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**E.M.F. BASIC DEMANDS WITH REGARD TO
TECHNOLOGICAL CHANGE AND A CHANGING SOCIETY**

The formula "more investment = more growth = more jobs" is no longer valid. Admittedly there is continued growth, but mainly in rationalisation investments which destroy jobs. A larger volume of goods is being produced with less manpower. Higher productivity is outstripping growth rates.

Since the mid-Seventies, far more jobs have been destroyed by the application of new technologies than have been created by the production and development of new products.

In the debate on the repercussions of new technologies and rationalisation, it is not a question of acceptance or rejection of these technologies, but a question of the conflict between employees' and employers' interests over the economic and socio-political objectives behind these technologies and control of the social consequences of technological innovation.

The evolution and application of new technologies do not follow any pre-set "natural laws". There are alternatives which allow man to remain a human being at work by providing conditions that leave room for responsibility, communication, skills, job classification and creativity.

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If there is a "demand" for humanly-acceptable working conditions and humane technologies in "1,000 or more plants", this represents a "market potential" that is not to be underestimated, and which can also have repercussions outside the immediate sphere of the plant:- among the developers and producers of new technologies, on the capacity for achieving trade union demands, on technological, industrial and economic policies, and in the fight against mass unemployment.

1. ORGANISATION OF WORK AND TECHNOLOGY

The work content of jobs is changed and previous activities are rendered superfluous by the application of new technologies, by product changes and by organisational rationalisation measures. Conventional skills become useless. The tempo of change is accelerating. More and more employees are involved and it is both production workers and staff, men and women, that are affected.

This development does not follow natural laws. The human being does not need to become the appendage of machines. Alternatives exist whereby man can remain a controlling and formative influence in the work process. Skilled work can be assisted by humane technology.

Instead of applying technologies that reject man (the objective being an unmanned factory), appropriate attempts must be made to see whether solutions geared to human work cannot be found. The combination of qualitative work (i.e. in work groups) and the use of new technology (i.e. at a work station) can often be just as productive and economical. Moreover, more people keep their jobs.

In individual cases, the organisation of work and technology is based on specific techniques (e.g. "human" control of a CNC machine-tool or ergonomic planning of VDU jobs). In the majority of cases, however, intricate solutions must be devised allowing for the technology used, work organisation, the product itself and required skills, the size of the workforce and working conditions - in short, the whole of the work system.

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Criteria for man-oriented organisation of work and technology

- Expansion of the work content, scope and cycle with the aim of providing skilled jobs.
- Maintenance of a maximum number of jobs in the work system.
- Reduction and mitigation of heavy workloads and health hazards (i.e. monotony, high work rhythms, influence of the working environment, harmful and constricted body positions and time subject to heavy workloads).
- Less intensive work and less stress.
- Improved means of communication and co-operation (i.e. less social isolation and more opportunities for verbal and visual contact).
- Avoidance of control and surveillance systems (such as with electronic factory data-processing or personnel information systems).
- Fair remuneration.

3. AN ACTIVE TRAINING POLICY FOR THE ENTIRE WORKFORCE

Long-term planning regarding skills linked to systematic training in skills for all employees affected by future technological developments is virtually non-existent.

This applies to school education, initial vocational training and further training. Timely and comprehensive measures with regard to skills are both a prerequisite for and an independent component of humane employment and technology planning.

An active training policy is a necessity for all the employees concerned.

Company training in skills should be organised in such a way as to raise the average skill level of the entire workforce. It must be neither a vehicle for selecting particularly efficient employees nor a means of training a small core of specialists.

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Company training in skills must therefore be available to all employees and greater efforts must be made in favour of those in a work situation that is not very "conducive to learning". The latter, even today, are badly trained, have little experience of "learning" or are handicapped by language difficulties, i.e. in the case of foreign workers. There should be company training in skills particularly geared to and giving priority to such workers.

This will only be possible if different courses of training adapted to the basic individual level are developed and made available.

Training schemes can be used to teach subjects which transcend the context of the job itself and the particular branch of industry, thus opening up an extensive field of application within the company concerned and better opportunities in the jobs market in general. This implies broad basic knowledge to provide long-term stability in the face of technical and organisational changes, which can also provide access to the regional jobs market and beyond. Running parallel to these schemes, there must be opportunities to acquire faculties for, for example:- planning, organisation, teamwork and co-operation, assuming responsibility and effective mobility in the jobs market, etc. Company training in skills must be a permanent component of forward-looking, qualitative personnel, training and investment planning.

Criteria for company training in skills

- Workers' representatives must be guaranteed a say in the content and objectives of training schemes.
- Company training schemes must be made available to the entire workforce; categories of workers particularly threatened by rationalisation measures must be given first priority.
- Training in skills is to be given during working hours and normal pay should be received.

