

1. INTRODUCTION

The European Trade Union Confederation held an extraordinary congress from 23 to 25 May 1974 in Copenhagen (Folketshus). The Congress, under the chairmanship of Victor Feather, was attended by approximately three hundred delegates and was covered by one hundred journalists. Main items were the enlargement of the ETUC, the adoption of an action programme and the election of the Executive Committee. The Lord Mayor of Copenhagen and the Vice-President of the Danish Social Democratic Party made speeches at the opening session. Observers included the ICFTU General Secretary O. Kersten, the General Secretary of the European Organisation (WCL) J. Kulakowski, representatives of Histadrut, a delegation from the Coordinating Bureau of International Youth Organisations, as well as representatives of the European Commission, the Economic and Social Committee and the Commission's Trade Union Division (Information Directorate-General). The decisions recorded below follow the chronological order of the Congress.

2. RATIFICATION OF AFFILIATIONS

In the morning of 23 May the Congress ratified the affiliation of twelve organisations, bringing the total membership of the ETUC to 33 million.

The new members are the CSC (Belgium), FDT (Denmark), STB (Spain), CFTD (France), LCGB (Luxembourg), GWU (Malta), NKV and CNV (Netherlands), CGS and SVEMA (Switzerland), SAK (Finland) and ICTU (Ireland).

The seventeen founder organisations of the ETUC ratified the new affiliations unanimously, except for French Force Ouvrière recording its vote against.

3. SPEECH ON FUTURE ETUC PROGRAMME

Presenting the draft action programme of the European Trade Union Confederation on Thursday, 23rd May, the General Secretary of the E.T.U.C., Théo Rasschaert, recalled the responsibility borne by the European trade unionists meeting in congress in Copenhagen: they were speaking and acting in the name of 33 million trade unionists in West Europe.

After analysing the main features of the development of the economic and monetary situation since the creation of the European Trade Union Confederation in Brussels in February 1973, Théo Rasschaert noted that the profound change in relations between the different factors determining the economic mechanism - rise in prices of basic commodities, energy crisis, monetary crisis, and so on - had not led to any upheaval with regard to policies. "In the face of raging inflation and the increasing difficulty of taking economic decisions, governments are resorting to a policy of global check on demand in exactly the same manner as they did in the fifties."

Believing that trade unionists, confronted also by this new situation, must have the courage to abandon certain ready-made formulas, Théo Rasschaert outlined the main courses of action with which the European Trade Union Confederation should respond to the challenges confronting European workers.

Four fields of action were thus analysed: the fight against inflation, the control of multinational companies, the extension of employees' rights and representation at all levels, and the solution of the energy crisis. This last item constituted a synthesis of Europe's present difficulties and raised at the same time, and to its full extent, the problem of the Third World.

The draft programme proposed, as an immediate measure in the fight against inflation, the establishment at both national and European levels, of a system of price control in the form of price commissions jointly composed of employers and workers. Failing such a commission at European level, a special authority, which would be permanent and largely autonomous - a kind of European Price Court - could be created, within which some of the judges would be appointed by the trade union organisations.

While underlining the fact that multinational companies constitute an international problem relevant to the competence of international trade union organisations and international trade secretariats, Théo Rasschaert stated however that, as experience had proved, the multinational companies present all European workers with challenges to which the European Trade Union Confederation must respond as such. The great challenge of the multinationals is that of the freedom of their investment policy, which is made possible by self-financing and the existence of an uncontrolled European capital market of unknown dimensions - the Euro-dollar market.

In this sector, the E.T.U.C. advocates, in addition to measures for the publication of balance sheets and the right of control by workers and trade unions, the prior control of concentrations, fiscal control and the restoration of order in international monetary relations. Failing international solutions for this last item, it appeared indispensable, Théo Rasschaert underlined, to begin to re-establish monetary stability between the European countries. "To our minds, economic and monetary union has never been a gadget for European technocrats, but a method of transposing the means for control and intervention possessed by the trade union organisations from the national to the European level."

With regard to the extension of employees' rights at all levels, Théo Rasschaert specified that this involved establishing at European level the right to information, consultation and concertation presently enjoyed by employees at national level. In other words, these rights must be established at European level in the form of confrontation between representatives of governments, European institutions, employers' organisations and workers' organisations.

