

FEM Fédération Européenne des Métallurgistes dans la Communauté

EMB Europäischer Metallgewerkschaftsbund in der Gemeinschaft

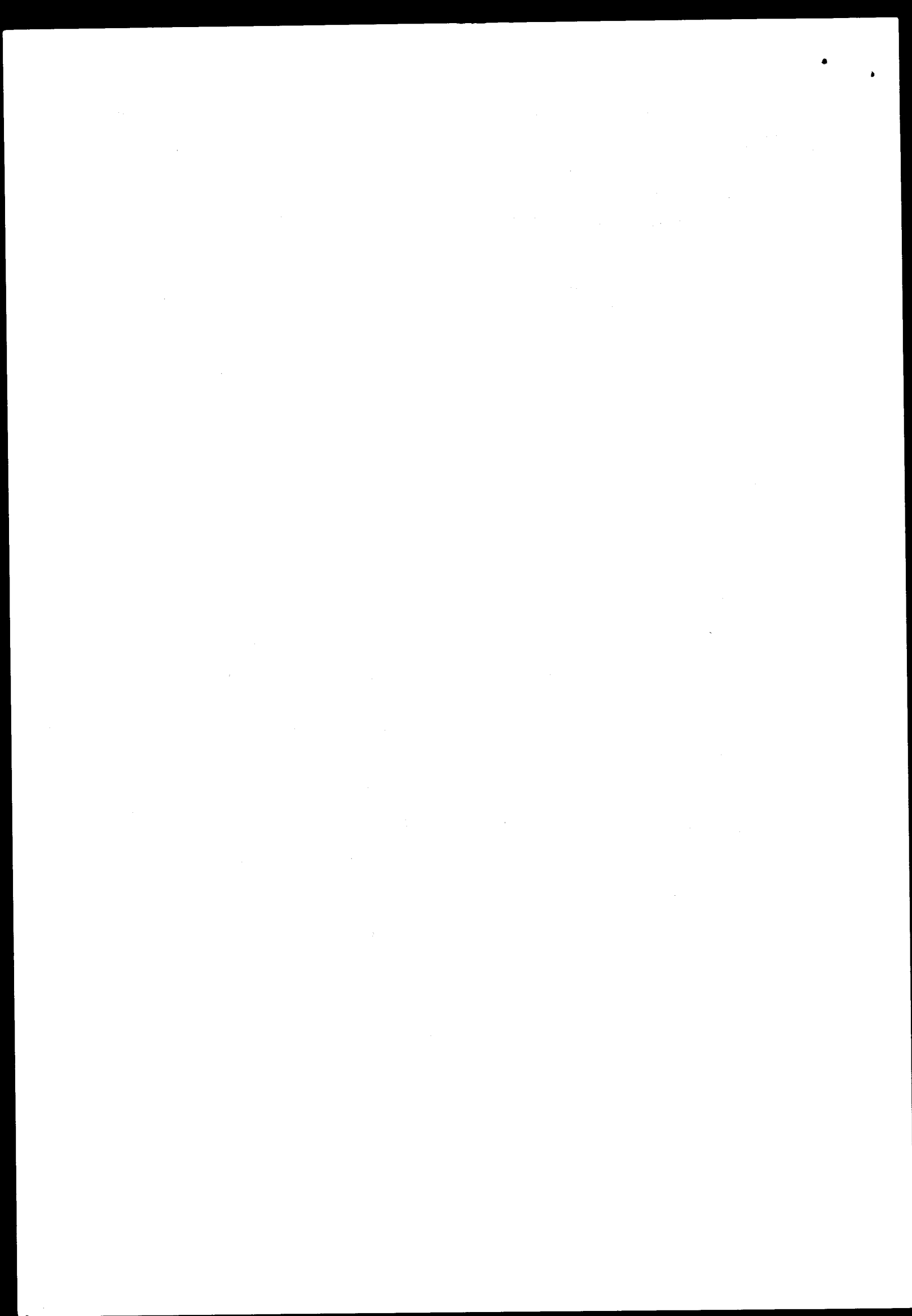
EMF European Metalworkers' Federation in the Community

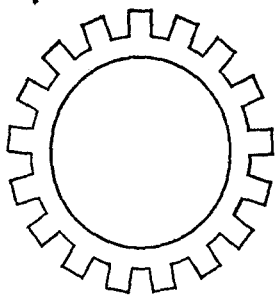
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**RESOLUTIONS ADOPTED BY
THE 6TH EMF GENERAL ASSEMBLY
Seville, 18th and 19th June 1987**

- . Resolution on European Policy
 - . Resolution on Collective Bargaining Policy
 - . Resolution on Equal Opportunities for Women in Working Life
 - . Resolution on Migrant Workers' Rights, Racism and Xenophobia
 - . Resolution on Vocational Training
 - . Resolution on Trade Union Technology Policy
 - . Resolution on Environment Policy and Employment
 - . Resolution on Energy Policy
 - . Resolution on Peace and Disarmament
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**6th EMF General Assembly
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RESOLUTION ON EUROPEAN POLICY

1. A total of more than 19 million people are at present out of work in Western Europe and 8 million of them have been unemployed for over a year. The level of unemployment has remained stationary for some time but is again on the rise. Trade imbalances are increasing. The debt situation and poverty of the Third World are getting worse. Attacks on trade union rights and social protection are continuing. The development of a new type of poverty and mounting xenophobia and racism lead to intolerance and violence. The introduction of new technologies gives rise to new problems of adjustment with regard to the number of jobs, skill levels and distribution of the resulting productivity gains.
2. The battle for employment is still the number one priority for the trade union movement. All efforts must be focused on combating unemployment.

The EMF recalls attention in this respect to the proposals put forward by its last Congress in Naples in 1983 and by the ETUC Congress in Milan in 1985, which are still valid:-

- . Measures to boost public and private investment and their co-ordination at European level
- . Shorter working time
- . Measures to safeguard workers' purchasing power
- . Socially-acceptable technology
- . Development of initial and further training and links with forward manpower planning

- . Equal access to employment for men and women
- . Measures to restore regional balance
- . Protection of migrant workers and their families
- . Measures to establish fair relations with the Third World

3. Governments and employers have shown no great initiative or determination up to now with regard to steps to boost investment.

