ago to proclaim a state of emergency. Bonn has thus suddenly discovered that the European coal market is in a state of crisis. One might be tempted to say: better late than never."

"Whatever the outcome may be," M. Dohmen went on, "it cannot be denied that the imposition of quotas and possible restrictions of imports will be powerless in the face of the unpleasant reality of a European coal-mining industry going downhill rapidly. Moreover, when we turn from the trend in West Germany to the situation in France, particularly in the North and Pas-de-Calais—where, up to now, there has been no opportunity of providing for any industrial modernization and redevelopment—we must feel a certain anxiety about our French fellow workers. Perhaps we are not particularly aware how serious the situation is," he concluded, "because, at the moment, in the South Limburg field, we are still working under conditions allowing a certain margin to absorb the first shocks, but, proportionately and in relation to the other ECSC countries, the decline in production has been the most pronounced here in the coal industry of Limburg where we have a fall of 19%."

THE GENERAL MINERS' UNION (NETHERLANDS)

Sittard, 19 and 20 May 1967

On 19 and 20 May 1967, the Dutch General Miners' Union (Algemene Bond van Werkers in het Mijnbedrijf) held its General Assembly in Sittard.

The General Assembly approved the proposal of the Management Committee to appoint M. J.D. Brandt President of the Union. He succeeds M. J.W. Hamers as from 1 July 1967.

PROTESTANT MINERS' UNION (NETHERLANDS)

Treebeek, 9 June 1967

The Dutch Protestant Miners' Union (Protestants-Christelijke Mijnwerkersbond) held its 35th General Assembly at Treebeek on 9 June 1967. The General Assembly elected the following members to the Management Committee:

M. C. Feenstra, President (Bondsvoorzitter)
M. H.M. Bijl, General Secretary (Bondssecretaris)
MM. A. Booy and H.P. Mietus, Members (Bondsbestuursleden), and
M. C. Van Leeuwen.

THE DUTCH CATHOLIC UNION OF CIVIL SERVANTS
EMPLOYED IN THE DEFENCE SECTOR,
"ST. MARTINUS"

Tilburg, 22 June 1967

This union, "Vereniging "St. Martinus" - Nederlandse Katholieke Militaire Ambtenaren) held its 58th General Assembly in Tilburg on 22 June 1967. The new Management Committee (hoofdbestuur) includes:

M. H.J.J. Hoogenboom, President (Algemeen Voorzitter)
M. L.A. Smith, General Secretary (Algemeen Sekretaris)
M. J.G.M. van Dommelen, Treasurer (Algemeen Penningmeester).

THE DUTCH CATHOLIC FEDERATION OF WHITE-COLLAR
WORKERS IN THE MINING SECTOR JOINS THE
DUTCH CATHOLIC NATIONAL CENTRE, NKV

During its meeting held on 27 June 1967, the Council of the Dutch National Centre, NKV (Nederlands Katholiek Vakverbond) unanimously accepted the application of the "Katholieke Vereniging van Mijnbeambten - NKM) to become a member of the NKV.

The NKM becomes a member of the NKV as from 1 July 1967.

DUTCH GENERAL UNION OF GRAPHICAL WORKERS

On 6, 7 and 8 July 1967, the Dutch General Union of Graphical Workers (Algemene Nederlandse Grafische Bond - NVV - Netherlands) held its 11th Congress (Bondsvergadering) at Rotterdam.

The Congress elected: M. A.M. van den Boogaart, President-Editor (Bondsvoorzitter-redacteur); M. W.H. Rellage, General Secretary (Algemeen Secretaris); M. H.J. van der Werff, Treasurer (Bondspenningmeester).

GENERAL COUNCIL OF THE DUTCH TRANSPORT WORKERS' UNION (CNV)

The Dutch Protestant Union of Transport Workers (Protestants-Christelijke Bond van Vervoerpersoneel - CNV) held its 51st General Council (algemene vergadering) on 18 May 1967 in Utrecht.