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- Access to higher employment and higher job classification in accordance with higher skills should be guaranteed.
- The different skill capacities of the participants must be taken into account when preparing the syllabus for the training schemes:-
 - . Participants without any professional qualifications must be given the opportunity to acquire a recognised diploma that will be an asset on the jobs market.
 - . Pyramid training schemes must guarantee, as far as possible, that participants reach the final stage.
 - . Company training in skills must be carried out using adult education teaching methods.

The broad raising of skill levels simultaneously represents an investment for increasing the innovation capacity and competitiveness of the company concerned. In the long term, this renders possible a policy of job security which goes beyond the immediate sphere of the plant with the main supports for this policy being the whole of the workforce. Regular training in skills designed for the entire workforce also tends to consolidate links between the company and its personnel to an extent which should not be underestimated.

If a certain percentage of the workforce can continually be taken out of the work process for training in rotation, this consolidates links between additional personnel and the company, provides internal job security and in some cases creates new jobs.

3. WORK MUST NOT CAUSE ILLNESS!

Statistics in respect of industrial accidents, sickness and premature invalidity prove that a deterioration in health due to working conditions is still too frequent and the risk of accident is still too high.

Furthermore, the structure of the workforce has changed over the past few years:- through early retirement, premature invalidity and the "sifting out" of particularly sickness-prone employees.

Premature invalidity continues to increase. A growing number of people are giving up work early as a result of illness caused by working conditions.

The main cause of this is the pressure of work at the workplace and anxiety or actual fear of losing one's job.

Health and safety protection is still very much of a "remedial" nature.

The demand that "work must not cause illness" originates where illness is "produced":- at the job of work or in the factory. That is where the health hazards, i.e. physical and mental strain and stress, must be removed and eliminated.

- . Companies must be made to give proof that the working environment is not dangerous to health.
- . The organisations responsible for industrial health and safety must utilise their capacities to the full in order to establish preventive industrial health and safety protection measures.

4. NO TO THE CREATION OF "TRANSPARENT" MAN

Control of performance via computer-assisted control systems is becoming more and more of a reality. EDP systems in production and administration, as well as in the intermediate areas, are effectively exerting fuller and fuller control over employees.

By means of these control techniques, management seeks to free itself of human wishes, needs and expectations that are seen as "disruptive influences on production" and be independent of the ability, knowledge and experience of its workforce. By accurate and timely collection and analysis of production data, management wants to increase output, restrict existing liberties and undermine present wage systems to the detriment of its employees. The result is "transparent work", which leads the way to "transparent man".

The metalworkers' unions reject control of employee behaviour by means of computers. It therefore follows that not all the technical possibilities offered by the use of computers may be put into practice nor all data processed and recorded.

Criteria for the introduction of EDP control systems

- Workers' representatives must be entitled to have a say in the introduction of EDP control systems, which cannot therefore be implemented without their consent. This co-determination right must be extended to the whole and not simply to part of the system.

- The scope of application (whole factory, part of the works, personal data) for each EDP control system must be properly laid down (automatic identity-card readers, personnel data systems, etc.).
- Comprehensive list of all data (classified according to the type of data) including the coding system (in clear text).
- Right of inspection of the processing path of data (from entry to erasure) in the system (right to inspect and monitor processing techniques, links, evaluation, application, classification criteria, call signals, print-out files, VDU masking techniques, origin and transmission of data).
- Regulations concerning right of access to data and programmes.
- Description of the hardware used (types of apparatus/ technical equipment, location and usage point).
- Software used or to be used in conjunction with this hardware.
- Interfaces with other EDP systems (limitation of links).
- Workers' representatives' co-determination rights in respect of modification of and extension to the system.
- Definition of control rights of workers' representatives (regulations in respect of verbal reporting of each data-processing operation, input and output of formats, listing files, supporting documents, etc., possibility of inspection and spot checks, training and consultation of outside experts).
- Definition of the rights of the employees concerned (free and regular information concerning stored data and its use, procedures to be adopted in cases of doubt as to accuracy of such data).
- Data-protection (company employee responsible for data-protection, erasure deadlines - data must be erased as soon as it is entered for processing - data security).
- Procedures to be adopted in the event of a breach of regulations (sanctions).
- Arbitration regulations (arbitration body for cases of interpretation difficulties, periods of notice, etc.).

5. DEMAND FOR A GOVERNMENT TECHNOLOGY AND RESEARCH POLICY

Government technology, research and economic policy utilises and stabilises in particular the rationalisation measures which are currently practised by employers and are based on the use of capital and flexible automation techniques rather than on work by man, a high level of skills and technology that is both socially constructive and ecologically acceptable.

The unions are against any unilateral promotion of information technologies for the purpose of improving industrial competitiveness unless simultaneous efforts are made to avoid the harmful social repercussions of the development of information technologies.

Government humanisation of work programmes are little more than alibi programmes and the results they produce seldom used.