By way of an example, Théo Rasschaert recalled that the Council of Ministers of the European Community was to discuss shortly the approximation of legislation on collective dismissals and on the maintenance of employees' established rights in the event of mergers, concentrations and transfer of branches of an enterprise. For the European Trade Union Confederation, such minimum standards must not be confined to the nine countries of the Community, but must be extended to the whole of Europe.

Finally, with regard to the energy crisis, Théo Rasschaert recalled the conclusions of the conference organised by the E.T.U.C. on 15 and 16 March 1974

in Luxembourg, which were sent to the congress for a final decision. These conclusions were essentially related to the necessity of saving energy, the setting up of a wide programme of research and development, the organisation of the recourse to nuclear energy with regard for the safety of human life and the environment, and revision of coal policy. In addition, the congress would have to express an opinion on the principle of creating a European Petroleum Agency and on the opportunities offered by this principle: public management, on a European scale, of the oil sector.

The need for concerted trade union action at European level, overcoming the trends towards national withdrawal, must be accompanied by a responsible attitude towards the most underprivileged countries of the Third World for whom the oil crisis and its consequences are a catastrophe. "We as European trade unionists," Théo Rasschaert concluded, "must assume the responsibility of proposing the creation of a special fund for the benefit of these peoples. We as Europeans have to create on the international scene an interaction of forces allowing us to defend our interests and those of the most underprivileged countries in this world."

4. PORTUGUESE TRADE UNION REPRESENTATIVES SPEAK

At the beginning of the second day two representatives of the Portuguese trade unions thanked the trade unions of the democratic countries of Europe for their support and reported that trade unions and all working class forces had united to establish and consolidate democracy in Portugal. They emphasised the need to rid the country of the remnants of fascism and to preserve it from the influence of multinational companies. They declared their solidarity with those working for the liberation of the Portuguese colonies.

5. ITALIAN CGIL AFFILIATION QUESTION

The Congress discussed the request of the Italian General Labour Confederation for affiliation. The possibility of affiliation had been raised by the CGIL some months ago and had been considered in the Executive Committee several times.

The Congress authorised the Executive Committee to continue the discussions and to proceed to full affiliation without a further meeting of the Congress (which normally has to ratify affiliations approved by the Committee). The next Executive Committee meeting will take place on 9 July.

The speakers in the debate were generally in favour of the procedure decided on.

6. GENERAL RESOLUTION

The Congress unanimously approved the general resolution presented by Théo Rasschaert, General Secretary. This text will constitute, as emphasised by the outgoing President, Victor Feather, the guidelines for action which the thirty affiliated organisations are committed to carry out together to build a Europe of the workers. Such a Europe should show solidarity with workers

throughout the world, particularly the most underprivileged.

The resolution is as follows:

The European Trade Union Confederation :

- + underlines the fundamental necessity for European society to achieve democratic planning and control of economic development and to ensure that the population and the workers benefit from growth centred on the needs of both individuals and the community;
- + expresses its solidarity with the peoples of the developing countries and undertakes to consider the effects on the developing countries of all the policies pursued by the European governments, institutions and enterprises, in order to bring about the necessary correctives;
- + undertakes to promote, by means of a global and coherent European policy, the following general aims in every country and all the countries in West Europe through and beyond the institutions of the E.E.C. and the E.F.T.A. :
 - the promotion of economic and cultural democracy to enable workers to exert genuine influence on their living and working conditions;
 - the promotion of human and trade union rights;
 - the achievement of full and better employment in all the regions of Europe;
 - security of employment and guaranteed income in a society in which it is important that all changes be planned;
 - equality of opportunity and equal social rights for foreign workers;
 - the abolition of discrimination of every kind between men and women with regard to employment, recruitment and remuneration;
 - access to all the opportunities which exist in the field of education and training;
 - the just redistribution of incomes and social surplus;
 - the improvement of community services in order to make it possible for workers with family responsibilities to reconcile their occupational, family and social interests;
 - an effective fight against inflation
 - the preservation of the environment and the invigoration of regional life, the humanization of urban and industrial life;

- close cooperation between European countries with a democratic structure;
- contribution to détente between East and West Europe
- a change in the relations between the developing countries and Europe;

Furthermore, the E.T.U.C. considers that in view of developments in the energy situation, there is urgent need for public authorities, as a matter of priority, to ensure and control the functioning of the energy economy in a spirit of public service and in accordance with the general interest.