The Finance and General Purposes Committee, consisting of: M. K. Lolkema, M. H. Ijszenga, (M. G. Klomp as from 10.2.68), M. W.H. Hendriks and M. C.J. Tiller, was re-elected.

MERGER OF TWO DUTCH UNIONS

During an extraordinary General Council meeting held on 27 May 1967 it was decided to merge the two following organizations:

Ned. Kath. Bond van Hogere, Middelbare en Lagere Technici en Chemici St. Bernulphus.

Kath. Bond van Administratief en Commercieel Personeel in de Industrie (ACI).

In future, these two organizations will be replaced by the "Unie van Beambten en Hoger Personeel" (BHP, Union of Salaried and Supervisory Staff).

FEDERAL CONGRESS OF THE FRENCH NATIONAL MINERS' UNION
CFDT

Paris, 8-10 September 1967

This French national union held its Congress in Paris from 8 to 10 September 1967.

The report on activities submitted by the General Secretary contains a statement clearly advocating a European energy policy. This statement was confirmed by a speech made by M. René Decaillon, Member of the National Executive.

The new National Executive elected by the Congress is composed as follows :

President	:	M. E. Stocki
Vice-Presidents	:	MM. R. Houdmond and J. Chapuis
General Secretary	:	M. J. Kaspar
Deputy Secretaries	:	MM. P. Bladt and J. Pruvost
Treasurer	:	M. J. Vasseur
Deputy Treasurer	:	M. J. Wurtz.

STATEMENTS BY TRADE AND INDUSTRIAL COMMITTEES

EUROPEAN TRADE UNION DELEGATES AT PHILIPS

Eindhoven, 14 September 1967

Under the above title, a joint statement indicates that on 14 November last first contacts were made in Eindhoven, Netherlands, between representatives of metalworkers' trade unions in the countries of the European Economic Community and members of the Board of Directors of Philips Gloeilampenfabrieken N.V. These talks concerned the company's policy on production throughout the EEC and the consequences this policy had with regard to employment.

Those taking part in the discussion included delegates from the European Committee of ICFTU metalworkers' unions, from the International Federation of Christian Metalworkers' Unions and from the International Association of Christian White-collar Workers' Unions.

"Since," the communiqué points out, "Philips undertakings in all countries of the EEC are carrying out a social policy properly in accordance with the legislation and conditions ruling in the country in question, the discussions in Eindhoven were considered by both sides as being of an informative and informal character.

"Opening the talks," the communiqué continues, "M. Philips pointed out that the reduction which had taken place in the labour force employed in the European enterprises since the end of 1965 had been due to sales trends in each of the countries concerned. Adaptation of production towards exports had scarcely influenced this trend. It is true that adaptation is a condition for continuing production, since it leads to manufacture on a larger scale and thus to a necessary increase in productivity. Division of production between the different countries is a question in which the managements of Philips' companies in these countries are closely concerned. Over and above the economic considerations, there are social aspects which also play an important role in this connection. Differences in wages between the EEC countries are no longer of decisive importance in the division of production between the countries.

"The trade unions noted with satisfaction a remark made by M. Philips in reply to a question put by them that the level of employment in the

other EEC countries was not receiving less attention than in the Netherlands.

"The trade unions for their part did not fail to show understanding for the need to divide production but urged that particular attention should be given to the social aspect.

"Admittedly, an increase in turnover in the EEC countries is expected in the near future, but, because of technological developments, no great increase in the number of staff employed is to be expected.

"At the end of the meeting, the trade union representatives as well as the management of Philips expressed satisfaction with the constructive character of the talks."

The trade union delegates from Philips' works throughout the EEC countries have had regular contacts for a considerable time, these being under the auspices of the Metal Committee.

In this connection, M. R. Sahrholz, Secretary of the Committee, has recently written in "Free Labour World", No. 207, an article analysing the importance of this section at community level. He points out that the interest the unions show in this industrial giant within the EEC is due to the fact that "this is an undertaking employing thousands of organized workers and because the management in Eindhoven in the Netherlands is engaged in carrying out an eminently international commercial policy".