The co-operative growth strategy for employment adopted at Community level which has been accepted by the Member States and endorsed by the social partners must be put into effect immediately.

Efforts to boost public investment must be made on the basis of convergent national action and co-operation at European level and with the assistance of the Community's structural funds.

Measures to boost private investment are the counterpart of the wage restraint policy practised in recent years and should result in job creation rather than financial speculation.

It is necessary to step up qualitative growth both in order to steadily reduce the level of unemployment and in order to ensure the successful completion of the internal market.

4. Appreciable progress has been made in many European countries with regard to reducing working time. This has demonstrated the favourable employment effects either by safeguarding jobs in jeopardy or by creating new jobs.

Reducing working time in various forms constitutes a means of improving living and working conditions and also constitutes the trade unions' contribution to the fight for employment. Securing the 35-hour week thus remains the motivating object.

In the same way, safeguarding and improving purchasing power and maintaining social benefits are necessary in order to stimulate consumption and growth and hence contribute to job creation.

5. Training is an essential factor for employment and also for the fulfilment of working people and for industrial and economic democracy. It is also a factor of social cohesion.

The EMF demands that all employees should be entitled to initial and further training, during working time too.

Given the extent of industrial restructuring and change, the acute and diverse unemployment problems in the various regions of Europe and the fact that new technologies are being introduced without their being sufficient growth to offset job losses, it is essential to bring in forward manpower planning policy and policy instruments to ensure a better match between job demand and supply.

6. The fight against unemployment also involves the search for more balanced economic growth, which can only be achieved on a scale over and above the national context. A policy for boosting the economy of this kind, geared to individual capacity, must be based on the potential of the large internal market and a consistent monetary system.

The EMF recognises the importance that the European Commission attaches to completion of the large internal market which is to be created for the countries of the EEC, if possible in co-operation with the member countries of EFTA.

The EMF nevertheless underlines that measures to develop the internal market must:-

- . be accompanied by macro-economic policies geared to employment growth, restoring the balance of regional development and steadily overcoming structural disparities;
- . simultaneously promote the creation of a European social dimension aimed at harmonising progress in respect of employment and working conditions and workers' social benefits, and also in respect of equal treatment and equal opportunities for women;
- . stimulate the development of industrial policies which go beyond national frontiers, are innovative and provide a means of strengthening Western Europe's competitive position whilst safeguarding workers' interests.

7. Adoption of the Single European Act has given the European Community new responsibilities especially as regards the internal market, economic and social cohesion, research and technology, the European monetary system, the social dialogue and the environment.

Within the areas of the environment in general and the working environment in particular, the EMF will pursue a policy of holding the European Community to its obligation to legislate at a high common level, allowing the Member States to go further when this is compatible with the Single European Act.

The EMF insists on the fact that the Member States must give the Community institutions the means to carry out these responsibilities. In particular, they must fully explore the possibility of facilitating the decision-making process by resorting to majority voting within the Council.

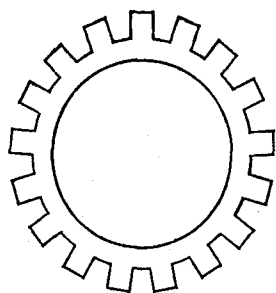
The EMF insists on the need for reform of the CAP on economic and social as well as financial grounds. In future, the rate of growth in expenditure on agriculture must be kept below the growth in EEC resources.

Furthermore, the structural funds must be reformed in such a way as to serve genuine Community policy, objectives and priorities. This reform must therefore be accompanied by a substantial increase and co-ordination of the funds with a view to increasing their effectiveness in the fight for full employment.

8. Economic interdependence at world level binds industrialised and developing countries together. It is essential to strengthen these ties for the sake of Europe's own future.

The EMF considers that the exceptional state of indebtedness of Third World countries is a serious factor of economic and political crisis at international level which is preventing the achievement of any form of real development in the less developed countries and is even having negative repercussions on industrialised countries. Solving the debt crisis requires additional financial resources and continuous growth in the medium and long term.

9. The EMF welcomes the accession of Spain and Portugal to the European Communities. It believes that the EEC must remain open to membership by any Western European country. However, the EMF is firmly opposed to Turkey joining the EEC. It is of the opinion that this application for accession can only be accepted if Turkey restores true political democracy including the full respect of human and trade union rights, rescinds the judgment reached in the trial against the trade union organisation DISK and its officials, and restores DISK's right to carry out its trade union activities without let or hindrance.
 10. For the EMF and its affiliated organisations, pursuit of these aims will entail:-
 - . Efforts to reinforce and improve contacts with the Commission, European Parliament, Committee of Permanent Representatives and Council of Ministers
 - . Continuation of joint analysis of the situation in each country and comparison of the demands put forward, the means of action employed and the results obtained
 - . Combined efforts to seek means of action adapted to the European scale which should lead to mobilisation and concerted action in the light of the economic crisis, restructuring and mass redundancies
 - . Harmonisation of trade union positions to be upheld vis-à-vis the European institutions and European employers' associations
 - . Increased co-operation with the ETUC and the whole of the trade union movement
 11. The General Assembly instructs the EMF Executive Committee to take the necessary steps at European level to promote and co-ordinate efforts to mobilise the workers and ensure that appropriate action is undertaken at this level to secure the objectives set out in this resolution.
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RESOLUTION ON COLLECTIVE BARGAINING POLICY

1. Labour and wage disputes in all European countries have intensified in the past few years - in some cases quite dramatically. Employers and their associations, in some cases supported by reactionary and conservative governments, are trying to prevent social progress and even to impose social regression in collective bargaining settlements. To this are added the direct attacks which are being made in some countries on the trade unions' freedom of action and efforts to restrict the right to strike.
2. Collective labour agreements shall increasingly be used as an instrument of intensified national and international competition amongst companies and groups of companies. This is what the employers' differentiation and flexibility plans are aiming at; their sole purpose being to subordinate employees' pay and working conditions to the exclusive interests of capital.