In order to advance these aims, and on the basis of the action programme and contributions made during the discussion, the Congress charges the Executive Committee - in collaboration with the affiliated organisations - with undertaking further study, fixing the priorities and specifying the actions to be taken, in all appropriate cases and at the different levels, by the trade union organisations.

The European Trade Union Confederation will equip itself with the necessary means and instruments for developing trade union cooperation and for the realisation of its action programme. It will work for the development of strong democratic trade union organisations in all countries. The trade union organisations will unite to oppose any attempt to restrict their autonomy by a so-called incomes policy.

The European Trade Union Confederation welcomes the return of democracy to Portugal and undertakes to give the trade union organisations in that country the assistance necessary to strengthen this democracy. The E.T.U.C. will give particular support to trade union organisations fighting clandestinely under dictatorships.

The active participation of the trade union organisations, through a process of consultation and negotiation, in the definition of policies in all fundamental fields, is one of the essential expressions of democratic power.

If there is no real evolution, the European Trade Union Confederation will find itself forced to reconsider its attitude and position with regard to existing institutions.

For the trade union movement a real evolution is constituted by the establishment of direct and permanent relations with the decision-making powers of Europe in order to compare alternatives, find common positions or to note divergences of opinion.

The Congress takes up the demand made by the Executive Committee of the European Trade Union Confederation for the rapid organisation, in the form of special conferences, of a confrontation between governments, European institutions, employers' and workers' representatives in the social and energy sectors.

The European Trade Union Confederation will use the most effective means to oblige European employers to negotiate at all levels and on a joint basis, the points of this programme which concern the relations between thirty three million workers and the employers.

The basic tasks will be incumbent on the Industry Committees with which the European Trade Union Confederation and its responsible bodies will develop cooperation, the exchange of information and the fixing of strategies.

The Secretariat of the European Trade Union Confederation will be responsible for collecting and forwarding to the affiliated confederations, all information that is indispensable to trade union collaboration and solidarity and coordination in action.

In accordance with the spirit which presided over its constitution, the European Trade Union Confederation will work for trade union unity and solidarity in Europe in order better to realise the aims which it sets itself this day at its Copenhagen Congress.

7. ELECTIONS

Heinz Oskar Vetter, President of the German DGB, was elected President of the ETUC, succeeding Victor Feather.

The ETUC enlarged its Executive Committee and elected as Assistant General Secretary Per Carlsen of the Danish LO.

8. COMPOSITION OF ETUC EXECUTIVE COMMITTEE

President : H.O. VETTER (German DGB)

General Secretary : Théo RASSCHAERT

Assistant General Secretary : P. CARLSEN

	<u>Members</u>	<u>Substitute Members</u>
<u>BELGIUM</u>	G. DEBUNNE (Vice President) F.G.T.B.	A. DELOURNE F.G.T.B.
	J. HOUTHUYS C.S.C.	R. D'HONDT C.S.C.
<u>DENMARK</u>	T. NIELSEN (Vice President) Landsorganisationen	S. BACHE VOGNEJERG Landsorganisationen
	J. CHRISTENSEN F.T.F.	S.S. LARSEN F.T.F.

	<u>Members</u>	<u>Substitute Members</u>
<u>GERMANY</u>	H.O. VETTER (President) D.G.B.	A. SCHMIDT D.G.B.
	E. LODERER D.G.B. D.G.B.
	A. IAPPAS D.G.B. D.G.B.
<u>SPAIN</u>	A.G. DUARTE U.G.T.	J. URBIETA U.G.T.
	J.M. LEUNDA S.T.V.	I. ROBLES-ARANGUIZ S.T.V.
<u>FRANCE</u>	A. BERGERON CGT-FO	A. LAVAL CGT-FO
	E. MAIRE C.F.D.T.	R. SALANNE C.F.D.T.
<u>GREAT BRITAIN</u>	L. MURRAY (Vice President) T.U.C. T.U.C.
	J. JONES T.U.C. T.U.C.
	R.W. BRIGINSHAW T.U.C.
<u>IRELAND</u>	D. LARKIN I.C.T.U.	A. BARR I.C.T.U.
<u>ICELAND</u>	B. JONSSON Althydusamband	G.H. GARDARSSON Althydusamband
<u>ITALY</u>	B. STORTI (Vice President) C.I.S.L.	I. MARCONE C.I.S.L.
	R. VANNI U.I.L.	O. TORDA U.I.L.
<u>LUXEMBOURG</u>	M. HINTERSCHIED C.G.T.	R. MEIS C.G.T.
	J. SPAUTZ L.C.G.B.	Fr. SCHMIDT L.C.G.B.
<u>MALTA</u> G.M.U. G.M.U.