At the end of 1965 there were 252 000 workers employed in Philips factories, 87 000 of these in the Netherlands and 134 000 in the rest of Europe, mainly in the countries of the European Community.

According to the writer, Philips has, since the beginning of 1956, been seriously steering towards concentration and rationalization in the majority of its installations, resulting in a reduction in the number of jobs and working hours.

"In all justice, it must be recognized," M. R. Sahrholz writes, "that the management of this firm has not acted in a purely arbitrary way. The difficulties go back to the way in which the market reacted when colour television was announced. Sales of black and white television sets—one of the major production lines of Philips—have fallen considerably. Structural changes which have followed are now beginning to make themselves felt in this field. Moreover, mechanization and automation are gaining ground and everywhere there is surplus manpower."

The writer points out: "The metalworkers' trade unions feel, however, that it is perfectly legitimate for them to bring to bear their influence on behalf of the workers concerned. The latter are not responsible for market fluctuations but they are the ones who are being asked to accept an unpleasant deterioration in their standard of living" (...) "The trade unions are not short-sighted. They understand the true economic difficulties. They wish, however, to have an assurance that measures which are absolutely essential should involve the workers in the least possible discomfort. It could, consequently, become necessary in certain circumstances to draw up a social plan with medium-term and long-term objectives, to be applied to all Philips installations, wherever they may be. It is, indeed, true that the trade unions are looking seriously at existing possibilities which would enable the conclusion of general collective agreements on certain matters even at a time when social harmonization within the European Economic Community is still by no means fully achieved.

AN ARTICLE BY M. MICHELS, PRESIDENT OF THE
ICFTU-ECSC INTER-TRADE-UNION GROUP, CONCERNING WORKERS'
INFLUENCE IN THE COMMUNITY

M. W. Michels, President of the ICFTU-ECSC Inter-Trade-Union Group of Miners and Metalworkers has written an article in "Der Gewerkschaftler" (DGB), Germany, No. 8, August 1967, under the title: "The inadequacy of the workers' influence in the Community".

He points out that "up to now, neither the wording of the Treaties nor their implementation has been primarily concerned with the workers' interests".

By far the most important influence which the working class has been able to exert has been, in the author's opinion, through the bodies and services of the ECSC in Luxembourg, where there has been effective co-determination at a higher level than the level of the firm, viz. at supranational level: the bipartite committees of workers and employers which are at all times consulted by the High Authority in matters relating to harmonization of working conditions, industrial health, vocational training, production objectives for steel, the construction of low-cost housing for miners and metalworkers and technical research.

M. Michels feels that the workers and their trade unions could, parallel to their efforts to develop co-determination both at the level of the firm and at a higher level throughout the member countries, help to shape the future European Community, provided:

- (a) they make a greater effort than they have up to now to persuade parliaments and governments to move more in the direction of a European policy on supranational lines, thereby being fully aware that at present decisive pressure towards European integration is hardly likely to come from outside the ranks of the workers;
- (b) they are more vigorous than they have been in demanding from the parliaments and national governments co-determination at European level;
- (c) they develop and intensify their work within the existing institutions of the European Communities by supporting at the same time a supranational policy by the future unified European Commission;
- (d) they strengthen general and trade union co-operation between organizations with regard to a European policy.

Only in this will the future Europe become anything more than a mere loose economic association of national interests; only then will it also become a workers' Europe.

MEETING OF THE ICFTU WORKING PARTY
"TRAVELLING SALESMEN, SALES REPRESENTATIVES AND AGENTS"

Brussels, 9 June 1967

"VRP Syndicaliste", the publication of the French Union of Travelling Salesmen, Sales Representatives and Agents, affiliated to Force ouvrière (France), contains in its issue No. 82 an account of the proceedings of a meeting of ICFTU representatives of this branch in the EEC countries which took place in Brussels on 9 June last.