Under the pretext of improving an individual firm's or group's own position on the market, attempts are being made to obtain concessions from company or trade union bodies representing workers' interests in a strategy something like a game of dominos. If a concession is made in one individual case, this is always used as a basis for pressing for more concessions, thus triggering a spiral which spells disaster.

What is achieved in the final analysis is not even a better competitive position for individual companies or countries, but a deterioration in working conditions for employees in all firms and in all countries.

3. In contrast to this, the member unions of the EMF stress that the conclusion of collective agreements remains a decisive instrument for raising wages and salaries, reducing working time, safeguarding and improving workers' qualifications, improving working conditions and creating democratic structures in working life too.
4. Raising the incomes of employed persons remains an important task of trade union collective bargaining policy. There are both social and economic reasons which are decisive in this context. Higher wages and salaries and better pay for trainees are first of all needed to offset steadily rising costs and to maintain and restore working capacity, and must permit working men and women to share in productivity gains. Furthermore, the strengthening of mass purchasing power and redistribution of that spending power to the benefit of workers' incomes is the precondition for stable economic development and for fighting unemployment.
5. In view of the persistent mass unemployment affecting millions of people, and given the inertia of many governments as regards fighting this situation, the reduction of working time in all forms remains one of the prominent goals of the collective bargaining policy of the European metalworkers' unions. The primary aim is to achieve the 35-hour week and 6 weeks' holiday for all working men and women. The reduction of working time must not lead to a decrease in incomes or to a drop in mass purchasing power.

At the same time, regulations must be brought in with regard to the organisation and distribution of working time which allow for control of actual working hours, especially overtime, and which clearly give the interests and needs of employees precedence over company interests. In this vein, the trade unions advocate a reorganisation of working time which gives working people more choice and more possibilities for organising their time on the basis of guaranteed collective regulations.

6. The progress which has been made in the field of working time through decades of struggle and which, by achieving more collective leisure time for workers, has also brought them more freedom, must not be sacrificed to so-called technical constraints and managerial interest in operating efficiency.

The employers' concepts of flexible working time aim to subordinate people's work schedules to the dictates of production and plant-equipment operating efficiency. The trade unions will firmly oppose these flexibility concepts of enterprise. Wherever an extension of the utilisation of plant and equipment is necessary on individual company grounds, this can only take place with the agreement of the employees and/or their unions.

7. In view of technological change, the training and further training and occupational skills of employees are steadily gaining significance. It is a fundamental fact that employees, who have nothing to sell other than their labour, are dependent on the constant development of their skills. In addition to government measures in this field, firms must also be required by collective agreement to provide paid further training courses during working hours. Those groups which are subject to special risks on the labour market - such as unskilled and semi-skilled workers, women and foreign workers, for example - and those who are liable to lose their jobs must be given the right to undergo further training as priority groups at the firm's expense. The willingness of the workers concerned to undergo further training must also mean that they can expect to be paid and employed accordingly.
8. The possibilities offered by technological progress must be utilised in the interests of men and women in all questions concerning the organisation of working time and working conditions. These include:-
 - reducing the fragmentation of tasks and creating systems and fields of work which require and promote all-round skills on the part of working men and women;
 - utilising and reorganising technical systems so as to limit stress and establishing maximum working hours where it is not possible to reduce stress;
 - securing recovery time and regular breaks during working hours where the organisation of work makes this necessary (e.g. work rhythms, assembly line) and offsetting this by taking on extra personnel (with all-round skills);
 - restricting output efficiency requirements and establishing a planned target which is agreed between the company bodies representing the workers' interests and the management and can be achieved in humane and reasonable conditions.

9. In the context of the evolution of society, working men and women are increasingly claiming the right to joint participation also as regards the organisation of working conditions and job design. Work organisation in particular must become less and less a one-sided and purely managerial decision. The democratic structures which are a feature of political and social life in our countries must also be given a place in the economy, in plants and in daily working life and must be incorporated into collective agreements.
10. Firms and groups of companies throughout Europe are stepping up their attempts to introduce forms of participation on the basis of voluntary concessions as a modern instrument for manpower planning and increasing productivity.

From the trade union point of view, this must be offset by demands for binding rights to joint consultation, participation and decision-making for company and trade union bodies representing workers' interests, in connection with job design and the determination of working conditions and all questions regarding the organisation of work.

This applies in particular to all questions concerned with the planning and introduction of new technological systems. Developing democratic rights to control and negotiate is also the only effective way to protect workers against the steadily increasing development of personnel and company data-processing systems and interconnected inter-company networks.

11. Trade unions in all European countries will have to strengthen their forces in the next few years in order to exert influence via collective agreements on the protection of incomes, the safeguarding of jobs and the determination of working conditions. Management's attempts to exclude and split the unions at national and international level, and the attempt by capital to make collective bargaining policy an instrument of ruinous competition, will have to be countered by the unions, in all of their efforts to improve working and living conditions through collective agreements, by the international solidarity of employed persons.

If this principle is neglected in the collective bargaining policy pursued in each individual country, there will be no winners but only losers.