	<u>Members</u>	<u>Substitute Members</u>
<u>NETHERLANDS</u>	W. KOK N.V.V. W.J.L. SPIT (Vice President) N.K.V.	N. TEGELAAR N.V.V. A. HORDYK C.N.V.
<u>NORWAY</u>	T. ASPENGRÉN LO Norway	O. HØJDAHL LO Norway
<u>AUSTRIA</u>	A. STRÖER (Vice President) Ö.G.B.	E. HOFSTETTER Ö.G.B.
<u>SWITZERLAND</u>	E. CANONICA S.G.B. B. GRÜBER C.N.G.	W. JUCKER S.G.B. H. GRAF S.V.E.A.
<u>FINLAND</u>	A. VÄLIKANGAS T.V.K. N. HÄMÄLÄINEN S.A.K.	M. KINNUNEN T.V.K. K. TAPIOLA S.A.K.
<u>SWEDEN</u>	G. NILSSON LO Sweden L. BODSTRÖM T.C.O.	R. NULIN LO Sweden J. ÖSTLUND T.C.O.

9. ETUC MEMBERSHIP

				<u>Membership</u> <u>000's</u>	<u>Estimate</u> <u>Percentage of</u> <u>Labour force</u> <u>organised</u>
BELGIUM	CSC	1.100	FGTB	950	67 to 71 %
FRANCE	CGT-FO	1.000	CFDT	800	20 to 25 %
LUXEMBOURG	CGT	30	LCGB	15	40 to 50 %
NETHERLANDS	NVV	660	NKV	340	38 to 41 %
ITALY	CISL	2.000	UIL	800	35 %
GERMANY	DGB	7.200			30 to 40 %
DENMARK	L.O.	871	FDTF	185	50 to 70 %
GREAT BRITAIN	TUC	9.900			40 to 45 %
IRELAND	ICTU	547			30 to 50 %
SWITZERLAND	SG	434	CGS	98	27 %
NORWAY	LO (N)	580			50 %
SWEDEN	LO (S)	1.734	TC	775	70 to 30 %
AUSTRIA	ÖG	1.527			57 %
IRELAND	AI	35			50 %
MALTA	GNU	26			-
FINLAND	TVK	182	SAK	720	55%
SPAIN	UGT	-	STB	-	-

* clandestine organisations including one Basque organisation - the number of members cannot be given

10. EMF COORDINATION COMMITTEE - PHILIPS -

Delegates of metal unions from European countries, in particular Great Britain, France, Holland, Federal Republic of Germany and Belgium, met in the frame-work of the co-ordination committee - PHILIPS of the EUROPEAN METALWORKERS' FEDERATION (EMF) on May 20th, 1974 in Brussels.

This committee examined the employment situation and changes in the work force in PHILIPS plants within the European Community. Considerable attention was given to the individual reports on the structure and possibilities for action of the trade union liaison committees between the PHILIPS plants in each individual country. There followed a comparison of results in the negotiations in the different countries, a preview of the major trade union claims for the collective bargaining round 1974/1975 and an examination of contract expiration dates. The EMF delegates look forward to seeing a situation in which the national PHILIPS organisation in France will itself be ready to conduct real negotiations with the trade unions.

A further item on the agenda was the preparation for the fifth top level meeting between the EMF and the management of PHILIPS relating particularly to trade union strategy and the practical means of action.

The EMF including the Christian metalworkers of Holland and Belgium have drawn up the seven following proposals for the fifth top level meeting with the PHILIPS management.

1. Survey of investment and production plans in the principal industrial groups according to country and plant location.
 2. Report on movements of personnel in PHILIPS' European plants (structure, situation and prospects for those employed).
 3. Guaranteed wages for cases of short-time working, reorganization, rationalization, mergers and plant shutdowns).
 4. Special protection for older workers in cases of dismissals, job changes, etc. ...
 5. Creation of a joint liaison organ of workers' representatives in the European plants of PHILIPS.
 6. Improvements in relations between management and unions in PHILIPS plants.
 7. Experiences that have been made and plans for the elimination of the production line or changes in work on the production line and the organisation of work in general.
-