"Comparison of working conditions of wage-earning sales representatives and agents at European level," the publication writes, "involves a considerable number of difficulties because in Germany and the Netherlands, representatives with a number of commissions are considered as independent representatives or as sales agents.

"The Germans have applied to the public authorities for action to place representatives having one commission and those having a number of commissions on the same basis with regard to their working conditions in so far as the same working criteria apply."

"In Italy, a single national agreement has been requested for all sales representatives; indeed, in Italy representatives have their conditions regulated in two different ways; either by a national contract or by the collective agreement applying to the industrial sector concerned."

Finally, the journal points out that the VRP Working Party is proposing to give priority to examining with the EEC authorities questions concerning working conditions :

- (i) The European definition of the wage-earning sales representative as compared with the independent agent;
- (ii) Working hours;
- (iii) Obligations of employers and representatives;
- (iv) The non-competition clause;
- (v) Conditions relating to dismissal, notice, goodwill allowances;
- (vi) Community provisions on social security and supplementary pensions.

"VRP Syndicaliste" points out that a contract which would be valid in the different EEC countries is at present being studied by the European Trade Union Secretariat and that the ICFTU Unions organizing sales representatives have decided to organize within their national organizations, a service to afford assistance to sales representatives whilst exercising their profession throughout the EEC countries by introducing a European trade union card.

METALWORKERS' TRADE UNIONS HOLD A ONE-DAY EUROPEAN
SEMINAR ON THE EEC ELECTRICAL INDUSTRY

Scheveningen, 28 September 1967

On 28 September 1967, following the World Electrical and Engineering Industry Conference organized by the International Metalworkers' Federation, the metalworkers' unions held a one-day European Seminar on the Electrical Industry in Scheveningen, Holland.

The seminar was attended by representatives from the Building and Wood Workers International, the Public Services International, the PTTI and the International Metalworkers' Federation. The European metalworkers' unions exchanged views on the responsibilities and work of their European Committee and on trends in the electrical industry within the EEC, as well as on the view put forward by the British Electrical Trades Union (ETU) and on the structure and organization of metalworkers' unions in the different countries.

The International Metalworkers' Federation (IMF) as well as its affiliated organizations, and in particular the British division, to which the ETU is affiliated, have been requested to continue talks at European level with the European Committee of Metalworkers' Unions. The main objective will be to discuss all questions connected with the application by Great Britain and other EFTA countries to join the European Community.

Furthermore, the International Metalworkers' Federation has been requested to examine future possibilities of co-operating with other international trade secretariats in this particular field, taking account of differences in trade union structure and in their respective tasks in their own countries.

III. BIBLIOGRAPHY AND DOCUMENTATION

EEC

"LE DEVELOPPEMENT D'UN MARCHÉ EUROPEEN DES CAPITALS" (THE DEVELOPMENT OF A EUROPEAN CAPITAL MARKET) (Report of a Group of Experts set up by the EEC Commission) Brussels, November 1966 - Publishing Services of the European Communities, No. 8181 - published in French, German, Italian, Dutch - on sale.

This report explains the establishment and conditions for developing such a market by reviewing structural problems which are common to the capital markets of member countries as well as the extent to which financial relations have already been established within the community framework. The report goes on to specify how the establishment of a European capital market would entail various adjustments in the application of economic policy within the Member States.

"SOCIÉTÉ ANONYME EUROPÉENNE. PROJET D'UN STATUT D'UNE SOCIÉTÉ ANONYME EUROPÉENNE" (EUROPEAN LIMITED COMPANY. DRAFT RULES FOR A EUROPEAN LIMITED COMPANY) by Professor Sanders, Dean of the Faculty of Law in Rotterdam. General Direction "Competition", December 1966 - Publishing Services of the European Communities, No. 8214 - published in French, German, Italian and Dutch - on sale.