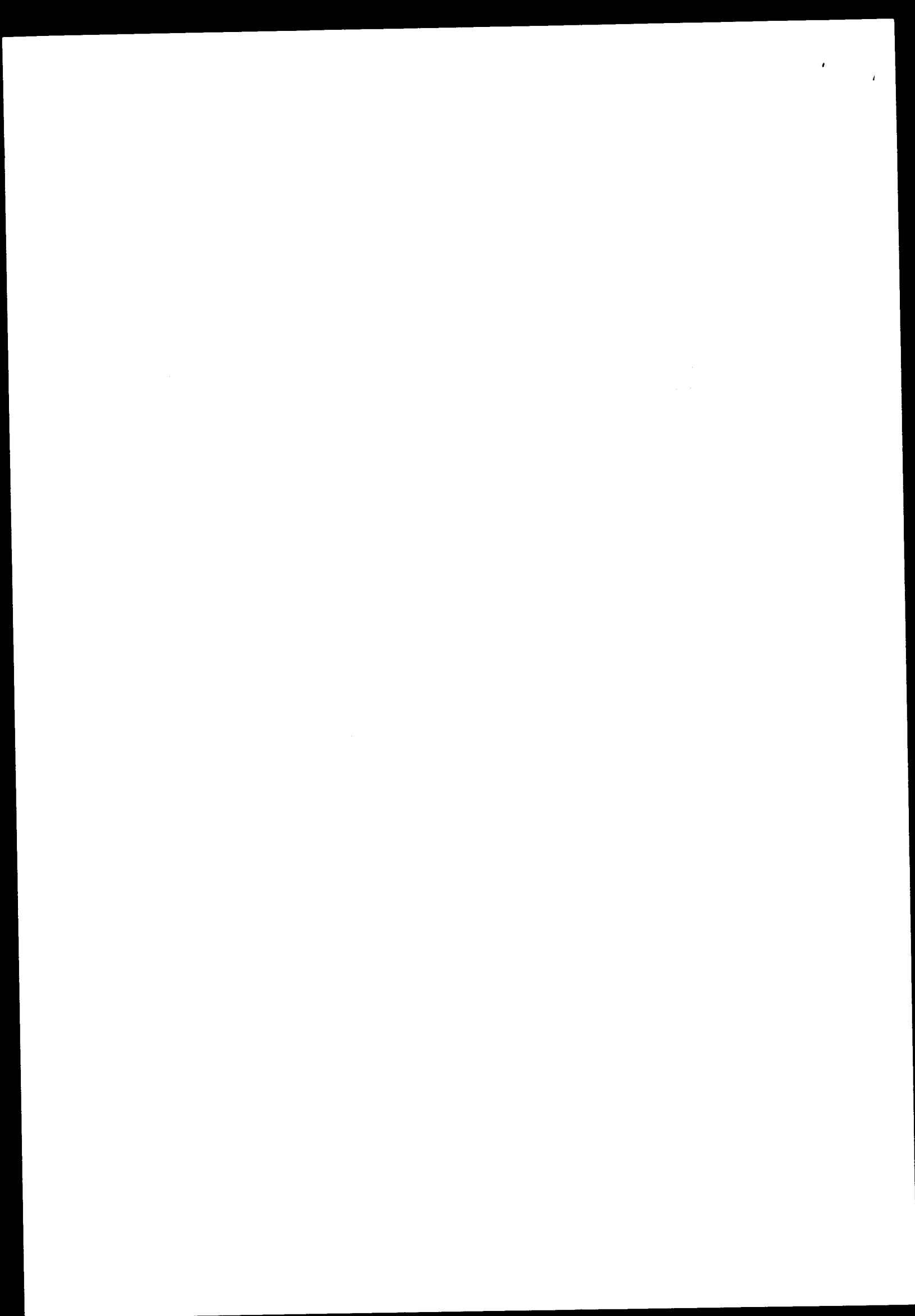
12. However since collective bargaining policy cannot make good the misguided decisions of the financial, economic and employment policies pursued by governments, an active trade union collective bargaining policy must go hand in hand with the political mobilisation of working people in order to induce political parties, parliaments and governments to pursue a policy which is in the interests of working people.

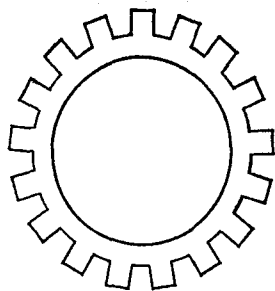
13. Fundamental decisions on production and jobs - particularly in the case of multinational groups of companies - are being taken less and less frequently at national level. There are increasing attempts to play industrial sites and regions off against one another even beyond national borders.

The trade unions must counter this trend by stepping up their international co-operation and by being willing to collaborate as closely as possible.

Furthermore, the unions affiliated to the EMF call for international information and consultation bodies to be set up for workers' representatives and their unions in multinational companies.

14. The member organisations of the EMF intend to bring the above demands to a successful conclusion in accordance with the circumstances in their respective countries. They are in favour of pursuing and intensifying the exchange of information on the various courses of action taken in the collective bargaining field and agree that they must provide mutual support particularly in the fight to achieve these goals. This means above all devoting every effort to preventing moves to break strikes.





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**RESOLUTION ON EQUAL OPPORTUNITIES FOR WOMEN
IN WORKING LIFE**

Delegates to the 6th EMF General Assembly declare the following:-

More and more women are taking part in working life in all of the countries of the European Community. As industrialisation progressed in EEC countries, women's labour became essential for contributing to the steadily growing prosperity.

Yet women are still at a disadvantage as regards access to employment, job security and pay. This discrimination is demonstrated by the fact that the level of unemployment is higher amongst women than amongst men and that women's wages are far below average.

Through fixed-term and part-time employment contracts women are very often forced into conditions of employment which offer no protection.

The reason for this discrimination is that women's right to go out to work is still being contested and their proper place is seen to be in the home dealing with household and family tasks.

Although the labour world is becoming increasingly significant for guaranteeing a livelihood in old age and safeguarding social status, women are still being relegated to the role of housewives and mothers.

When women go out to earn, they do their work in factories and offices in addition to the work they do at home and in the family. This not only creates burdens which they cannot reasonably be expected to bear but is also the cause of their poor chances on the labour market.

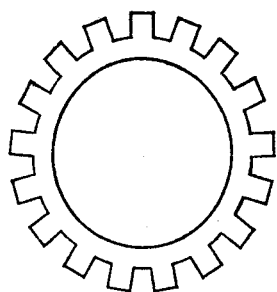
Working and family life must therefore be made more compatible for men and women and family tasks must be shared on a partnership basis to ensure equal rights for women in working life.

Delegates to the 6th EMF General Assembly emphatically oppose the attempts that are being made throughout Europe to oust women from working life instead of taking effective action to combat persisting unemployment.

They demand:-

- equal access to all training places and jobs which are not barred by protective legislation;
- equal pay for equal work and for work of equal value;
- appropriate evaluation of the stress typical of women's jobs;
- shorter working time;
- regular working hours which can be planned and enable employees to reconcile work and family life;
- measures to maintain the rights to protection already enjoyed by women in the countries of the European Community;
- opportunities for further training and promotion within the firm;
- adequate parental leave with wage compensation for working parents;
- aid and guarantees for reintegration after interruptions of employment for child-rearing purposes;
- systematic in-company programmes for promoting women, specifically aimed at ensuring adequate involvement by women at all levels in all in-company measures;
- extension and improvement of social aid to relieve the family burden;
- a government economic and employment policy geared to improving women's opportunities on the labour market.