Government policy in the technology, research and economic fields must be concentrated on humanly acceptable organisation of work and technology, forward planning for energy supplies and protection of the environment and meeting outstanding social needs.

Humane work systems are also in many cases more competitive.

Workers' representatives and the workforce are often either not informed at all or informed far too late about the nature, scope and social repercussions of rationalisation measures. Management confronts them with a "fait accompli". In addition to this, the fear of losing one's job is exploited to play off the workforce against those who defend its interests to make them more tractable with respect to the rationalisation plans put before them.

Principal guidelines for action

- . The creation of information and consultation structures at the level at which decisions are actually taken.
- . Agreements to protect the workforce against plant rationalisation.
- . The setting up of rationalisation committees at industrial sector or even plant level.
- . Increased mobilisation of shopstewards.
- . Involvement of outside technical and scientific specialists.
- . Confronting "industrial organisation experts" with objectively based organisational alternatives.
- . The setting up of pilot schemes.

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- . Promulgation of successful examples.
- . Training of "experts" in humanly acceptable working conditions.
- . Rationalisation as a central theme for trade union educational work (exchanges of views with workforces of other companies).
- . Publicity work.

6. STRUCTURAL POLICY

The salient feature of prevailing economic policy is the ideology of the free play of market forces. Little or no effort has been or is being made to take the political initiative to halt or at least slow down the dramatic loss of jobs.

Better knowledge of the facts is an essential prerequisite for developing and implementing employment policy instruments. There must be qualitative and quantitative improvement and co-ordination of company market research on the one hand and company investment, employment and location planning on the other.

Regular market analyses and forecasts based on a wide range of information, accessible to all interested persons and the general public, are therefore necessary.

Sectoral committees at both national and European level could promote such information and co-ordination activities.

Their task would consist in the following:-

- . to establish medium-term market and employment level forecasts;
- . to draw up development programmes in conjunction with regional and national institutions;
- . to promote the creation of substitute jobs (by diversification of activities or relocation);
- . to promote specific retraining programmes for employees threatened with redundancy.

It is the belief of the metalworkers' unions that the answer to the structural problems in many sectors and to their alarming consequences is not to be found in increasing international capital competition but in strengthening international co-operation.

In any case, it is necessary to develop a European structural policy in addition to reorienting national industrial policy.

Such a structural policy must have the following objectives:-

- in the R & D field, control of the social impact of new technologies must be made an essential component of research policy right from the outset;
- in restructuring of production, the reorganisation of work for manufacturing longer series should be tied to the creation of replacement jobs;
- the workforce and population concerned should not be considered as the plaything of enterprises operating at European and worldwide level but should be offered democratic possibilities for decision-making and reorganisation within the plant and region concerned.

The chances of success of a European strategy of this kind are nevertheless slim at present. However, this should not prevent the unions from formulating and promulgating solutions and alternatives.

The unions further demand government employment programmes which must be supplemented, backed and co-ordinated at European level by an active labour market policy.

Trade union demands for job creation are based on the following:-

- Creation of products and production processes that are not harmful to the environment and save on energy and raw materials.
- Offers of socially useful services.
- Development and organisation of humanly acceptable production processes.

These aspects of a long-term, trade union industrial policy are not aimed solely at the creation of new jobs, but also at a qualitative improvement in conditions of work, living standards, the environment and purchasing power of working people.

Nevertheless, it must be stated that a return to full employment cannot be achieved merely by higher growth, even in areas of social need. The only alternatives therefore are:- increased unemployment or a redistribution of work by reducing working time without loss of pay.

7. SHORTER WORKING TIME

The reduction of working time is one of the essential factors for restoring full employment. Union activities and educational work must therefore continue to be focussed on getting the idea of the importance of working time across to all workers and systematically propagating this idea.

Besides the traditional forms of reducing working time, such as the shorter working week and different forms of shorter working life, consideration must also be given to other ways of organising working time, i.e. "reducing working time within working hours" (e.g. via restriction of overtime, recuperation time, control of output requirements, development of company and external further training schemes, development of possibilities for worker participation by means of informative meetings, discussions on plant-level planning, involvement in the whys and wherefores of production).

"Shorter working time within working hours" diminishes the work load (stress) and has positive employment effects, as well as providing for more autonomy and individual freedom at the workplace.

Shorter working time and the reorganisation of working time are priority matters for trade union collective bargaining policies and government social and labour legislation. They have a key role to play in the resoration of full employment.

The demand that "Man must be allowed to remain human" - in a double sense, i.e. as someone who has a job and someone who can remain human at work and therefore has a humanly acceptable job - can only be achieved by political struggle:- by resistance in the factories, by mobilisation of employees, by campaigns to influence public opinion and by bringing pressure to bear on management and the politicians.

This is a long-term policy objective which must be initiated now.