"PREMIÈRE MISE À JOUR DE LA 3^{ème} ÉDITION DU REPERTOIRE DES ORGANISATIONS AGRICOLES NON-GOUVERNEMENTALES GROUPEES DANS LE CADRE DE LA COMMUNAUTÉ EUROPÉENNE" (Erste Ergänzung der dritten Auflage des Verzeichnisses der im Rahmen der Europäischen Wirtschaftsgemeinschaft zusammengeschlossenen land- und ernährungswirtschaftlichen Verbände) (Primo aggiornamento della terza edizione del repertorio delle organizzazioni agricole non governative raggruppate nel quadro della Comunità Economica Europea) (Eerste aanvullingen op de derde uitgave van de Lijst van niet gouvernementele Organisaties op landbouwgebied binnen het kader van de Europese Economische Gemeenschap) (FIRST SUPPLEMENT TO THE THIRD EDITION OF THE LIST OF NON-GOVERNMENTAL AGRICULTURAL ORGANIZATIONS WITHIN THE EUROPEAN COMMUNITY).

"EXPOSÉ SUR L'ÉVOLUTION DE LA SITUATION SOCIALE DANS LA COMMUNAUTÉ 1966" (REPORT ON TRENDS IN THE SOCIAL SITUATION WITHIN THE COMMUNITY 1966) (attached to the 10th General Report on Activities of the Community, in application of Article 122 of the Treaty), August 1967 - published in French, German, Italian and Dutch.

"5ème RAPPORT ANNUEL SUR LA MISE EN OEUVRE DES REGLEMENTS CONCERNANT LA SECURITE SOCIALE DES TRAVAILLEURS MIGRANTS" "JANVIER-DECEMBRE 1963" (5th ANNUAL REPORT ON THE APPLICATION OF REGULATIONS ON THE SOCIAL SECURITY OF MIGRANT WORKERS) (JANUARY-DECEMBER 1963). Publishing Services of the European Communities, No. 1026 - published in French, German, Italian and Dutch - on sale.

This report provides information on questions examined during the period concerned by the administrative committee and the price auditing committee and analyses the decisions and recommendations made.

"TABLEAUX COMPARATIFS DES REGIMES DE SECURITE SOCIALE APPLICABLES DANS LES ETATS MEMBRES DES COMMUNAUTES EUROPEENNES - N° 3 - REGIMES AGRICOLES" (COMPARATIVE TABLES ON SOCIAL SECURITY SYSTEMS APPLYING IN MEMBER STATES OF THE EUROPEAN COMMUNITIES, No. 3 - SYSTEMS APPLYING TO AGRICULTURAL WORKERS) (agricultural undertakings)-situation as of 1 July 1966. Publishing Services of the European Communities, No. 8189 - published in French, German, Italian and Dutch - on sale.

This is the second edition, revised up to 1 July 1966, of the work published under the same title in roneo form in 1962.

"DOCUMENTS DU COLLOQUE SUR LA FORMATION PROFESSIONNELLE" (Bruxelles 16-20 novembre 1964) (EXCERPTS FROM THE SYMPOSIUM ON VOCATIONAL TRAINING HELD IN BRUSSELS, 16 to 20 November 1964). Publishing Services of the European Communities, No. 8170/I/IX/1966/5 - published in French, German, Italian and Dutch - on sale.

"EEC BULLETIN No. 7 - JULY 1967". Publishing Services of the European Communities, No. 4001. On sale - published in German, French, Italian, Dutch, English and Spanish.

The contents include :

- (i) Balance-sheet and future outlook for the European Economic Community (farewell address by Professor Walter Hallstein);
- (ii) Entry into force of the Treaty establishing a single Council and a single Commission of the European Communities;
- (iii) Celebration of the tenth anniversary of the signing of the Treaties of Rome.
- (iv) Rome summit conference.

"EEC BULLETIN No. 8 - August 1967". Publishing Services of the European Communities, No. 4001. On sale - published in German, French, Italian, Dutch, English and Spanish.