The trade unions affiliated to the EMF will fight to secure these objectives. They themselves will support positive action programmes for women in their own ranks with a view to guaranteeing equal rights within their own organisations.



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**RESOLUTION ON MIGRANT WORKERS' RIGHTS,
RACISM AND XENOPHOBIA**

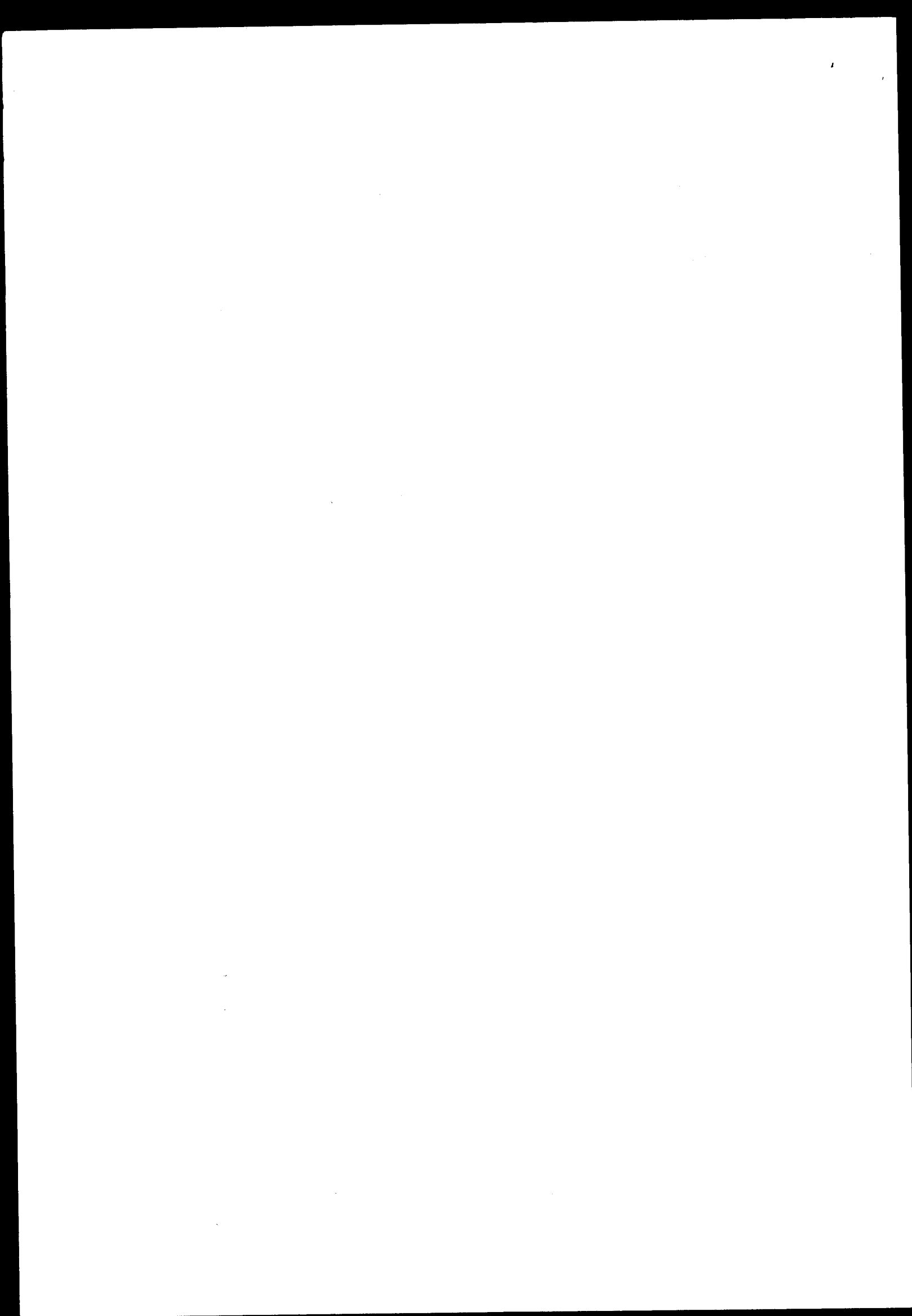
1. In 1983, the 5th EMF General Assembly had already expressed deep concern at the upsurge of racism and the growing hostility to migrant workers and their families - and these phenomena have been aggravated by the rise in unemployment.
2. The 6th General Assembly re-endorses the resolution on migrant workers which was adopted in Naples in June 1983. National and European authorities must recognise the stable and irreversible nature of the settlement in Europe of a very large proportion of the immigrant population.
3. Consequently, the national governments and European authorities must undertake appropriate political action to ensure the real and successful economic, social, political and cultural integration of migrant workers and the members of their families into the host society. In this respect, special attention must be devoted to second generation immigrants.
4. The right of residence of immigrants from third countries who have already settled in the countries of Europe must be explicitly guaranteed and not made subject to any conditions other than those set out in the Community Treaties and (EEC) Council Directive 64/221.
5. The EMF demands that the European governments ratify and effectively implement the Council of Europe's Migrant Workers' Charter.

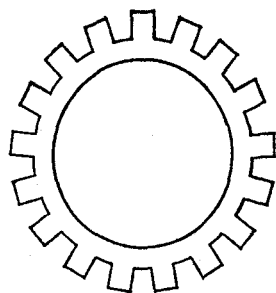
6. Regulations must be adopted at European and national level with a view to combating and stamping out the illegal hiring of labour and to introducing dissuasive penalties for fraudulent employers and labour traffickers.
7. As regards social security, obligations which are the same for all must entail the same rights for all. There must be equal treatment for indigenous and immigrant workers in this respect.
8. The right to bring family members to the host country must be guaranteed.
9. Co-operation agreements should be concluded between the EEC and/or the Member States and the Mediterranean countries and/or ACP States under which migrant workers returning to their own country would be sent to training centres so as to be adequately prepared for reintegration into professional life in their country of origin.
10. The EMF calls for better co-ordination of Member States' policies on migrants at Community level.
11. The EMF calls for the right to vote to be granted at local level to all immigrants after a reasonable period of residence as a means of encouraging their social integration and involvement.
12. Mindful of the positive contribution which immigrant workers have made and can continue to make to the development of the Member State in which they legally reside and of the resulting benefits for the Community as a whole, the metalworkers' unions affiliated to the EMF
 - . vigorously condemn all forms of intolerance and hostility to migrant workers and their families;
 - . reject any form of segregation with regard to foreigners;
 - . re-endorse the importance of adequate and objective information regarding the dangers of racism and xenophobia and the need for constant vigilance to ensure that all acts or forms of discrimination are prevented or curbed;
 - . demand the adoption or application of laws to repress racism and xenophobia.

13. The EMF calls for concerted action from European countries to protect the right to political asylum.

14. The EMF calls on its member organisations:-

- to ensure greater participation by migrant workers and their integration in trade union activities;
 - to continue the struggle to obtain equal treatment for indigenous and migrant workers;
 - to seek to obtain from the workers and the rest of the population better understanding of the problems and specific difficulties of migrant workers as well as acceptance of the cultural contribution they can make.
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RESOLUTION ON VOCATIONAL TRAINING

1. Two main issues dominate the debate on vocational training policy in European countries. These are:-

Vocational training and the integration of young people - both diploma-holders and those without qualifications -

and further training for adults, particularly those who are out of work or likely to be made redundant.

Both of these fields overlap with the discussion on the modernisation of vocational training via the inclusion of new technologies.

However, it is not the qualifications of young and adult workers which are the central issue in this debate, but the professed technical obligation to adapt potential manpower to the requirements of industry.

2. The following can be said to be common features of the initial and further training situation in all EEC countries:-

- Young girls and women workers are at a greater disadvantage than men in comparable age groups both as regards training and as regards the transition from school to working life, and in working life itself.

- Young people with no qualifications are finding the transition into working life increasingly difficult - particularly youngsters from socially handicapped families, migrant workers' children and youngsters from areas of high urban concentration and structurally weak regions.
 - However, a higher average level of basic schooling is also a common feature.
3. A phenomenon common to the situation in the further training field in European countries is the predominance of short-term further training courses to enable workers to adapt to new techniques and new jobs. Attempts are being made in almost all European countries to organise training and further training courses via the public authorities. But it has not yet been possible to establish vocational and further training facilities which take account of workers' varying interests and needs in time and in a comprehensive manner.
 4. In view of rapid technological change, the European Metalworkers' Federation calls for measures to develop training and further training facilities for young people, older workers and the unemployed in order to guarantee workers' qualifications in the countries of Europe.

The following aspects must be taken into account in this context:-

Action to provide qualifications which are geared to the future and all-round technical and social skills must be given absolute precedence over short-term adaptation training. The main objective of trade union qualification policy is to secure and improve the professional capacities of all workers in the long term. But a further goal is also to enable the individual to achieve personal fulfilment and to participate actively in the collective determination of employees' working and living conditions.

This presupposes better political and institutional framework conditions for vocational training processes at State, company and collective bargaining level and requires at the same time that the content, methods and organisation of qualification measures should be in keeping with workers' interests.

5. In the vocational training field, the European Metalworkers' Federation calls for a general framework under which the public authorities would be responsible for guaranteeing the relation between social and economic development.

Training and further training programmes must be developed in tandem with regional and local action to promote industry to a greater extent than has been the case hitherto.

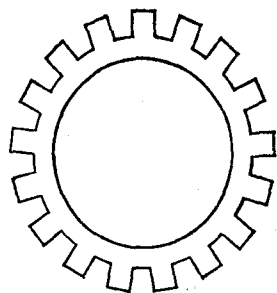
The public authorities are urged to promote and encourage an innovatory training and further training policy.

Participation and control by workers and their representatives in this respect must be guaranteed.

6. The European Metalworkers' Federation concludes that:-

Trade union training and further training policy means on the one hand fighting the negative effects of rationalisation and the devaluation of training and work. But on the other hand, the main objective of trade union qualification policy is that workers and their representatives should be able to actively influence the future structures of work and society.





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RESOLUTION ON TRADE UNION TECHNOLOGY POLICY

1. Efforts are currently being stepped up at the level of the European Community for joint action to promote technology. Acting on a proposal from the European Commission, provision has been made in this context for an expenditure of 7,700 million ECU on joint research activities in the period 1987 to 1991.

The metal unions affiliated to the EMF welcome the research efforts initiated and encouraged by the Commission and call on the Council to rapidly allocate the necessary funds to carry out medium term research and technology policy.

2. The ESPRIT programme represents technology policy within the EEC but also in the Member States. The interests of workers and citizens take at best second place in this context however. Of the 220 ESPRIT projects only one deals with human-centred technology.

The technology policy which has been pursued until now has had a very definite pro-capital bias, being confined to creating pro-capital framework conditions and subsidising the application of technology. The effects of technological change on labour and society are left to a large extent to be settled by the play of market forces. At the very most, governments promote acceptance so that losses due to political friction can be avoided.

The development of techniques and technological design must not be geared exclusively to technical efficiency and economic exploitability criteria. Account must also be taken of criteria in respect of social usefulness and the needs of society as a whole.

3. Delegates to the 6th EMF General Assembly demand that EEC policy for the promotion of technology be geared to the advantages for man, the natural environment and society. This assessment should be made on the following criteria:-

- health benefits
- occupations and skills
- applications for civilian purposes
- environmental soundness
- energy efficiency and sparing use of raw materials
- operational safety
- product safety for workers and consumers.

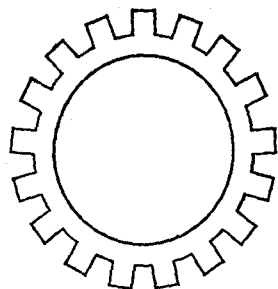
These criteria must constitute the primary objectives for inclusion in all State technology programmes. The assessment of the impact of technology must run in tandem with each programme so that adjustments can be made as necessary during the course of the programme.