In addition to the usual items, the contents of this issue include:

- (i) The Commission of the European Communities takes up its duties;
- (ii) Final act of tariff negotiations signed (Kennedy round);
- (iii) The industrial future of the Associated African States and Madagascar.

"INTRODUCTION TO THE TENTH GENERAL REPORT ON ACTIVITIES OF THE COMMUNITY" - Supplement to EEC Bulletin No. 7. Publishing Services of the European Communities, No. 4001 - published in German, French, Italian, Dutch, English and Spanish.

"SUPPLEMENT TO EEC BULLETIN No. 8/1967". Publishing Services of the European Communities, No. 4001 - published in German, French, Italian, Dutch, English and Spanish.

This supplement gives the text of the programme for the harmonization of taxes (Commission communication to the Council of Ministers on 8.2.1967) and the programme for the harmonization of direct taxes (Commission communication to the Council of Ministers on 26.6.1967).

"L'EUROPE DES JEUNES TRAVAILLEURS - STAGES PROFESSIONNELS DANS LES PAYS DU MARCHE COMMUN" (THE YOUNG WORKERS' EUROPE - VOCATIONAL TRAINING COURSES IN THE COUNTRIES OF THE COMMON MARKET). Brochure 19 pages + form. Published in French, German, Italian and Dutch.

ECSC

"RESUME DU 15^{ème} RAPPORT GENERAL - BULLETIN DE LA CECA, N° 69" (SUMMARY OF THE 15th GENERAL REPORT - ECSC BULLETIN No. 69). Publishing Services of the European Communities, No. 13622 - published in German, Italian, French and Dutch - on sale.

This publication summarizes the 15th General Report on Activities of the ECSC for the period from 1 February 1966 up to 31 March 1967.

In submitting this report to the European Parliament on 8 May 1967, M. Coppé, Acting President of the High Authority, stated that the period which had elapsed since the end of the period covered by the report marked the threshold of a new stage in the development of the Communities, both with regard to general policy as well as with regard to social aspects and the work of the Communities.

"CHRONOLOGIE DES ANNEES 1950-1966 - BULLETIN DE LA CECA, N° 68"

(CHRONOLOGY FOR THE YEARS 1950-1966 - ECSC BULLETIN No. 68). Publishing Services of the European Communities, No. 13617 - published in French, German, Italian and Dutch - on sale.

"EVENEMENTS SOCIAUX DANS LA COMMUNAUTE - NOTE D'INFORMATION - XII^{ème} ANNEE, 1967, No. 6" (SOCIAL EVENTS IN THE COMMUNITY - NOTES - 12th YEAR 1967, No. 6). Published in French, German, Italian and Dutch.

"LES REGIMES DE SECURITE SOCIALE APPLICABLES AUX TRAVAILLEURS DU CHARBON ET DE L'ACIER DANS LA COMMUNAUTE ET LA GRANDE-BRETAGNE - REGIME GENERAUX MINIER - MISE A JOUR AU 1^{er} JUILLET 1966" (SOCIAL SECURITY SCHEMES APPLYING TO COAL AND STEEL WORKERS IN THE COMMUNITY AND IN GREAT BRITAIN - GENERAL SCHEMES APPLYING TO MINE WORKERS - REVISED AS OF 1 JULY 1966). Published in French, German, Italian and Dutch (limited distribution).

"LES INVESTISSEMENTS DANS LES INDUSTRIES DU CHARBON ET DE L'ACIER DE LA COMMUNAUTE - RAPPORT SUR L'ENQUETE 1967 - SITUATION AU 1^{er} JANVIER 1967" (INVESTMENTS IN THE COAL AND IRON AND STEEL INDUSTRIES OF THE COMMUNITY - REPORT ON THE INVESTIGATION OF 1967 - SITUATION AS OF 1 JANUARY 1967). Published in French, German, Italian and Dutch - on sale.

"LES FACTEURS HUMAINS ET LA SECURITE - ETUDES DE PHYSIOLOGIE ET DE PSYCHOLOGIE DU TRAVAIL - N° 1. ANNEE 1967" (THE HUMAN FACTOR AND SAFETY - STUDIES IN INDUSTRIAL PHYSIOLOGY AND PSYCHOLOGY, No. 1, Year 1967). Published in French, German, Italian and Dutch - on sale.

"LES REPERCUSSIONS DE L'EVOLUTION TECHNIQUE SUR LA PRODUCTIVITE, LES SALAIRES, LA DUREE DU TRAVAIL ET L'EMPLOI - ETUDE GLOBALE - EVOLUTION JUSQU'AU 1^{er} JANVIER 1965 + tableaux graphiques" (THE REPERCUSSIONS OF TECHNICAL DEVELOPMENTS ON PRODUCTIVITY, ON WAGES, WORKING HOURS AND THE LEVEL OF EMPLOYMENT - A COMPREHENSIVE STUDY - THE TREND UP TO 1 JANUARY 1965, together with tables). Published in French, German, Italian and Dutch (limited distribution).

"BILAN DE L'INDUSTRIE AUTOMOBILE 1959-1965" (BALANCE-SHEET FOR THE CAR-MANUFACTURING INDUSTRY 1959-1965). Publishing Services of the European Communities, No. 13647 - published in French, German, Italian and Dutch (limited distribution).

"BILAN DES SOCIETES PETROLIERES 1959-1965" (BALANCE-SHEET FOR THE OIL COMPANIES 1959-1965). Publishing Services of the European Communities, No. 13751 - published in French, German, Italian, Dutch and English (limited distribution).

"COLLECTION D'ECONOMIE ET POLITIQUE REGIONALES - PROGRAMME DE DEVELOPPEMENT ET DE CONVERSION - LES PROBLEMES DE LA STRUCTURE ECONOMIQUE DE LA SARRE" (REGIONAL ECONOMY AND POLICY SERIES - DEVELOPMENT AND MODERNIZATION PLAN - THE ECONOMIC STRUCTURE OF THE SAAR). Published in German. On sale.

At the request of the Government of the Federal Republic of Germany, the High Authority, acting in pursuance of Article 46, Sub-Sections 3 and 4, of the ECSC Treaty, has financed a study of the structural problems of the Saar coal-mining and steel-producing region.

The study, which has been carried out by Prof. Dr. J. Heinz Müller, of the University of Strasbourg, with the co-operation of M. P. Klemmer, M. K. Rittenbrück, M. C. Strassert and M. U. Thumm, had a threefold objective: to examine the reasons why the Saar economy has for some years shown a slower rate of growth than the economy of the Federal Republic as a whole and the other "Länder" making up the Federal Republic; to make forecasts for the future development of the Saar economy during the next fifteen years; to make suggestions for improving the future development of this region's economy.

Catalogue

"PUBLICATIONS DES COMMUNAUTES EUROPEENNES" (PUBLICATIONS OF THE EUROPEAN COMMUNITIES) (March 1964-July 1967) Luxembourg-Brussels. Publishing Services of the European Communities, No. 4093/2/67/1 - published in German, French, Italian, Dutch and English.

JOINT INFORMATION SERVICE OF THE EUROPEAN COMMUNITIES

The Joint Information Service of the European Communities (Common Market, ECSC, Euratom) publishes a series of dossiers in several languages giving information on the most topical issues regarding European integration. Dossiers recently published include:

Bibliographical Summary Nos. 6, 7, 8-9/1967 - published in French and German;

The European Parliament (brochure) - published in German, French, Italian, Dutch and English;

The European Community (pamphlet) - published in French, German, Italian, Dutch and English;

Europe and Energy (brochure) - published in German, Italian, French and Dutch;

In French : "Nouvelles universitaires No. 18-19" (University News);

In Italian : "Programma di politica economica a medio termine 1966-1970" (documenti N. 26) (The medium-term economic policy programme, 1966-70);

In English : "The Common Agriculture Policy" (Topics, No. 28);

In Spanish : "La politica social de la Comunidad Carbon y Acero"
(Social Policy in the ECSC).