4. Research emphasis in Community-wide programmes should primarily focus on:-

- the ecological renewal of industrial society and
- the humanisation of working life.

Work and technology must furthermore be designed in a manner compatible with social requirements and this demand should increasingly be made an integral part of trade union industrial and collective bargaining policy. The exchange of information between experts in EMF member organisations on experience in respect of successful solutions should be intensified.

On the basis of these development trends and aims, delegates to the General Assembly demand the elaboration of a trade union plan for influencing technology and humanisation policy at EEC level so as to provide a joint strategy for exerting greater influence on company, State and supra-State technology policy within the EEC.



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**6th EMF General Assembly
Seville, 18th and 19th June 1987**

RESOLUTION ON ENVIRONMENT POLICY AND EMPLOYMENT

1. The EMF endorses the established facts, analyses and demands set out in the ETUC's Environment Programme of December 1986.
2. A consistent environment policy must consequently be based on the following principles:-
 - 2.1 Consistent application of the Prevention Principle. Avoiding damage to the economy and hence macro-economic costs makes better sense than having to subsequently make good whatever damage has been caused.
 - 2.2 Implementation of the Polluter Pays Principle in the financing of all environmental measures and especially in respect of remedying damage to the environment, with a view to reducing such damage.
 - 2.3 Introduction of the Avoidance principle with a view to preventing costly or even irreparable damage to the environment. Production processes and products which are harmful to the environment and constitute a burden to society must be systematically restricted or banned and alternative procedures and products which are environmentally safe should be promoted instead.
 - 2.4 Regular revision of the toxicity thresholds of dangerous substances and of environmental standards in line with technological developments and know-how.
 - 2.5 Introduction of the principle of the environmental liability of industry to safeguard the livelihood of workers in the event of non-compliance with environment laws.

- 2.6 Standardisation and continual reassessment of international regulations, and in particular improvement and implementation of EEC legislation.

Introduction of the cross-frontier right to information, right to control and environmental impact assessment.

Problems regarding international agreements and directives must not however be used as a pretext for delaying national regulations. National provisions which go further than international standards are justifiable from both the social cost/benefit aspect and as regards technological development in Europe.

3. An integrated environment policy which promotes the development of socially and environmentally sound technologies is an essential prerequisite for improving the quality of the environment and the quality of life.

New technologies can and must be used to improve working conditions, health protection and the environment.

A technology and innovation policy based on ecological interests is also in keeping with economic interests in the medium and long term.

4. An active environment policy creates jobs.

Failure to take action in the environment field has jeopardized and eliminated jobs where investments to adapt industrial society to ecological necessities have been neglected.

5. There should be active promotion of environmentally safe and job-creating sectors of industry. In the EEC, support should be provided for this purpose by the European Regional Development Fund. Cross-frontier aspects and the development of cross-frontier environment schemes must also be taken into account.

International co-operation is necessary in order to achieve noticeable results. An important example of this is the agreement reached in 1984 when the so-called "30% club" was formed and 18 industrialised countries undertook to reduce sulphur emissions by 30% by 1993, based on 1980 levels.

The ETUC and EMF call for regional reorganisation schemes aimed at reducing damage to the environment and rendering the consequences of production change-overs socially acceptable to the employees concerned by means of a forward-looking employment policy.

6. As far as the trade unions are concerned, environmental protection begins in the plant.

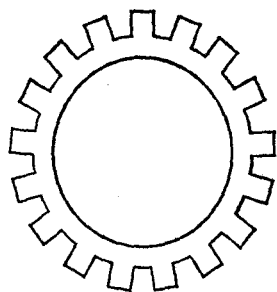
The primary issue in trade union work is to first of all convince the plant workforce that environmental protection is linked in many ways with their interest in better health protection. Health protection is therefore the point of departure for action at plant level and at the same time forms the link between environmental protection and worker protection. It is only when workers are informed of the danger to the environment arising from production in good time that they are in a position to effectively defend their interests with regard to working conditions and environmental protection so as to protect their health and welfare.

Annual environmental reports should therefore be presented to the workers for their information with a view to improving employee information systems.

Furthermore, workers' representatives need an information and decision-making process which places them in a position to assess the damage that the plant is causing to the environment and to take decisions in this respect.

Safety and/or environmental health representatives' powers must be extended, their legal status strengthened and their technical training guaranteed. They must be given adequate time to perform the functions assigned to them and they must enjoy special protection against dismissal so that they can call for necessary changes without hindrance.

7. With a view to activating environmental protection at European level, the EMF calls for the rapid adoption of the fourth EEC environment action programme and concurrent measures to provide the necessary budgetary means for implementing this programme.
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FEM Fédération Européenne des Métallurgistes dans la Communauté

EMB Europäischer Metallgewerkschaftsbund in der Gemeinschaft

EMF European Metalworkers' Federation in the Community

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RESOLUTION ON ENERGY POLICY

1. The serious accident at Chernobyl has induced the trade union movement to review the risks entailed in the production of nuclear energy.

2. The EMF re-endorses the principles which its 4th General Assembly formulated in 1980 with regard to energy policy, and which are as follows:-

The safety of the population and the constant improvement of the employment situation and of living and working conditions, environmental protection and the sparing use of natural resources must be the primary objectives of economic development. Democratic principles must furthermore form the foundation for decisions on energy policy in our society.

3. The EMF shares the ETUC's opinion that the energy policies of the countries of the European Community must be reviewed with a view to reducing dependency on external supplies and on nuclear reactors.

4. Reducing dependency in the energy field, improving the quality of life and achieving employment growth require major investments in the rational use of energy, in the building trade, in industry and in the transport sector. These programmes should be launched in co-ordination throughout the European Community:- information, training, expertise and financial incentives, as well as measures to divert investments will make it possible to create thousands of new jobs in this sector.

The aim must be to ensure the supply of energy at economically acceptable prices in the longer term too. A necessary prerequisite is to reduce our dependence on imports of certain sources of energy (such as coal, oil and gas).