All these publications may be obtained by writing to the Joint Information Service of the European Communities in Brussels (244, Rue de la Loi), Luxembourg (18, Rue Aldringer), or from the offices in Bonn, Paris, The Hague, Rome, Geneva, London, New York or Washington.

LES "DOSSIERS PEDAGOGIQUES" D'EUROPE-UNIVERSITE

The Association "Europe-Université" has published a series of "Dossiers pédagogiques" for use by secondary school-teachers. These would most probably be of interest to heads of trade-union schools and labour-training centres.

No. 12 (October 1967) contains the following lessons:

Ten years of Euratom (First Part)

The Car-Manufacturing Industry in the EEC (Part 2: Production and markets)

Structure of the Community Iron and Steel Industry

National Institutions and Political Life in the Benelux Countries.

These dossiers, published in French, are available to subscribers. Please write to the Association "Europe-Université", Secrétariat, 2, rue de Mérimée, Paris 16ème.

MISCELLANEOUS

"EXPERIENCES DES CONSEILS D'ENTREPRISES ET DE LA COGESTION EN EUROPE OCCIDENTALE" (THE OPERATION OF WORKS' COUNCILS AND CO-DETERMINATION IN WESTERN EUROPE) - published by the ICFTU European Regional Organization, 86, rue des Palais, Brussels 3, in French, German and English.

This report summarizes the proceedings of the seminar organized by the ICFTU European Regional Organization at Springe (Hannover) from 8 to 13 August 1966.

"A TRAVERS L'HISTOIRE DU MOUVEMENT OUVRIER" (HISTORY OF THE LABOUR MOVEMENT) by Théodore Bérégi, published by the French National Federation of Trade Unions (Force ouvrière) 198, avenue du Maine, Paris 14ème.

The object of the author is to bring out in a few words, and without too much commentary, the most significant and decisive facts in the history of the French trade union movement. In writing this book, the author states that his aim was not only to sketch the lot of the working classes through the ages, to analyse briefly the origin, principles, their efforts and strategy adopted in putting forward claims, and their allegiance to constitutional government, but to trace the history of the deep faith, hope and conviction which imbued the labour movement in its struggles.

"L'HOMME DANS LE MILIEU EUROPEEN" (MAN IN THE EUROPEAN ENVIRONMENT)

An intergovernmental working programme of the Council of Europe, 1967-1968. Published by the Information Department of the Council of Europe, Strasbourg.

This document deals solely with the intergovernmental activities of the Council of Europe. It does not deal with the work of the Consultative Assembly nor with the political discussions of the Council of Ministers. Moreover, although mention is made of certain work which is closely allied to the defence of human rights, the work of the European Court and of the European Commission for Human Rights are not directly referred to.

"EUROPA 1970 - POLITISCHE UND GESELLSCHAFTSPOLITISCHE FOLGEN DER WIRTSCHAFTLICHEN INTEGRATION" (EUROPE 1970 - POLITICAL AND SOCIAL CONSEQUENCES OF ECONOMIC INTEGRATION) - 16th European Symposium, 28 and 29 June 1967 - Text of speeches given by M. Bernhard Tacke, M. Alfred Mozer, M. Erich Kitzmüller.

NOTE TO OUR READERS

THIS PUBLICATION IS INTENDED TO KEEP THE
TRADE UNION LEADERS OF THE EUROPEAN COMMUNITY
INFORMED REGARDING THE VIEWS OF THE DIFFERENT
TRADE UNION ORGANIZATIONS ON THE CONSTRUCTION
OF EUROPE. THE OPINIONS EXPRESSED ARE ENTIRE-
LY THOSE OF THE AUTHORS AND MUST NOT BE TAKEN
AS COINCIDING WITH THOSE OF THE COMMUNITY
INSTITUTIONS.

Editor's Note.