Research, development and the implementation of energy-saving measures must be intensified and accelerated.

5. The diversification of energy sources must be promoted. The share of coal and natural gas in overall energy consumption, contrary to past estimations, must be increased.

The examination of possibilities for smaller-scale production and the reutilisation of residual heat as a source of energy should provide a stimulus in respect of energy diversification and efficiency goals.

To achieve this, coal-fired power plants must be equipped with the most advanced anti-pollution techniques. The oil supplies of Community countries must be guaranteed through long-term contracts with the producer countries payable in ECU.

6. It is also necessary to promote the greater use of renewable sources of energy. If it is intended that these sources should be capable of meeting a substantially larger share of energy needs in the long term, research and development efforts ought to be geared to this objective.
7. As regards nuclear plants, the EMF considers that it will not be possible to dispense with these power stations for some time.

It also shares the ETUC's opinion that the risks which the public at large is currently running and which also concern future generations can only be tolerated during a transitional period and that consequently no further authorisation should be granted in Europe for the construction of new power plants. Furthermore, the existing power plants must be subject to stringent safety controls and those which do not comply with the standards must be closed down.

8. Measures to inform the general public must be improved. Where plants are operated in frontier areas, the information and protection of the public must be guaranteed to the same extent on either side of the border. This requires co-operation to ensure that the plants are safe particularly on the part of joint control boards of State authorities.

9. The cancellation of new orders for nuclear power stations and the closure of existing ones must be accompanied in the undertakings concerned by re-deployment plans for the workforce.

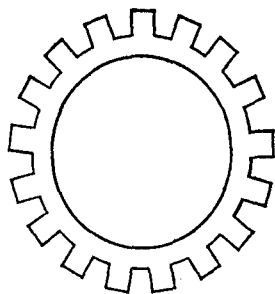
Co-ordination between the public authorities, the management of the undertakings and the workers' organisations is therefore imperative.

The diversification of production will be facilitated by the very size of the investments required in the energy supply field. Appropriate investments for this purpose have been a feature of the employment programme advocated by the unions for many years.

Measures to maintain and improve the safety of existing nuclear power stations, to prevent industrial accidents, to protect the environment, to achieve diversification in the energy field as well as energy efficiency must guarantee that all of the jobs concerned are maintained as well as related skill levels.

10. Reactors such as fast breeders which require the recycling of used nuclear fuels, and the establishment of a plutonium industry present excessive potential dangers - despite the huge amounts already expended in this field. The development of such reactors must be discontinued and every new order or opening of a plant must be stopped.
11. The rapid availability of safe, permanent locations for storing highly radioactive waste must be ensured. The choice of safe storage techniques and permanent sites must involve very wide consultation of all concerned.
12. The EMF emphatically rejects any form of restriction imposed on workers in their contacts with their trade unions and any restriction of their right so strike.

It endorses the ETUC's demands concerning the protection of workers and the general public against radiation and contamination.



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RESOLUTION ON PEACE AND DISARMAMENT

1. It is the duty of the trade union movement to represent its members' interests in the labour market and in many other areas. The living conditions of its members are decided by a complex interplay of political decisions and labour market agreements. Above all the freedom to pursue trade union activities is ultimately decided politically. This freedom is brutally violated in many countries. These violations constitute a threat not only to the people directly affected but, in the long run, even to peace. Encroachment on the rights of one's own citizens often coincides with military aggression against other countries.
2. In one way, during the last decade, a dramatic change in the prerequisites for trade union and political activities has taken place. In the nuclear age, only one fatal mistake by either of the superpowers is enough for all human hope and endeavour to lose its meaning. In a balance-of-terror world, our future balances on the edge of a knife.
3. Awareness of this threat should not lead us to despair. Together with other forces, we must mobilise our human resources to build up public opinion for peace and disarmament. We must promote awareness that in a nuclear age it is impossible for any country to achieve guaranteed military protection for its citizens; that the security of nations can only be built together. It is obvious and natural for the international trade union movement to play a leading role in the building of public opinion for peace and disarmament.

4. The demand for disarmament must be built upon the understanding of a country's legitimate security interests. This implies that disarmament must be brought about simultaneously within those countries and groups of countries that lack confidence in each other. A prerequisite for this is that, above all, the great powers take measures to intensify the dialogue that promotes mutual trust and confidence.

Countries can contribute to establishing greater mutual confidence by adopting a defensive strategy with weapons which do not constitute a threat to other countries.

5. The EMF recalls attention to the Helsinki agreements and demands full respect of these agreements as a pledge of peace. It expresses without reservation its support for the respect of human rights and the free movement of men and ideas.

As a contribution to application of these principles and creating greater mutual confidence, the member organisations of the EMF shall look at ways in which contacts with unions in Eastern European countries might prove useful.

6. The European Metalworkers' Federation demands:-

- that the arms race, including the militarisation of space, be reversed to a process of disarmament as regards both nuclear and conventional weapons;
- that nuclear war by error or as a result of the escalation of a conflict involving conventional weapons be prevented, e.g. through the establishment of a zone in Europe that is free from battlefield/theatre nuclear weapons;
- that nuclear tests be banned;
- that the ban on chemical and biological weapons be respected by all countries;
- that macro-economic and employment related obstacles to disarmament be eliminated through the making of provisions for a process of conversion from military to civil production and worker and trade union consultation with regard to plans for conversion;
- promotion of a civil technology research programme at European level;
- the implementation of a restrictive arms export policy.

7. The unions affiliated to the EMF welcome the opening of negotiations on the removal of medium-range missiles based in Europe. This is in keeping with the demands of the European trade union movement. They hope that the two parties concerned will conduct these negotiations in a constructive manner. The resulting agreements should be considered as a step towards further reductions of nuclear weapons, especially short-range missiles.

These agreements cannot serve as a pretext for reinforcing conventional weapons.

8. The member organisations of the European Metalworkers' Federation pledge that through the spreading of information, the procuring of the individual support of members, by seeking to influence our respective governments, or in other ways, they will actively contribute to the realisation of these demands and use the period until the next Congress to undertake research into conditions for civilian resistance.
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